



JOBS FUND 12TH CALL FOR PROPOSALS

Breaking Barriers to Employment in the Green and Informal Economies

Training Session to Applicants

13 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>

Welcome

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

Najwah Allie-Edries

Agenda



PART A	
10h02 – 10h10	Welcome Address
10h10 – 10h20	Key Highlights from the Briefing Session held on 08 May 2025
PART B	
10h20 – 11h20	GMS Application Form and Grant Management System
11h20 – 11h35	Tea Break
PART C	
11h35 – 12h10	Background to Theory of Change and Results Chain ; Overview of the ABC PIMP (Architecture & Functionality)
12h10 – 13h00	Completing the ABC PIMP – M&E (based on project example)
13h00 – 13h45	Lunch
PART D	
13h45 – 14h30	Completing the ABC PIMP – FINANCE (based on project example)
14h30 – 15h15	GA Standard Clauses & Due diligence, FICA, legal due diligence, documents required and contracting process
PART E	
15h15 – 15h30	Post training Support by the Jobs Fund Team
15h30 – 15h45	Closing Remarks

Part A

*Welcome
and*

Key Highlights from the Briefing Session held on 08 May 2025

Welcome

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

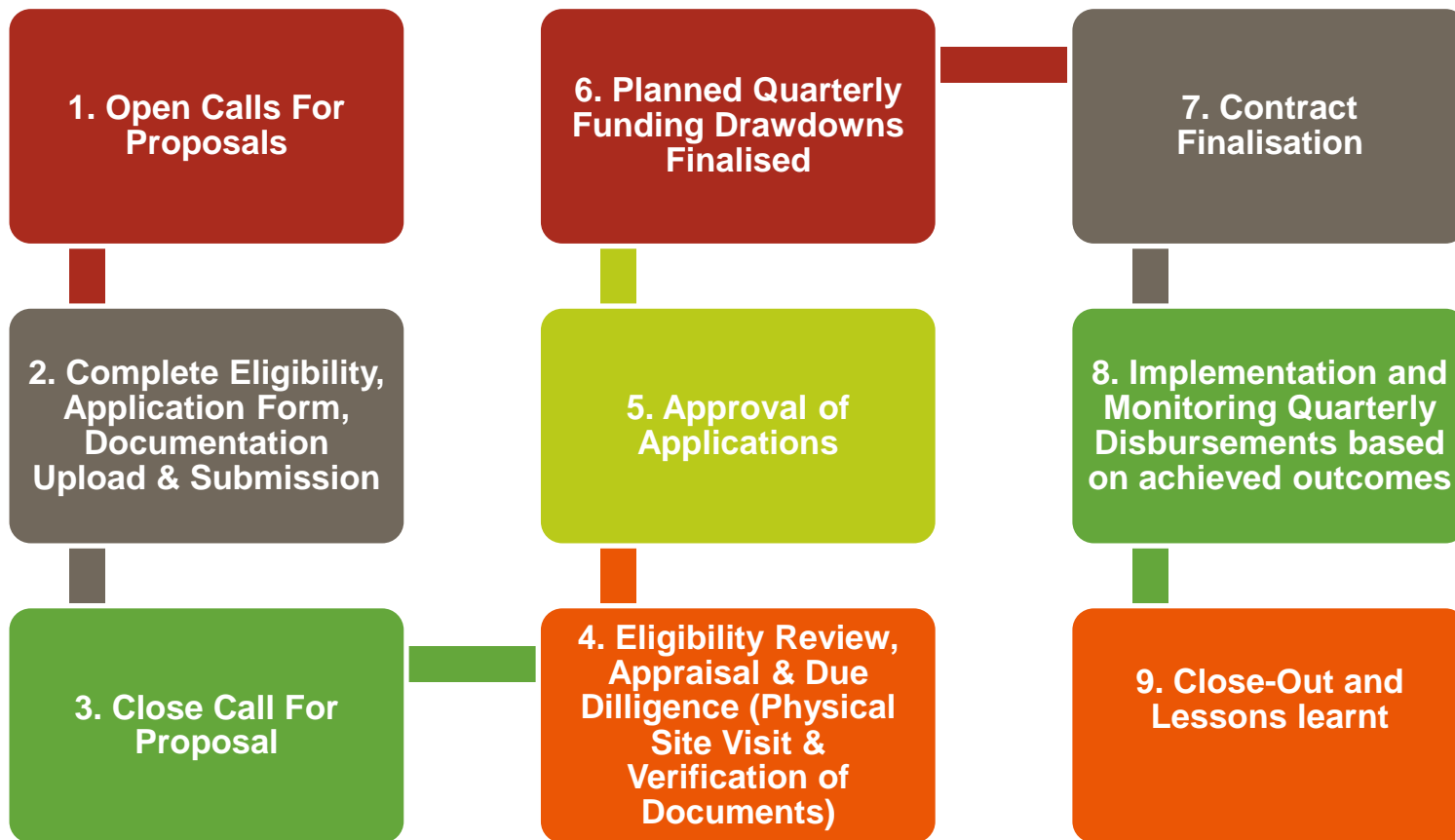
Najwah Allie-Edries

Key Highlights from the Briefing Session Held on 08 May 2025



Overview of the Application Process

Jobs Fund Delivery Model



Next Steps



Ushintsho Oluqhakazile

- Closing of Application window – **05 June 2025 (3:00 pm)**.
- Applicant to submit Applications inclusive of:
 - Completed ABC PIMP,
 - Due diligence documents (with complete documents including for FICA and legal assessments), i.e., **ALL UPLOADS ARE COMPULSORY.**
- Applicants to be informed of their eligibility status.
- Eligible Applicants will be informed of dates for Due Diligence engagements (on-site or virtual, depending on the Fund's risk assessment).
- Each Applicant is allocated a JF Project Appraiser – who will undertake Project appraisal; he/she will be your point of contact, but you may also engage his/her manager directly but always copy the Project Appraiser. The Project Appraiser will reach out to you once the allocations have been made.
- Applicants are encouraged to be responsive to queries timeously as the appraisal process must be completed within a set time frame per the respective batches. Failure to do so will negatively impact on your application.
- Contracting takes place once the Jobs Fund's independent Investment Committee approves the application at stage 2 .

