



## Jobs Fund 12<sup>th</sup> Call for Proposals

### *Breaking Barriers to Employment in the Green and Informal Economies*

Briefing Session to Applicants

08 May 2025

#### **Please note:**

- The session will begin at 10h00
- Everyone except the presenters will be muted - delegates to please post any questions they may have in the chat.



1. Everyone except the presenters will be muted.
2. Delegates to **please post questions in the chat.**
3. The team will try to respond to all questions during the session, but those unanswered during the presentation will be included in the FAQ document found on the application site and the Jobs Fund website:
  - <https://jobsfund.praxisgms.co.za>
  - <http://www.jobsfund.org.za>

# Agenda



TIME	AREA
10h00 – 10h02	House-rules and Agenda
10h00 – 10h15	1. Welcome Address & Introduction 2. About the Jobs Fund
10h15 – 10h25	3. Introduction to the 12 <sup>th</sup> CFP 4. Informal and Green Economy Employment Barriers and Priority Sectors 5. Focus Areas
10h25 – 10h35	6. Funding Windows
10h35 – 10h45	7. Eligibility Criteria 8. Exclusions
10h45 – 11h00	9. Impact Criteria
11h00 – 11h10	10. Measurement Indicators
11h10 – 11h20	11. Contracting
11h20 – 11h30	12. How to Apply – Online Application
11h30 – 11h40	13. Next Steps 14. Contact Details
11h40 – 11h50	15. Closing Remarks