Part B

Application Form Grant Management System


- 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




national treasury
Department:
National Treasury
REPUBLIC OF SOUTH AFRICA



THE JOBS FUND

South Africa Siyasebenza



sisebenzela ushintsho oluhakazile
10th ANNIVERSARY

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



THE JOBS FUND

South Africa, Siyasebenza

Login


Username:

Password:

[Login](#)

Accessing the online portal

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 have to 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.**

Navigating the GMS – **LIVE DEMO**

Tea Break
(The session will resume at 11h40)

Part C

***Background to the ABC PIMP: Understanding the Project Results Chain
& Theory of Change***

and

Overview of the ABC PIMP (Architecture & Functionality)

and

Completing the ABC PIMP (M&E sections)

Background to the ABC PIMP: Understanding the Project Results Chain & Theory of Change And Overview of the ABC PIMP (Architecture & Functionality)

Background to the ABC PIMP: Understanding the Project Results Chain & Theory of Change



- The **Theory of Change** for an initiative explains how the activities undertaken by a project will lead to the intended or observed impacts. Establishing a solid theory of change for your project is fundamental:
 - It identifies the conditions or preliminary results (milestones) in your project that are needed to achieve a long-term result.
 - It also forms the foundation on how you are going to monitor your project, develop key project-specific indicators and provide a structure for data analysis and reporting.
- **A Results Chain** is a diagram that maps out your theory of change. It depicts the causal linkages between the project and the anticipated outcomes and impact - linking the inputs, activities and outputs with the outcomes and desired impact:
 - Shows what the project is doing and why they are doing it.
 - Displays the connections in the results chain and the causal linkages, i.e. Is there a clear and logical flow between the inputs, activities, outputs, outcomes, and impact? Is it easily understandable?
 - Is results-oriented, i.e., indicates the desired results from the intervention (e.g., increase the number of operational SMMEs to promote new job creation and stimulate local economic development).
 - Contains sufficient information to display the logical connections between different project elements but is not overly complex.
- The **Theory of Change** provides the 'big picture' of the initiative and summarises work at a strategic level, while a results chain illustrates, at implementation level, the casual links in the change process (i.e., activities, outputs, outcomes, impact), and this is what the ABC PIMP attempts to map out.

Introduction to the Activity-Based Costing Project Implementation Monitoring Plan (ABC PIMP)



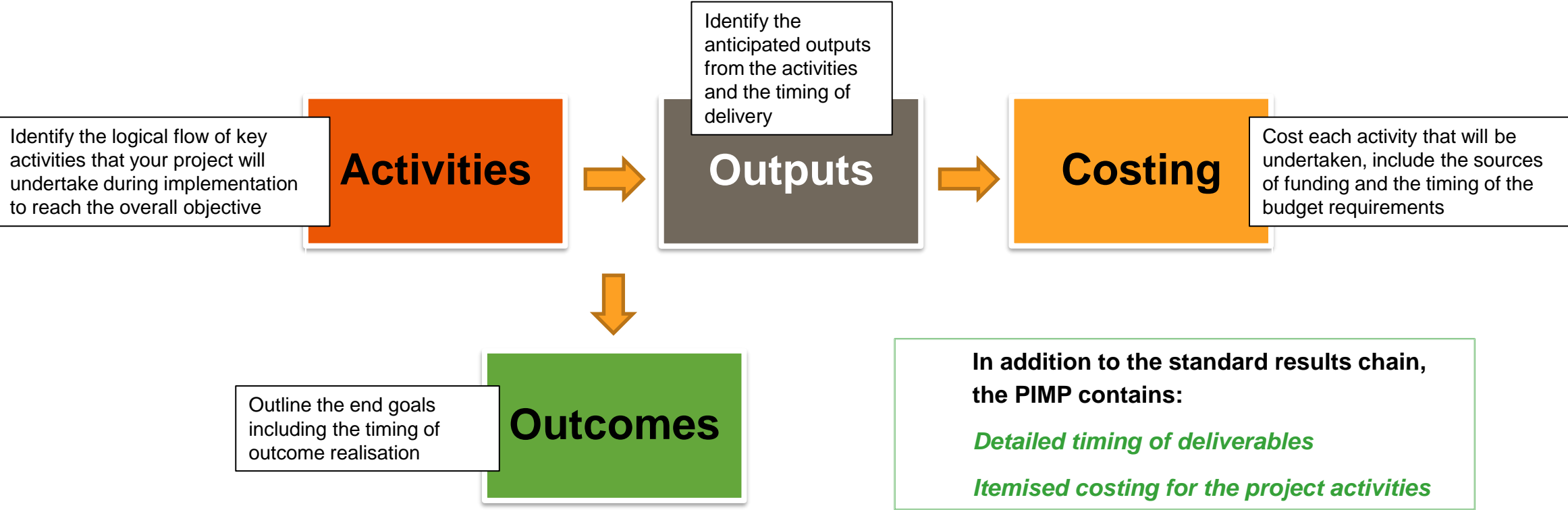
- The Activity-Based Costing Project Implementation Monitoring Plan (ABC PIMP) tool assists projects in determining the activities a project will undertake, and the costs and outputs associated with those activities.
- This is a tool utilized by the Jobs Fund to Plan, cost and track activities
- Activity –means each activity that is planned to be undertaken by and within the Project/ Initiative should be defined and planned
- All activities must follow through in a chronological order i.e. Advertising for a post should not happen after hiring etc.
- Based Costing- the identified activities should then be costed as they occur, and the Project Budget should then emanate from costing that is driven by activities and not working backwards from the grant ask and the allocating cost to Activities
- PIMP- Project Implementation Monitoring Plan , this tool will assist in setting out how the Project will be implemented and therefore monitored over the period of implementation.
- Once approved, this ABC PIMP will become an annexure to the contracted Grant Agreement, so due care and diligence should be taken during this Application stage as the activities, budget and Outcomes should be correct.
- The ABC PIMP has 12 tabs, and these will be explained in the following slides