# Welcome

*Head of the Jobs Fund (Deputy Director General: Employment Facilitation)*

*Najwah Allie-Edries*

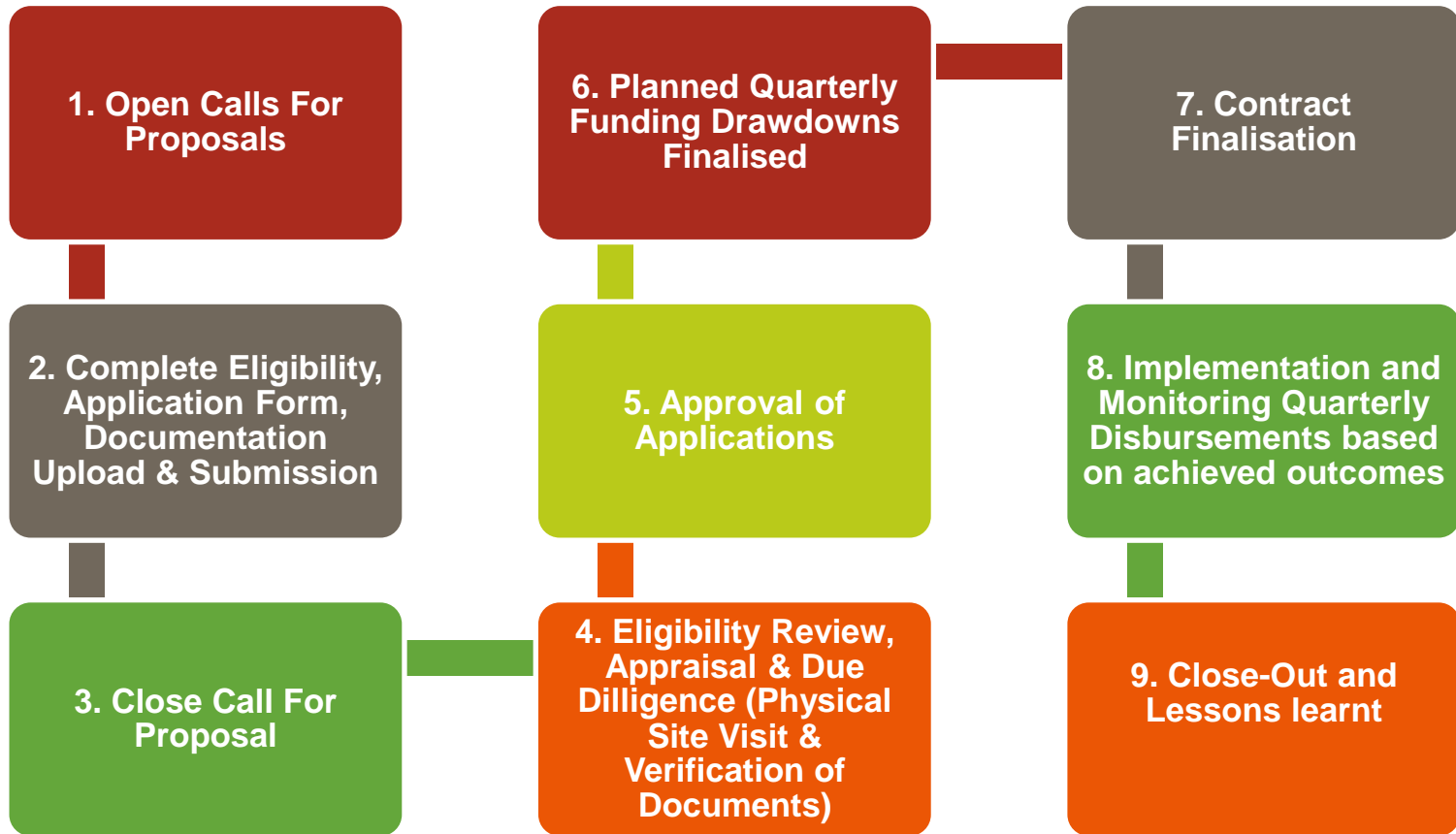


## 2. About the Jobs Fund - Overview

- The Jobs Fund (a programme of the National Treasury) was established in 2011 as is a Challenge Fund utilising public funds to leverage private funds to co-fund, test, productise and implement innovative job creation models.
- Since its launch in 2011, the Jobs Fund through its 11 Funding rounds has catalysed innovative job creation interventions across multiple economic sectors.
- Together with its partners, the Job Fund has achieved significant outcomes:
  - **Innovative job creation:** Developing **new approaches** to address supply and demand side labour market challenges
  - **Matched funding:** Sharing investments between partners and government at a **1:1 ratio**
  - **Private sector partnerships:** **Scaling** successful **job creation models** through collaboration
  - **Job creation:** Creating **210,719** permanent jobs and **114,534** short-term jobs/internships
  - **Labour market interventions:** Supporting over 180 initiatives **addressing** labour market constraints
  - **Funding leverage:** Securing **R14.8 billion** in matched funding, tripling public investment
  - **Grant disbursement:** Disbursing over **R7.4 billion** in grants
  - **Complementary role:** **Supporting** other government employment initiatives.

## 2. About the Jobs Fund – Delivery Model

### Jobs Fund Delivery Model





### 3. Introduction to the 12<sup>th</sup> CFP - Context (1 of 2)

- Structural constraints in South Africa's economy has resulted in persistently high levels of unemployment.
- In Q4 of 2024, the national unemployment rate stood at 31.9%, with youth (ages 15-34) and women bearing the highest unemployment rates at 33.9% and 44.6%, respectively. Including discouraged workers, the unemployment rate rises to 41.9%.
- Of the 17.1 million employed persons in Q4 of 2024, 19.5% (3.3 million) were employed in the informal economy, a slight increase from 16.9% in 2014.
- Despite this, South Africa's informal economy remains relatively small compared to other emerging economies.
- The National Development Plan (NDP) targets the creation of 2.1 million additional informal economy jobs by 2030. However, significant policy measures and enabling regulations are needed to address the barriers impeding growth in the sector.
- In addition to the informal economy, the green economy has the potential to significantly contribute to job creation.

### 3. Introduction to the 12<sup>th</sup> CFP – Context (2 of 2)



- Despite progress in the green economy, several barriers remain, including the lack of skills, access to financing, and technological challenges.
- The Jobs Fund seeks to partner with organisations that share its vision to find innovative solutions for unlocking the employment creation potential of both green and informal economies to address South Africa's unemployment crisis



### 3. Introduction to the 12<sup>th</sup> CFP – Overview



- This funding round will be implemented using Challenge Fund principles, **this means only the best proposals will be considered for funding.**
- The Jobs Fund will target funding toward initiatives that focus on interventions that present **innovative solutions** for:
  - Stimulating demand for new jobs including enterprise and infrastructure development. The outcome of the intervention must result in growth and sustainability for the enterprise and infrastructure that is enabling and supports ongoing job creation.
  - Skilling/Upskilling, matching workseekers to jobs and facilitating new pathways to jobs. The outcome of the intervention must result in a new job being created and/or placement into a job.
  - A focus on women and youth will be an advantage.



## 4. Informal Economy - Employment Barriers

- **Definition** - The informal economy encompasses economic activities, enterprises, jobs, and workers that are not covered by formal arrangements, such as legal frameworks for enterprise operations or social and legal protection for workers.
- **Employment barriers**
  - **Lack of Social Protection:** Informal workers often lack access to social protection (healthcare, pensions, unemployment benefits), limiting their economic mobility and security.
  - **Poor Working Conditions:** Informal sector workers often face unsafe working conditions, long hours, and limited access to benefits.
  - **Access to Markets:** Difficulty in accessing formal markets, either due to logistical challenges, lack of market knowledge, or exclusion from formal supply chains.
  - **Financing Constraints:** Informal economy workers and businesses often lack access to formal financial services, making it hard to scale operations or access credit.
  - **Lack of Business Training and Capacity:** Many informal sector workers lack business management skills, marketing knowledge, and financial literacy, making it difficult to grow or sustain their businesses.



## 4. Informal Economy – Priority Sectors examples

- **Street Vending and Small Retail:** Street vending and small-scale retail are major contributors to informal sector employment.
- **Construction and Informal Building Trades:** Informal construction work is a key contributor to job creation, especially in low-income and rural areas.
- **Care Work: Labour Absorption:** Domestic work, Early Childhood Development, and Elder care is a significant part of the informal economy, employing many women.
- **Transportation Services:** Informal transport services such as ride-sharing services, delivery services and bicycle couriers are crucial to local mobility in urban and peri-urban areas.
- **Agricultural Labor (Informal Farming):** Informal agriculture, including small-scale farming, seasonal crop harvesting and informal agricultural markets, is a major source of employment, particularly in rural areas.
- **Artisans and Craftsmen:** Informal artisans and craftspeople produce goods for local markets or export, including handmade products such as clothing, furniture, jewelry, and artworks.
- **Repair Services:** Informal repair services, including mechanics, electronics repair, and appliance fixes, provide essential services to low-income communities and small businesses.