- To understand how a project aims to effectively achieve the proposed project outcomes, the Jobs Fund requires:
 - A clear map of the project's result chain
 - A rational budgeting approach
- The Activity-Based Costing Project Implementation Monitoring Plan (ABC PIMP) tool assists projects in determining the activities a project will undertake, and the costs and outputs associated with those activities.
- The following key questions will be answered for the proposed project:
 - What will the project produce and when?
 - When will activities take place and when will the related costs be incurred?
 - What is the project cost?
 - How will the project's costs be financed?
 - What are the project's overall objectives?
- The ABC PIMP maps out the project's results chain.
- But unlike a traditional results chain, also includes:
 - Detailed timing of deliverables
 - Costing for the project activities



Mapping the Results Chain





Jobs Fund 12th Funding Round

Activity Based Costing Project Implementation Monitoring Plan (ABC PIMP)

12th Funding Round 2025

What is the ABC PIMP?

The Jobs Fund requires a rational budgeting approach in order to understand how a project aims to structure their activities and associated budgets in order to effectively achieve the proposed outcomes.

The Activity Based Costing Project Implementation Monitoring Plan (ABC PIMP) tool aims to assist projects in systematically determining what activities a project will undertake, the associated costs, and anticipated outputs and outcomes. At the end of the ABC PIMP process the following key questions will be answered:

- What does the project do?
- What will the project produce and when?
- What is the project cost?
- When will these activities take place and when will the related costs be incurred?
- How will the project's costs be financed?
- What will the project achieve?

An example showing a completed Activity Category is included in the "Example" tab.

General Guidelines

- The structure of this workbook cannot be altered - no sheets, rows, columns can be added or deleted or altered in any way.
- Only cells which require inputs are 'unlocked'.
- All headings and total cells are 'locked'.
- Double check all totals to ensure that these are correct.
- Ensure that what is completed in terms of the programme and project-specific indicators corresponds to the information on the GMS.
- A project is approved and contracted on the basis of the information contained in this workbook - as such, gaps in the information required will count against the project in terms of its appraisal.
- Unlocking the workbook, amending the structure of the sheets in any way, or changing existing formulae may lead to disqualification of your project.
- Enquire with the JF before inserting any sheets in the Workbook.
- Please ensure you complete the 'Versions' tab each time you update your plan. The Jobs Fund Project Team will do the same.

How is this tool structured?

The tool is structured into a number of sheets that the applicant needs to follow. The sheets guide the applicant through the process to complete the information detailed below.

Guidelines | Version Control | Example | 1.Project Information | 2.Activity-Output-Outcome-Cost | 3.Financing Plan | 4.Funding Allocation | 5. SCOA Definitions_External | 6. SCOA - Auto | 7. Summary - Auto | 8. Review tab

Tab 1: Project Information



Project Information

12th Funding Round 2025

INSTRUCTIONS:
Please complete ALL fields detailed below.



Applicants complete yellow-shaded cells

Project Name	Removing Barriers to Youth Employment
Brief Project Description	Advantage Employment Consultancy proposes to address this problem by implementing an innovative initiative to provide unemployed young people with a support mechanism to enable them to access and take advantage of opportunities. The project will be focused on opportunities within the Information and Communications Technology (ICT) sector, in the main, which is considered to be on of the current growth sectors in South Africa. It will be implemented in and around the Mbombela (Nelspruit) area where Advantage Employment Consultancy has a presence and the necessary capacity in place. Unemployment amongst the youth of the area counts as one of the highest in the country at 74.5%.
JF Partner Organisation	Advantage Employment Consultancy (Pty) Ltd (Lead); Youth World Skill Development NPC; and Youth for Jobs NPC
Sector in which your organisation operates	e.g. Training, Capacity Building & Education
JF Number	JF12/9999-2
Grant Funding requested (e.g. R10 000 000)	R10 000 000
* Automatic field pulled from Funding Plan tab	
Matched Funding committed (e.g. R12 000 000)	R10 000 000
* Automatic field pulled from Funding Plan tab	
Sector(s) in which opportunities are to be created	e.g. Activities of environmental, conservation & wildlife organisations
	e.g. Administrative & support activities
	e.g. Agriculture, forestry & fishing
	e.g. Construction
	e.g. Education
	e.g. Electricity, gas & water
	e.g. Financial & insurance activities
	e.g. Human health & social work activities
e.g. Information, communication & technology (ICT)	
e.g. Manufacturing	

[illegible]

[illegible]

Tab 2: Activities & Outputs



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Activities

Outputs

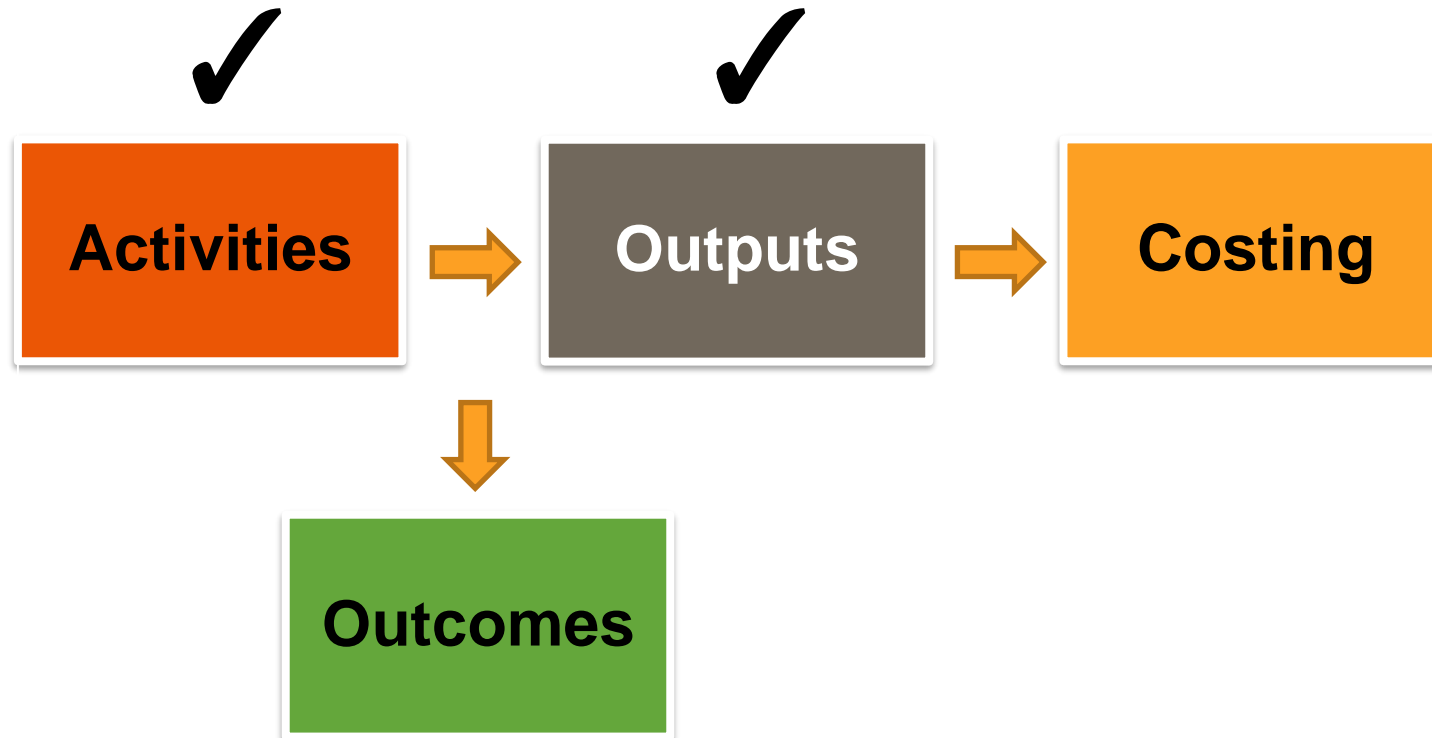
Timing of Activities & Outputs

Activities			Outputs			Timing of Activities & Outputs																
No.	Description of Main Activity	No.	Description of the Sub-Activities	Outputs from the Activities	Assumptions	Year 1				Year 2				Year 3				Total	Year 1	Year 2	Year 3	
						Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9	Period 10	Period 11	Period 12					
						Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar					
Activity 1	Recruit candidates onto programme	1. 1	Advertising of the youth support initiative in the Local Newspaper, Sowetan Live, and the Citizen. Advertising on social media: Twitter, Facebook, and Instagram. The project's internal Communications Team will design the advert for press publication and each of the social media posts.	Number of adverts posted	The advert is placed twice in the Lowwelder (Local Community Newspaper), once on Sowetan Live, and twice in the Citizen (2 + 1 + 2 = 5) Social media campaign to include posts twice a week for 3 weeks on each platform [Twitter, Instagram, Facebook] (2 x 3 x 3 = 18)	23											23	23	0	0		
		1. 2	Testing of the walk-in application process, online application system, and USSD application system and finalise for receiving applications. Young people apply for the initiative either by walking-in to the centre, accessing the online system, or via the USSD system (the USSD system does not require internet connectivity), thereby broadening access to more people.	Number of applications received	Based on previous support initiatives run, the response rate from the press adverts is likely to be 100 from the Lowwelder community newspaper, 200 from Sowetan Live and 150 from the Citizen. The social media campaign is likely to reach 5,000 youth, with 300 applying for the programme. All applications will be received by the closing date (a month after launching the programme). There is sufficient interest in the programme from young people.	750											750	750	0	0		
		1. 3	Shortlisting of candidates by Youth Project Staff. Sorting of applications based on the criteria as listed in the advert: must be between 18 and 35 years old, live near the Youth Advisory Centre in Nelspruit, be willing and able to attend classroom-based training twice a week, and want to work in an ICT role.	Number of candidates shortlisted	80% eligibility rate (based on previous campaigns run). Youth Project Staff will take approximately a week to shortlist applicants.	600												600	600	0	0	
		1. 4	Shortlisted candidates are contacted and scheduled for aptitude and technical skills testing (either online or at one of the Youth Project Offices). The Aptitude tests will assess what a person is capable of doing or to predict what a person is able to learn or do given the right education and instruction. The aptitude tests will consist of verbal and non-verbal testing. Verbal tests will assess ability to analyse verbal data and make astute decisions, and non-verbal tests will assess ability to handle numerical data, patterns.	Number of candidates completing aptitude and technical skills assessments	Based on a drop-out rate of 5% from shortlisting to testing (based on previous campaigns run). It is assumed that applicants will be able to complete the testing online or in person at the Advisory Centre. The aptitude tests and skills assessment process will take approximately two weeks to complete. It is anticipated that 80% of the 570 (456) candidates that completed the testing, are suitable for the ICT roles.	570											570	570	0	0		
		1. 5	Based on the aptitude and skills assessment, candidates will be selected for different work streams within the ICT sector: Software development, data analysis, Web developer, Network administrator, etc.	Number of candidates selected to the programme.	Candidates that meet the aptitude requirements are enrolled into programme. It will take a week to analyse tests and allocate candidates to ICT stream.	500												500	500	0	0	
		OVERALL Milestone Output for Activity 1			Number of Candidates Enrolled into ICT Skills training programme	88% of the tested candidates meet aptitude requirements (based on previous campaigns run) and are enrolled into the support programme. Candidates will be ready to begin training in Period 2 of the project.	500											500	500	0	0	
26																						