## 4. Green Economy - Employment Barriers

- **Definition** - The green economy refers to economic activities that aim to reduce environmental risks and ecological scarcities and that aim for sustainable development without degrading the environment.
- **Employment barriers**
  - **Skills Gap:** Lack of specialised skills and knowledge in green technologies and sustainable practices, particularly in underdeveloped and rural areas.
  - **Access to Funding:** Difficulty in accessing capital for green businesses or green initiatives due to high investment risks or inadequate financial infrastructure for start-ups and small businesses.
  - **Policy Uncertainty and Regulatory Barriers:** Inconsistent or lack of supportive policies and regulatory frameworks can hinder growth and investment in the green sector.
  - **Limited Market Demand:** Reduced consumer demand for green products and services, driven by cost and limited awareness of sustainable alternatives.
  - **Technological Barriers:** Limited access to advanced technologies, including renewable energy systems, green manufacturing tools, and other green technologies



## 4. Green Economy – Priority Sectors examples

- **Renewable Energy (Solar, Wind, Hydro, Biomass, Geothermal):** The transition to renewable energy requires labour in various stages of the development lifecycle of these interventions and gives rise to opportunities in manufacturing, installation, operations, and maintenance.
- **Energy Efficiency:** Activities aimed at reducing energy consumption through technology upgrades and improving energy management systems.
- **Sustainable Agriculture and Agri-Tech:** Sustainable farming practices, organic farming, permaculture, and the development of Agri-tech solutions that optimize farming methods.
- **Waste Management and Recycling:** The collection, processing, recycling, and disposal of waste creates jobs in both the formal and informal sectors.
- **Sustainable Construction (Green Buildings):** Construction of energy-efficient, environmentally friendly enabling infrastructure that uses sustainable materials.
- **Transport and Green Mobility:** The transition to greener transport systems.
- **Water and Wastewater Management:** Solutions aimed at efficient water usage, wastewater treatment, and the management of water resources.

## 5. Focus Areas (1 of 2)



- Competitive Applications should clearly demonstrate the following:
  - **Collaboration & Impact:** Ability to engage and crowd in sector intermediaries, technical support, and resources to drive significant change.
  - **Addressing Barriers:** Capability to remove employment growth blockages in the informal and green economies and improve access to value chains and markets.
  - **Proven Success:** A track record in implementing successful support for job creation initiatives.
  - **Replicability & Scalability:** Potential for the intervention to be replicated or scaled.
  - **Innovation:** Introduction of innovations that improve the current intervention's baseline performance.
  - **Reaching Marginalised Areas:** Capacity to reach economically marginalised areas such as townships, inner cities, informal settlements, and rural regions.



## 5. Focus Areas (2 of 2)

- Competitive Applications should clearly demonstrate the following:
  - **Market Support:** Ability to provide market support and access to business development services for enterprises in informal and green economies.
  - **Enterprise Growth & Sustainability:** Ability to incubate, grow, and sustain enterprises.
  - **Financial Access:** Ability to design or provide access to suitable financial products for traditionally excluded communities/entrepreneurs.
  - **Matched Funding:** Capability to raise matched funding from other sources such as donors or foundations. (refer to Annexure III for Funding Criteria).
  - **Monitoring & Evaluation:** Establishment of an effective M&E framework with Specific, Measurable, Achievable, Attributable, Relevant and Time-bound (SMART) indicators for measuring project outcomes and impacts. [See Annexure VII for Jobs Fund definitions of Jobs, Indicator Protocols and means of verification].
  - **Timely Outcomes:** Ability to achieve outcomes within a 3-year timeframe. [See Annexure II for examples of interventions that the Jobs Fund would like to support].



## 6. Funding Windows (1 of 3)

- ❖ **Enterprise Development:** Competitive applications in the Enterprise Development Funding Window include initiatives that develop innovative commercial approaches to livelihood development and long-term job creation in ways that combine profitability with high social impact. The interventions should reduce risk, remove barriers to market access or improve or broaden supply chains, demonstrate innovation, and address existing business challenges. Proposals should also indicate what Business Development Support would be provided to small and medium-sized enterprises, and/or emerging farmers, and or youth, this includes the provision of appropriately designed finance products.
  - Initiatives seeking to co-finance enabling infrastructure investments will also be accepted under the Enterprise Development Window, provided the applicant demonstrates how the infrastructure investment will unlock entrepreneurial development and job creation in the targeted economic sector or geographical area.
  - ✓ Such enabling infrastructure may include: (1) the provision of affordable internet connectivity, (2) the expansion & rollout of technology-enabled platforms that increase productivity or enhance access to markets and finance (3) the provision of small-scale and cost-effective infrastructure to enable small businesses or informal businesses to operate, e.g., provision of trading spaces, light manufacturing spaces and related infrastructure.



## 6. Funding Windows (2 of 3)



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- ❖ **Support for Work Seekers:** Competitive applications in the Support for Work Seekers Funding Window are those linking active work-seekers, especially women and youth to green and informal economy opportunities and job placement, including placement in the formal sector.
  - Funding proposals must be demand-led interventions that result in matching the unemployed with suitable job placements/opportunities. The interventions could also aim to upskill/re-skill the unemployed and match them with suitable job opportunities. These proposals/interventions must result in a job placement for the target group who received the training.