Reflecting on the Results Chain



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Tab 2: Activity-Based Costing



2 Activities		JF12/9999-2		Costing		ACTIVITY-BASED COSTING		
Activities, Outputs & Timing		Identification and classification of costs			Valuation and Assumptions for Costs			
No.	Description of the Sub-Activities	Project Cost Description related to sub-activity	SCOA code per cost item (Level 1)	SCOA code per cost item (Level 2)	Total cost of activity	Project Bank Account: Direct Payment or Reimbursement *	Inflation/ Cost Escalation Adjustment	Cost Assumptions
1. 1	Advertising of the youth support initiative in the Local Newspaper, Sowetan Live, and the Citizen. Advertising on social media: Twitter, Facebook, and Instagram. The project's internal Communications Team will design the advert for press publication and each of the social media posts.	Advertising and social medial campaigns	I Goods & Services	I1 Advertising, Marketing & Communications	165 000	Direct	0%	Example: Units, basis: R20,000 to place an advert on Sowetan Live, once off, based on the Quotations Source of assumption: Based on average cost in previous financial year
							0%	Units, basis: Source of assumption:
1. 2	Testing of the walk-in application process, online application system, and USSD application system and finalise for receiving applications. Young people apply for the initiative either by walking-in to the centre, accessing the online system, or via the USSD system (the USSD system does not require internet connectivity), thereby broadening access to more people.							Units, basis: Source of assumption:
								Units, basis: Source of assumption:
1. 3	Shortlisting of candidates by Youth Project Staff. Sorting of applications based on the criteria as listed in the advert: must be between 18 and 35 years old, live near the Youth Advisory Centre in Nelspruit, be willing and able to attend classroom-based training twice a week, and want to work in an ICT role.	Shortlisting done by Project Staff	H Compensation	H1 Salaries & Wages: All existing staff	500 000	Reimbursement	6%	Units, basis: Salaries Rate per Hour Source of assumption: Based on the current wage bill of the staff
								Units, basis: Source of assumption:
1. 4	Shortlisted candidates are contacted and scheduled for aptitude and technical skills testing (either online or at one of the Youth Project Offices). The Aptitude tests will assess what a person is capable of doing or to predict what a person is able to learn or do given the right education and instruction. The aptitude tests will consist of verbal and non-verbal testing. Verbal tests will assess ability to analyse verbal data and make astute decisions, and non-verbal tests will assess ability to handle numerical data, patterns	In-kind cost-Stationery	I Goods & Services	I6.2 Other - Stationary & Printing	300 000	Direct	6%	Units, basis: Cost per unit per beneficiary Source of assumption: Based on quotations
								Units, basis: Source of assumption:

Tab 2: Implementation Schedule



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Activities

Costing

Costing - Timing of the Budget

JF12/9999-2 PROJECT RESULTS CHAIN				JF12/9999-2 ACTIVITY-BASED COSTING							JF12/9999-2				IMPLEMENTATION SCHEDULE								
No.	Activities, Outputs & Timing			Identification and classification of costs			Valuation and Assumptions for Costs				Timing and breakdown of the cost incurred for each cost item												
	Description of Main Activity	No.	Description of the Sub-Activities	Project Cost Description related to sub-activity	SCOA code per cost item (Level 1)	SCOA code per cost item (Level 2)	Total cost of activity	Project Bank Account: Direct Payment or Reimburseme	Inflation/ Cost Escalation Adjustment	Cost Assumptions	Year 1				Year 2				Year 3				
											Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9	Period 10	Period 11	Period 12	
											Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	
Activity 1	Recruit candidates onto programme	1. 1	Advertising of the youth support initiative in the Local Newspaper, Sowetan Live, and the Citizen. Advertising on social media: Twitter, Facebook, and Instagram. The project's internal Communications Team will design the advert for press publication and each of the social media posts.	Advertising and social media campaigns	I Goods & Services	I1 Advertising, Marketing & Communications	165 000	Direct		0%	Example: Units, basis: R20,000 to place an advert on Sowetan Live, once off, based on the Quotations Source of assumption: Based on average cost in previous	65 000	100 000										
		1. 2	Testing of the walk-in application process, online application system, and USSD application system and finalise for receiving applications. Young people apply for the initiative either by walking-in to the centre, accessing the online system, or via the USSD system (the USSD system does not require internet connectivity).								0%	Units, basis: Source of assumption:											
		1. 3	Shortlisting of candidates by Youth Project Staff. Sorting of applications based on the criteria as listed in the advert: must be between 18 and 35 years old, live near the Youth Advisory Centre in Nelspruit, be willing and able to attend classroom-based training twice a week, and want to	Shortlisting done by Project Staff	H Compensation	H1 Salaries & Wages: All existing staff	500 000	Reimbursement		6%	Units, basis: Salaries Rate per Hour Source of assumption: Based on the current wage bill of the	50 000	100 000	100 000	100 000	150 000							
		1. 4	Shortlisted candidates are contacted and scheduled for aptitude and technical skills testing (either online or at one of the Youth Project Offices). The Aptitude tests will assess what a person is capable of doing or to predict what a person is able to learn or do given the right education and instruction. The aptitude tests will consist of verbal and non-verbal testing. Verbal tests will assess ability	In-kind cost-Stationery	I Goods & Services	I6.2 Other - Stationary & Printing	300 000	Direct		6%	Units, basis: Cost per unit per beneficiary Source of assumption: Based on quotations	25 000	25 000	25 000	25 000	50 000	50 000	50 000	50 000				
			Based on the aptitude and skills assessment, candidates will be									Units, basis:											

OVER A DECADE OF INNOVATION AND PARTNERSHIP

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Tab 2: Implementation Schedule



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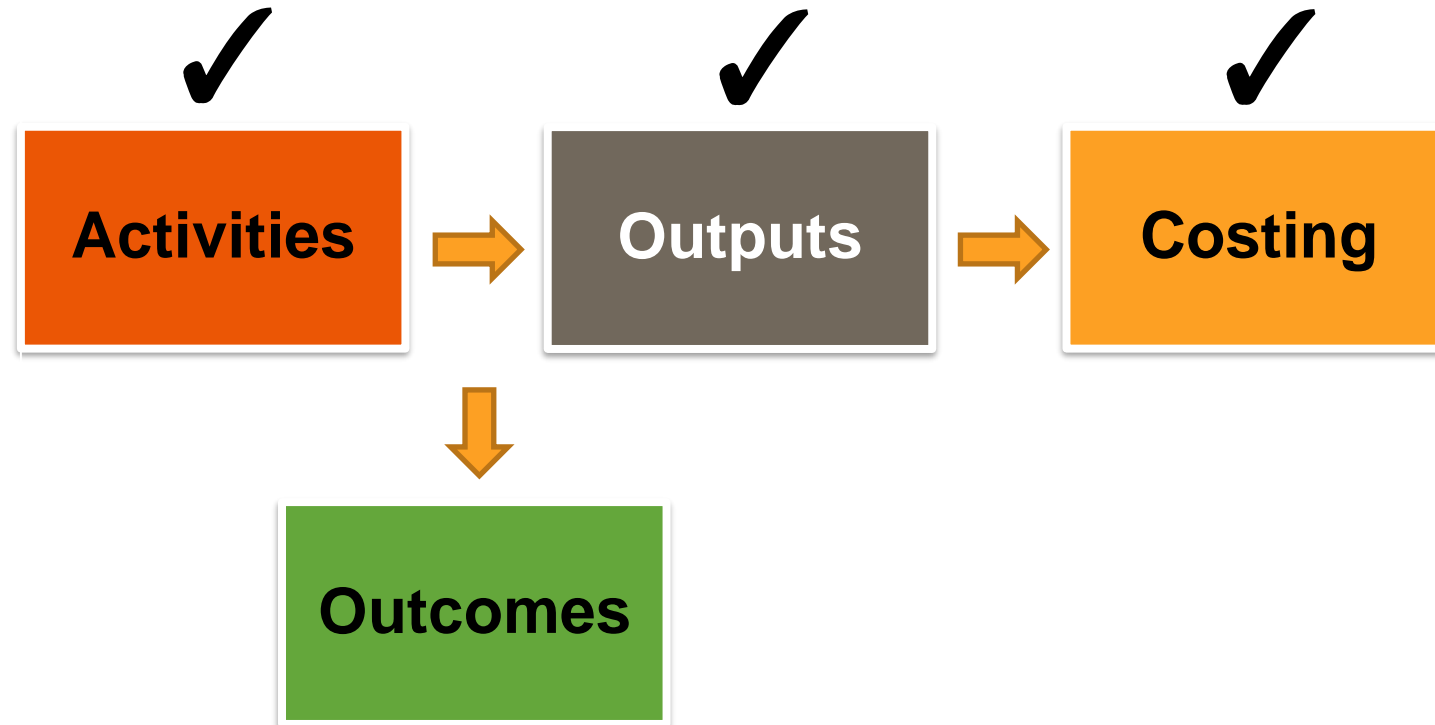
ACTIVITY-BASED COSTING						
Identification and classification of costs			Valuation and Assumptions for Costs			
Project Cost Description related to sub-activity	SCOA code per cost item (Level 1)	SCOA code per cost item (Level 2)	Total cost of activity	Project Bank Account: Direct Payment or Reimbursement *	Inflation/ Cost Escalation Adjustment	Cost Assumptions
Advertising and social medial campaigns	I Goods & Services	I1 Advertising, Marketing & Communications	165 000	Direct	0%	Example: Units, basis: R20,000 to place an advert on Sowetan Live, once off, based on the Quotations Source of assumption: Based on average cost in previous financial year

- Column Y has been included to assist with complying with the Operating Guidelines
- Applicants are required to indicate whether the cost will be paid directly from the ring-fenced project bank account or it will be part of a batch payment effected elsewhere and reimbursed to the applicant
- It is important to be clear and disclose early so that we can have the conversation on reporting protocols

Reflecting on the Results Chain



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Tab 2: Outcomes – Programme Indicators