## 6. Funding Windows (3 of 3)

- ❖ **Institutional Capacity Building:** SMMEs, including those in the informal economy, often cannot absorb a significant government stimulus without the type of well-calibrated support offered by intermediary institutions. Internationally, intermediaries such as sector associations, microfinance institutions, and technology companies have succeeded in reaching and providing SMMEs, and informal enterprises with more holistic, tailor-made support. In this funding round, there is an opportunity to support such intermediaries to scale their operations.
  - Through the Institutional Capacity Building Funding Window, the Jobs Fund is interested in supporting intermediaries that respond to the current funding gap created by investors who only focus on short-term Return on Investment (ROI).
  - Ideal applications falling under the Institutional Capacity Building Funding Window are those: (1) that will support interventions aimed at strengthening institutions through which SMMEs, jobs, and sustainable livelihoods are created or retained, (2) that seek funding for the enhancement of the capacity of existing intermediaries to reach more SMMEs and Workseekers, and to support the latter to improve their sustainability and to graduate them to eventually access formal ecosystems of support and thereby creating demand for more labour.



## 7. Eligibility Criteria (1 of 3)

### Applicants and applications must meet all the following criteria:

1. The funding request must be for a minimum grant size of **R5 million**.
2. Applicants must demonstrate the ability to secure matched funding in the form of direct cash contributions at a minimum level of **1:1** for private and public entities, and **1:0.5 for NPOs, NGOs**. Demonstrating ability to secure matched funding include the following:
  - a. **Self-funded matched funding:** this must include a written undertaking from the Applicant to contribute matched funding supported by a sufficiently strong financial position as evidenced by the Applicant's Annual Financial Statements.
  - b. **Matched funding from third parties:** this may include the following:
    - i. a formal written undertaking from funders that matched funding has been secured and will be made available towards the project.
    - ii. an application made to a potential funder.
    - iii. an undertaking by a funder to support the Applicant with matched funding to implement the project.
    - iv. progress made toward securing the committed matched funding, e.g., a letter from the funder stating the process and timeframe to finalising the funding application and unmet conditions that the Applicant must satisfy to be considered for funding.



## 7. Eligibility Criteria (2 of 3)

3. Applicants must be in full compliance with governance and administrative requirements (including Tax Compliance).
4. The Lead Applicant/Intermediary, which is the entity that is applying to the Jobs Fund, and who will enter into a contract/Grant Agreement with the Jobs Fund must be solvent, must have been operating for more than two years, and have complete audited or independently reviewed annual financial statements for the previous two financial years (Annual Financial Statements for each of the two years).
5. The Lead Applicant/Intermediary must provide detailed management accounts (covering balance sheet, cash flow and Income & Expenditure statements) for the period from the last Audited/ Independently Reviewed financial Statements to the end of the last full month before the close of the application, i.e., 15 May 2025. Listed entities may submit their latest interim financial statements where management accounts are not available. This may need to be supplemented by additional information from an authorised representative.



## 7. Eligibility Criteria (3 of 3)

6. The Project Implementer/implementing partner, which is the entity charged with the successful execution and completion of the project's activities, must have a track record of more than two years of technical experience in the area of interest.
7. Applicants need to acknowledge that while the intellectual property (IP) will reside with the applicant, all successful applicants must permit the Jobs Fund to use the concept for learning and dissemination purposes. The learning material will be developed in conjunction with the owner of the IP and will not be used for commercial dissemination.
8. Existing/ previous Jobs Fund Partners will only be eligible to respond to the call if they meet ALL the following additional criteria as of 31 March 2025:
  - a) The project must have reached at least 50% of its contracted implementation period in any one of their Jobs Fund-funded projects.
  - b) Performance on applicable contracted job and placement targets combined must be greater than 50% inception date in any one of their Jobs Fund-funded projects.
  - c) The project must have reached at least 50% inception-to-date expenditure as measured against total contracted expenditure in any one of their Jobs Fund-funded projects.

## 8. Exclusions



Examples of **ineligible applications** include:

- i. Funding for the bailout of distressed applicants.
- ii. Training activities that are not demand-led and that do not result in a job placement. There must be a conversion from training to placement.
- iii. Initiatives with large capital investment but minimal short to medium-term job-creation potential.
- iv. Funding of initiatives that will not deliver on their intended performance outcomes within three years of implementation (e.g., new forestry and orchard development).
- v. On-lending projects that do not adequately demonstrate that they have a finance-ready pipeline of projects to support.
- vi. Projects receiving support for the same initiative from other public programmes which may lead to double counting of jobs or other social impact indicators or double-dipping into public funds; or
- vii. Projects with commercial applications that are overly dependent on grant funding.



## 9. Impact Criteria (1 of 7)

- In line with the Jobs Fund challenge fund principles, the following impact criteria will be used to select the most competitive projects :
  - social impact,
  - additionality,
  - sustainability,
  - matched funding, value for money and risk apportionment
  - innovation,
  - scale/ replication,
  - contribution to systemic change, and
  - the applicant's capacity to implement.
- Importantly proposals will also be assessed on their ability to find solutions to unlock the identified barriers

## 9. Impact Criteria (2 of 7)



### Social Impact

- Initiatives should clearly demonstrate the social impact of the project with emphasis on participants in economically marginalised areas.
- This includes social impact such as the ability of the intervention to create new jobs, support businesses, provide self-employment to informal sector businesses and participants, etc.
- Initiatives should be informed by a theory of change that clearly links the proposed intervention to the intended social impact. This link should be plausible, demonstrable and measurable, and should not rest on unrealistic assumptions.
- Social impact metrics must be measured as per the Jobs Fund indicator protocols as articulated in this Terms of Reference





## 9. Impact Criteria (3 of 7)

### Additionality

- The Jobs Fund aims to support initiatives that would not have taken place without Jobs Fund support and risk sharing because other funders consider the risk of failure too high or the projected financial return too low. Applicants should provide evidence of this in their application.
- The Jobs Fund will not distort or displace any current and ongoing market activity or investment, rather it will step in and share risk in a manner that will make it more attractive for other funders to participate.
- Applicants will be required to identify those risk components in the intervention that cannot be funded commercially, and which require grant funding to crowd in other funders.
- For NPOs, the Jobs Fund will consider funding project administration costs and other expenditure that increases the capacity of these organisations to deliver on their mandates, but this should not exceed 20% of the total funding requirement for Enterprise Development and Support for Work-seekers and up to 30% for Institutional Capacity Building Window.
- The Jobs Fund will also be open to co-finance costs that enhance collection, collation, and access to information on informal enterprises, and or the informal sector in general.
- We look for a clear articulation of what additional benefits will be achieved over and above the applicant's current baseline activities, i.e., what you would have done anyway in the absence of the capital investment. ***Additionality is not requesting funds to finance your current activities***

## 9. Impact Criteria (4 of 7)



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### Sustainability

- Initiatives should be able to convincingly demonstrate a path to commercial sustainability (for the initiative and enterprise development projects, the sustainability of participants is also critical) beyond the term of the Jobs Fund grant.
- This should illustrate the sustainability of the jobs created as well as the sustainability of the project itself.
- The vision for sustainability going forward and beyond the period of JF funding will be carefully assessed, and successful applications will lay out a realistic path to sustainability that is rooted in the experience of implementation and not reliant on unrealistic assumptions.
- NPOs and other entities reliant on donor funding may not necessarily be financially sustainable beyond the JF project period but should present a strong case for JF support based on the anticipated impact of the project and the potential for sustainability in the long run.
- Applications should identify key measurable milestones over the project period to trigger funding



## 9. Impact Criteria (5 of 7)

### Matched Funding, Value for Money and Risk Apportionment

- The Jobs Fund defines value for money in terms of risk-sharing, economy, efficiency, effectiveness and equity. The Jobs Fund aims to leverage existing resources available within the economy.
- The amount of matched funding provided within the proposed intervention will be a key assessment criterion. Applicants must demonstrate value for money in converting Jobs Fund resources into impact and learning relevant to enhanced job creation.
- The Jobs Fund looks for the best ratio of outcomes achieved to total costs incurred, i.e., the higher the matched funding leveraged, the more competitive the project will be.
- While the JF will require direct cash-matched funding contributions at a minimum level of 1:1 for private companies and public sector organisations and 1:0.5 for NPOs/NGOs. Contributions of In-kind matched funding will increase the competitiveness of the project but will not count towards the cash-match funding requirement;
- Applicants will need to demonstrate the risk carried by all parties compared to income derived from the project and what value the initiative will create for participants



## 9. Impact Criteria (6 of 7)

### Innovation

- Initiatives must describe what is new or innovative in the proposed initiative and whether this is replicable.
- Applications should not be simple extensions of existing programmes whose funding is ending.
- The innovation should entail at least notional innovation e.g., it represents a new, innovative and pioneering approach that departs from other, similar initiatives that have tried to address similar problems or overcome similar barriers.
- Furthermore, innovation must be contextual and relevant to the current economic context and must demonstrate how the challenges presented and/or exacerbated by the pandemic and lockdown will be innovatively solved for/addressed

### Scale/Replication

- The initiative must show how partners will be leveraged to multiply the outcomes; how costs will be kept low while increasing outputs; and how and the extent to which the intervention/job creation model is replicable.
- Applications must demonstrate how the initiative will achieve scale/replication in terms of operations/product distribution/access to new markets/increased employment etc.
- Initiatives must outline the key activities that will be undertaken to achieve this outcome



## 9. Impact Criteria (7 of 7)

### Contribution to Systemic Change

- Applications that contribute to broader impact in the sector/industry/value chains or economically marginalised area as well as learning beyond the confines of their specific initiative are preferred.
- Applications should therefore demonstrate how, through this initiative, consideration will be given to barriers to market growth; regulations and policy; market information; infrastructure; institutional capability; access to finance; effective supply and demand, and how these would be addressed through/by this initiative

### Capacity to Implement

- Applicants must demonstrate relevant experience, organisational capacity, key capabilities and the existence of a potential pipeline of participants to be supported.
- In the case of a consortium, applicants must elaborate on the consortium composition, it must be logical and value-adding, and it must leverage the market position and capabilities of market players.
- Furthermore, applicants must demonstrate an appreciation of their proposed project's value/supply chain, local specific context and the determinants of success.
- Applicants must have appropriate systems to collect, consolidate, and report on financial and progress performance.
- As part of the application process, applicants will be requested to provide supporting documents that show their track record within their industry and/ or in the economically marginalised areas in which they will implement the project