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Outcomes

Timing of Outcomes

Outcomes				Anticipated Outcomes		Timing of Outcomes																	
Programme Indicators																							
No.	Name of Indicator (refer to the indicator definitions in the term sheet before completing this section)	Means of Verification	Assumptions	Year 1				Year 2				Year 3				Total	Year 1	Year 2	Year 3				
				Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9	Period 10	Period 11	Period 12								
				Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar								
Ind 1	Number of new permanent jobs created	Employment contract														0	0	0	0				
Ind 1.1	Number of new seasonal jobs created	Employment contract														0	0	0	0				
Ind 1.2	Number of new fixed term jobs created (contract of 12 months or more)	Employment contract														0	0	0	0				
Ind 2	Number of permanent placements beyond project partners	Employment contract	It is anticipated that some of the participants will self-place, i.e. seek and secure their own jobs, and some will secure permanent placements with employers. Given the contract nature of ICT work, it is anticipated				5	5	5							15	5	10	0				
Ind 2.1	Number of seasonal placements beyond project partners	Employment contract														0	0	0	0				
Ind 2.2	Number of fixed term placements beyond project partners (contract of 12 months or more)	Employment contract	It is anticipated that some of the participants will self-place, i.e. seek and secure their own jobs, and some will secure fixed term contracts with employers. It is assumed that trained participants will secure jobs				5	5	5							15	5	10	0				
Ind 3	Number of permanent placements with project partners	Employment contract	Most of the participants will be placed with the employers that Advantage Employment Consultancy has placement agreements with (average of 16 placements per employer), and there will still be sufficient demand for the				30	56	50							136	30	106	0				
Ind 3.1	Number of seasonal placements with project partners	Employment contract														0	0	0	0				
Ind 3.2	Number of fixed term placements with project partners (contract of 12 months or more)	Employment contract	Most of the participants will be placed with the employers that Advantage Employment Consultancy has placement agreements with (average of 16 placements per employer), and there will still be sufficient demand for the				80	100	53							233	80	153	0				
Ind 4	Number of short term jobs created	Employment contract														0	0	0	0				
Ind 5	Number of beneficiaries completing timebound internships	Internship completion letter/certificate														0	0	0	0				
Ind 6	Number of trained beneficiaries	Training completion letter/certificate	95% of candidates will meet the training requirements of obtaining at least 75% in all course work throughout the 9 month period and will successfully complete the training				475									475	475	0	0				
Ind 7	Number of self-employed informal sector business owners/ entrepreneurs	Self-reported financials generated by the entrepreneur/ business owner/ designate; and a Signed Attestation confirming financials from the entrepreneur.														0	0	0	0				
Ind 8	Number of employed informal sector workers	Employment declarations co-signed by the employer and the employee.														0	0	0	32				

Tab 2: Outcomes – Milestone & Project-Specific Indicators



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Outcomes

Timing of Outcomes

Milestone & Project-Specific Indicators																	
No.	Name of Indicator	Means of Verification	Assumptions	Year 1				Year 2				Year 3				Total	Year 1
				Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9	Period 10	Period 11	Period 12		
				Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar		
Project Ind 1	Number of Candidates Enrolled into ICT Skills training programme	Register for enrolled candidates	88% of the tested candidates meet aptitude requirements (based on previous campaigns run) and are enrolled into the support programme.	500												500	500
Project Ind 2	Number of employers signing off-take agreements for the placement of trained participants	Agreements	Given the interest from employers and Advantage Employment Consultancy's partnership pipeline, it is assumed that 23 employers will commit to employing an average of 16 participants.		23											23	23
Project Ind 3	Number of candidates completing ICT training programme	Completion certificates	95% of candidates will complete meet the training requirements of obtaining at least 75% in all course work throughout the 9 month period.				475									475	475
Project Ind 4	Number of candidates completing the soft skills training programme	Completion certificates	5 % dropout rate is expected.				475									475	475
Project Ind 5	<Project to enter indicator where applicable>															0	0
Project Ind 6	<Project to enter indicator where applicable>															0	0
Project Ind 7	<Project to enter indicator where applicable>															0	0
Project Ind 8	<Project to enter indicator where applicable>															0	0
Project Ind 9	<Project to enter indicator where applicable>															0	0
Project Ind 10	<Project to enter indicator where applicable>															0	0