## 10. Indicators - Introduction

- There are a total of 8 programme indicators for the 12<sup>th</sup> Call which track job creation opportunities, internship opportunities and training opportunities (some of these indicators contain sub-indicators - 14 indicators in total).
- With respect to job creation, the 11<sup>th</sup> CFP indicators distinguish between 5 different types of jobs:
  1. **Permanent job** – A job that has been facilitated as a result of the project, for which a permanent employment contract has been signed. (i.e., the employment tenure has no end date, it is *not* fixed term)
  2. **Fixed term job (12 months +)** – A job that has been facilitated as a result of the project, for which a fixed term contract (i.e., the employment tenure has a clear end date) **for at least 12 months** has been signed.
  3. **Short term jobs (less than 12 months)** – A job that has been facilitated as a result of the project, for which a fixed term contract (set contract end date) of **less than 12 months** in duration has been signed.
  4. **Seasonal job** – A job that has been facilitated as a result of the project, but its tenure is seasonal, i.e., the time spent in the position/job is not full time and the employee only works during specific periods/ seasons/ holidays. The opportunity is expected to exist for that period each season/ year/ holiday period and is also expected to exist beyond the grant funding period.
  5. **Informal sector jobs** – A job that has been facilitated as a result of the project within the informal sector. This can refer to either:
    1. Self-employment - A participant starts a business and, after a period of time, becomes gainfully self-employed, or
    2. Employment - A workseekers secures a job in a growing micro business in the informal sector.



## 10. Indicator Definitions – New jobs

### **Indicator 1: Number of new permanent full-time positions/jobs**

A new position/job that has been created because of the project. The job is expected to exist beyond the grant funding period. It is not maintained or paid for using Jobs Fund grant funds.

### **Indicator 1.1: Number of new seasonal positions/jobs**

A new position/job that has been created because of the project, but it is seasonal (i.e., time spent in the position/job is not full-time and the employee only works during specific periods/seasons/holidays). The job is expected to exist for that period each season/year/holiday and is also expected to exist beyond the grant funding period. It is not directly maintained or paid for using Jobs Fund grant funds

### **Indicator 1.2: Number of new fixed-term positions/jobs**

A \*new fixed term (at least a 12-month contract) position/job that has been created because of the project, for which a fixed-term employment contract has been signed. The new position/job is not directly maintained or paid for using Jobs Fund grant funds.

\*New = the position/job did not exist in the project before – it has been created because of the efforts of the project. For example: The growth of an incubated SMME necessitates the need to create new positions/jobs within the company to manage the new workload as it expands. New staff are hired to fill these newly created positions/jobs – **this speaks to creating demand for labour.**



## 10. Indicator Definitions – Placements beyond Partners

### **Indicator 2: Number of beneficiaries placed in currently vacant permanent full-time positions/jobs beyond project partners**

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes, as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant positions/jobs.

### **Indicator 2.1: Number of beneficiaries placed in currently vacant seasonal positions/jobs beyond project partners**

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant\* seasonal positions/jobs (i.e., time spent in the position/job is not full time and the employee only works during specific periods/seasons/holidays).

### **Indicator 2.2: Number of beneficiaries placed in currently vacant fixed-term positions/jobs beyond project partners**

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by companies/enterprises other than the project partners in currently vacant\* fixed term (at least 12 months) positions/jobs time.

**Placements beyond partners** – Participants are employed by companies/enterprises other than the project partners (i.e. in some instances, trained participants go on to self-place – they actively secure their own placements).

**Currently vacant** - the position/job already exists but is currently not filled. For example: A large corporate has 250 vacancies for client liaison officers, and they are battling to find suitably qualified employees. A work seekers project trains young unemployed graduates in work readiness, sales, and communication, and these graduates are then placed in the currently vacant positions/jobs, thereby filling these vacancies – this speaks to the supply of labour.





## 10. Indicator Definitions – Placements with Partners

### **Indicator 3: Number of beneficiaries placed in currently vacant permanent full-time positions/jobs with project partners**

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes, as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant permanent positions/jobs.

#### **Indicator 3.1: Number of beneficiaries placed in currently vacant seasonal positions/jobs with project partners**

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant\* permanent seasonal positions/jobs (i.e., time spent in the position/job is not full time and the employee only works during specific periods/seasons/holidays)

#### **Indicator 3.2: Number of beneficiaries placed in currently vacant fixed-term positions/jobs with project partners**

These are the participants/beneficiaries that may have successfully completed the work seekers training and/or mentorship programmes as well as (where applicable) the time-bound internship and have been employed by one of the project partners in currently vacant\* fixed term (at least 12 months) positions/jobs.

\*Currently vacant - the position/job already exists but is currently not filled. For example, A large corporate has 250 vacancies for client liaison officers, and they are battling to find suitably qualified employees. A work seekers project trains young unemployed graduates in work readiness, sales, and communication, and these graduates are then placed in the currently vacant positions/jobs, thereby filling these vacancies – this speaks to the supply of labour.



## 10. Indicator Definitions – Short term jobs, Internships & Training

### **Indicator 4: Number of new short-term positions/jobs**

A new position/job that has been created as a result of the project, which will exist for a finite period of time (less than 12 months in duration) and does not offer a permanent contract to the beneficiary (e.g., construction work, technical assistance, etc.). The position/job is not expected to exist beyond the funding period and may be supported by Jobs Fund grant funds.

Example: A supported SMME requires marketing assistance prior and during the launch of their new product. The SMME owner therefore hires a marketing coordinator for a 6-month period to assist them in developing and implementing a marketing and public relations strategy.

### **Indicator 5: Number of beneficiaries having completed time-bound internships**

These are the participants/beneficiaries who have completed work experience opportunities with potential employers over a pre-determined period and have signed internship contracts with the potential employers.

### **Indicator 6: Number of trained beneficiaries**

This is the number of participants/beneficiaries that have successfully completed the entire training and mentorship programme as designed by the JF Partner (as outlined in the grant agreement) and have received their qualification/certificates. The training and mentorship programmes are expected to be strongly linked to employment opportunities for successful beneficiaries.

Each individual is only to be counted once, upon completion of the training intervention.



## 10. Indicator Definitions – Informal Employment & Self-employment

### **Indicator 7: Number of self-employed informal sector entrepreneurs/business owners**

This indicator measures the point at which a micro business owner can be counted as gainfully self-employed in their business. It measures improvement in a business owner's income from baseline (i.e., when they join the support initiative) to at least 6 months.

Two categories of informal sector entrepreneurs are included below:

1. Firstly, those micro business owners that are supported from a baseline income of below the Upper-bound Poverty Line (UBPL) to a point where they are earning equal to or greater than the prevailing line, as determined by Stats SA on an annual basis.
2. Secondly, those micro business owners that are supported from a baseline income of below the National Minimum Wage to a point where they are earning equal to or greater than the minimum wage threshold (per hour or day as the case may be).

In both instances, the entrepreneur's gross income is baselined and then measured over a consecutive six-month period (at a minimum) to track improvements

**The business owner can only be counted as a job once he/she meets a minimum agreed to threshold of personal income from the business over a period of 6 months.**

### **Indicator 8: Number of employed informal sector workers**

A job that is created in the informal sector and the payment received for the job is equal to or greater than the National Minimum Wage hourly rate.

Example: A supported micro business in the informal sector expands its operation and requires further staff to support this growth. Two new staff members are appointed in the micro business.



## 10. Indicators – Tracking & Reporting

- Successful applicants will be required to **report on their progress against their contracted programme indicators every quarter.**
- In addition, successful applicants will also be **required to track and reporting on the project-specific indicators** they nominated for their interventions. Project-specific indicators are used during implementation to measure the progressive realisation of anticipated outcomes.
- Submission of the agreed upon **Means of Verification (evidence) for reported numbers** forms part of the quarterly reporting requirement, e.g. employment contracts, training certificates, etc.
- Disbursements are contingent upon projects:
  1. Achieving a minimum of eighty percent performance against their quarterly target, and
  2. The submission of evidence to support performance reports.
- It is fundamental that successful applicants have the systems in place, and the capacity to adequately track project activities, outputs and outcomes and report to the Jobs Fund as per the requirements.

**Delays in report submissions results in delays in disbursement, which can fundamentally affect a project's roll-out.**

## 11. Contracting



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- **Application and Appraisal phases**
  - A Standardised Grant Agreement (with indicative General Clauses) has been provided and are accessible on the Application website. The project-specific conditions will be adjusted to as applicable.
  - Due Diligence Checklist has been made available on the Application website. Applicants are required to respond to all due diligence questions and to **provide all required documentation**.
- **After approval by the Investment Committee**
  - Applicants informed whether their applications have been successful or unsuccessful.
  - Draft Grant Agreement and the Activity Based, Costing Project Implementation Monitoring Plan (ABC PIMP) of successful applicants finalised internally.
  - Contracting documents (Grant Agreement , ABC PIMP, Annexures & guidance on CP documents ) sent to successful applicants for final comments – **TIMELINES ARE STRINGENT & ADHERENCE TO TIMELINES ARE CRITICAL.**
  - Draft Agreement, Conditions Precedent Evidence and Annexures updated.
  - Updated Grant Agreement, ABC PIMP and Annexures final check by the Jobs Fund.
  - Submission of Draft Agreements together with Contracting File for final approval (for execution).



## 12. How to Apply – Online Application







- **Opened 22 April 2025, will close on 05 June 2025 (3:00pm).**
- Applications must be submitted through the Jobs Fund's on-line Grant Management System (GMS).
- Applicants must complete all the questions and submit all the information requested at the point of application.
- Applications found to be ineligible will be advised and will not be able to advance further in the application process.
- All eligible applications will be competitively assessed against the Fund's impact criteria.
- Further information on the application process is available on <https://jobsfund.praxisgms.co.za>


- How to access and navigate the application form

<http://www.jobsfund.org.za>


Select Hyperlink to register on the Online Portal and launch the online application

jobsfund.org.za/CurrentCallForProposals.aspx


Login  NYS LIVE  NPM IF LIVE  GMS Restore  NPMIF TEST GMS  JF NYDA Test  Adobe Acrobat



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National Treasury  
REPUBLIC OF SOUTH AFRICA



THE JOBS FUND



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10<sup>th</sup> ANNIVERSARY

South Africa Siyasebenza A DECADE OF INNOVATION AND PARTNERSHIP [Click Here](#)

HOME

THE JOBS FUND

CHALLENGE FUND MODEL

TYPES OF FUNDING

APPLY TO THE FUND

FUNDED PROJECTS

PYEI

**New Funding Round – Breaking Barriers to Employment in the Green and Informal Economies**

The Jobs Fund is pleased to announce the launch of its 12th Funding Round.

Opening date: 22 April 2025  
Closing date: 05 June 2025 @ 3PM

The Jobs Fund invites proposals that will address critical employment barriers in South Africa's green and informal economies. We seek sector intermediaries from the public, private and not-for-profit sectors with solid implementation expertise to propose innovative and implementable solutions that will create sustainable jobs and stimulate economic growth. Successful proposals must demonstrate how interventions will overcome labour market barriers and ensure job sustainability beyond the initial grant funding period. All applications must be submitted online on the Jobs Fund Grant Management System, which can be accessed via the Jobs Fund website. This funding round will be implemented using challenge fund principles, which means the Fund will deploy a portfolio approach in its consideration of proposals for funding.

**What we're tackling**  
South Africa's unemployment rate is high, with youth (ages 15–34) and women facing the greatest challenges. In Q4 2024, the national

The term sheet contains the full details of the funding round and can be accessed [here](#).

Further guidance and information is contained in the links below:

- [12th Funding Round Brochure](#)
- [Application User Guide](#)
- [FAQs](#)

If you meet the eligibility criteria, click [here](#) to apply. All applications must be submitted by 15:00 on 05 June 2025.

If you have any queries, please contact: [jobsfund@treasury.gov.za](mailto:jobsfund@treasury.gov.za)



THE JOBS FUND

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**Login**

Username:


Password:

[Login](#)



# 12. How to Apply – Online Application

## How to access and navigate the application form



South Africa. Siyasebenza

Login

Username:

Password:

Login

[Forgot Password](#)

If you have not yet registered, then [click here to register now.](#)

1

CREATE A NEW APPLICATION

Click on the green plus (+) sign on the right hand side of the row to create a new application. You do not have to complete the application in one go - you can work on it, save it, exit, come back later and edit it from the list above.

Reference	Grant Window	Window Description	Type	Closing Date / Time	
JF12	Funding Window Twelve - BC	FW Twelve BC - Full Application	Business Case App Form - Call 12	28/09/2025 23:59:59	+

2

YOUR APPLICATION HAS BEEN REGISTERED.

Your Jobs Fund Reference Number: JF12/1011-2

Application Name: Test Project 01

Registration notification Email successfully sent.

CONTINUE

3

ELIGIBILITY CRITERIA

4

Eligibility Criteria

Institutional Info

Initiative Description

Risk

Impact Criteria

Budget

Summary

Uploads

1. Create New Application

2. Complete Application Registration – Info Message and Reference Number generated

3. Complete Eligibility

4. Online Application tabs displayed after Eligibility Validation





## 12. How to Apply – Online Application

### GMS Tips

- There are **8 sections** on this application form which must be completed (including **upload of supporting documents**).
- Applicants must submit the Application online, **in English**, before the closing date.
- A **read-only report** can be generated from the system that will allow the applicant to print out their completed / partially completed online application form.
- You should **regularly save** your application by clicking on the "Save" button.
- You will be able to login and edit information on the form as many times as you like until you have clicked the "Submit" button.
- **Narrative Sections** – we recommend that applicants complete narrative sections within MS Word and complete spelling and grammar checking. Once users are satisfied with the content, the information can be transposed ("copy and paste") from Ms Word into the applicable online form textbox / input fields.
- Fields marked with a red star \* are mandatory fields.
- Clicking on the "**Validate**" button will check the application form for missing mandatory fields and incorrect data and will alert you.
- **Please make sure that you have enabled popups on your web browser i.e. Pop-up blocker is turned off to allow popup messages to be displayed.**
- **No exceptions will be made for any submissions that are incomplete or submitted after 3:00pm on 05 June 2025.**

## 13. Next Steps - Training



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- Virtual training session set for **13 May 2025**.
- The aim is to provide in-depth assistance on the application process, qualification criteria and funding requirements.
- This training session will cover the following:
  - Activity-Based Costing Project Implementation Monitoring Plan (ABC PIMP) – Its functionality and how to complete it.
  - Grant Management System (GMS) Application Form – How to navigate the GMS and the requirements for each application section.
  - Grant Agreement Standard Clauses, Contracting Process and Due Diligence.
  - Post-training support offered by the Jobs Fund Team.

## 14. Contact Details



Any enquires must be submitted by email:

 [jobsfund@treasury.gov.za](mailto:jobsfund@treasury.gov.za)

For further information on the application process please visit:

 <https://jobsfund.praxisgms.co.za> or [www.jobsfund.org.za](http://www.jobsfund.org.za)

To access Jobs Fund social media accounts, please click on the links below:

 [https://www.youtube.com/@JobsFund\\_NT](https://www.youtube.com/@JobsFund_NT)

 [https://twitter.com/JobsFund\\_NT](https://twitter.com/JobsFund_NT)

# Closing

*Head of the Jobs Fund (Deputy Director General: Employment Facilitation)*

*Najwah Allie-Edries*

# Thank you



South Africa Siyasebenza



**Ushintsho Olughakazile**

**OVER A DECADE OF INNOVATION AND PARTNERSHIP**

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