Tab 2: Outcomes – Means of Verification



Ushintsho Oluqhakazile

Outcomes

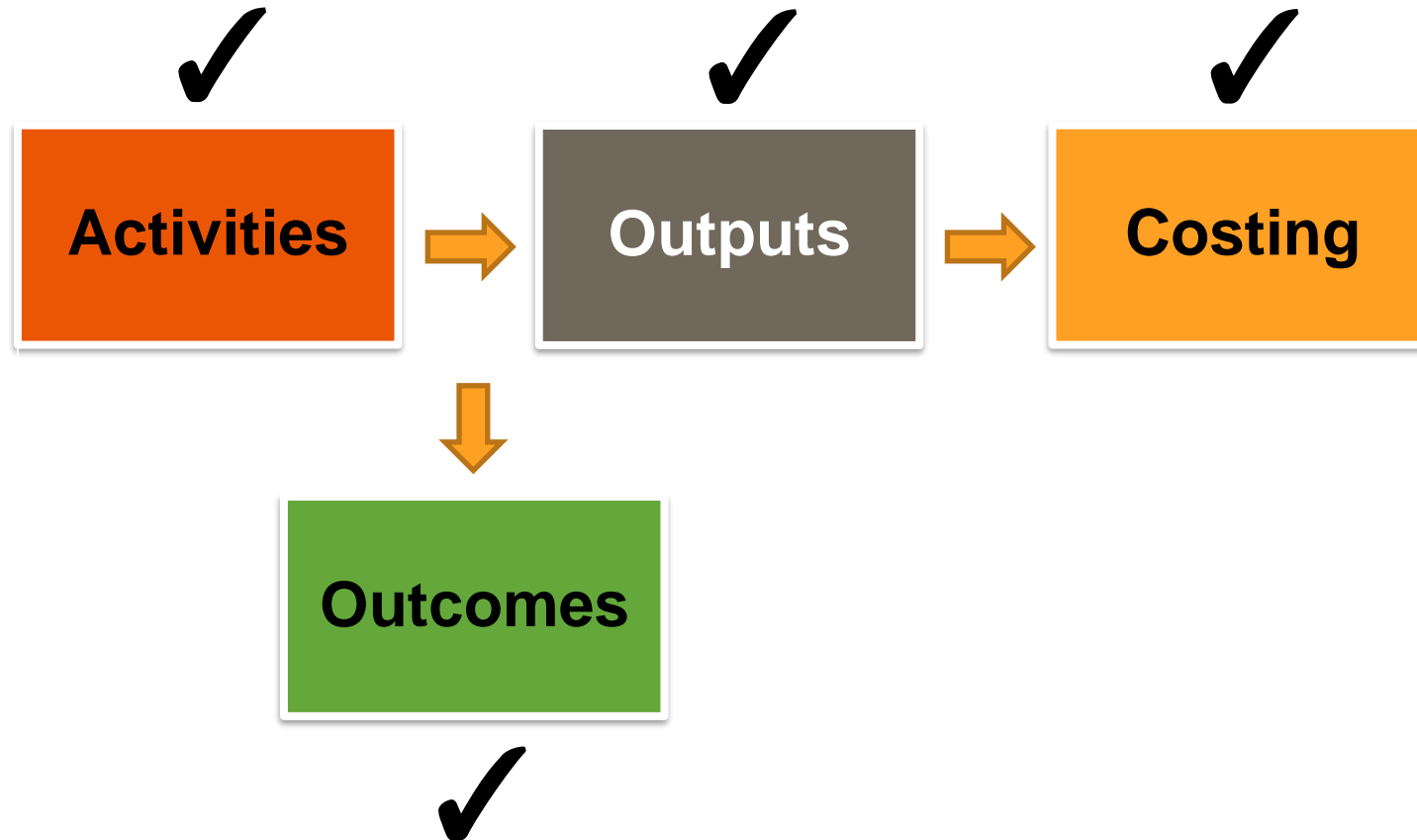
Timing of Outcomes

Anticipated Outcomes																
Programme Indicators																
No.	Name of Indicator (refer to the indicator definitions in the term sheet before completing this section)	Means of Verification	Assumptions	Year 1				Year 2				Year 3				Total
				Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	Period 9	Period 10	Period 11	Period 12	
				Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	
Ind 1	Number of new permanent jobs created	Employment contract														0
Ind 1.1	Number of new seasonal jobs created	Employment contract														0
Ind 1.2	Number of new fixed term jobs created (contract of 12 months or more)	Employment contract														0
Ind 2	Number of permanent placements beyond project partners	Employment contract	It is anticipated that some of the participants will self-place, i.e. seek and secure their own jobs, and some will secure permanent placements with employers. Given the contract nature of ICT work, it is anticipated				5	5	5							15
Ind 2.1	Number of seasonal placements beyond project partners	Employment contract														0
Ind 2.2	Number of fixed term placements beyond project partners (contract of 12 months or more)	Employment contract	It is anticipated that some of the participants will self-place, i.e. seek and secure their own jobs, and some will secure fixed term contracts with employers. It is assumed that trained participants will secure jobs				5	5	5							15
Ind 3	Number of permanent placements with project partners	Employment contract	Most of the participants will be placed with the employers that Advantage Employment Consultancy has placement agreements with (average of 16 placements per employer), and there will still be sufficient demand for the				30	56	50							136
Ind 3.1	Number of seasonal placements with project partners	Employment contract														0
Ind 3.2	Number of fixed term placements with project partners (contract of 12 months or more)	Employment contract	Most of the participants will be placed with the employers that Advantage Employment Consultancy has placement agreements with (average of 16 placements per employer), and there will still be sufficient demand for the				80	100	53							233
Ind 4	Number of short term jobs created	Employment contract														0
Ind 5	Number of beneficiaries completing timebound internships	Internship completion letter/certificate														0
Ind 6	Number of trained beneficiaries	Training completion letter/certificate	95% of candidates will meet the training requirements of obtaining at least 75% in all course work throughout the 9 month period and will successfully complete the training				475									475
Ind 7	Number of self-employed informal sector business owners/ entrepreneurs	Self-reported financials generated by the entrepreneur/ business owner/ designate; and a Signed Attestation confirming financials from the entrepreneur.														0
Ind 8	Number of employed informal sector workers	Employment declarations co-signed by the employer and the employee.														0

Reflecting on the Results Chain



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Tab 3: Financing Plan

South Africa Siyasebenza

Ushintsho Oluqhakazile

PRIMARY CASH INFLOWS (GRANT AND MATCHED FUNDING)						OK	OK	OK	OK	OK	OK	OK	OK	
FUNDER NAME	CLASSIFICATION PER SCOA	STATUS OF FUNDING	%OF FUNDING SECURED	CONDITIONS OF FUNDING (Term, Rate, Bullet payments, Moratoriums)	TIMING OF DRAWDOWNS	Year 1				Year 2				Total
						Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	
						Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	
GRANT FUNDING						R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R
Jobs Fund Grant	A: Grant	In application	100%	As outlined in the Grant Agreement read together	Quarterly									R -
														R -
MATCHED FUNDING (C1 - C3)														R -
Own Funding Contributions						R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R -
	C1: Own Funding	Funding received in full	100%											R -
Contributions from other Sources						R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R -
	C2: Contributions from Other Sources	Funding pledge / Part funding secured	50%											R -
Loan financing						R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R -
Bank X	C3: Loan financing	Funding received in full	100%	1 Year Loan Term. Capital and Interest Moratoriums Year 1	Monthly									R -
Total Leveraged Funds						R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R0,00	R -
NON-CASH CONTRIBUTIONS (In - Kind Contribution) - Where applicable														
CATEGORY OF IN-KIND CONTRIBUTION	NAME OF CONTRIBUTOR	DESCRIPTION OF THE IN-KIND	SCOA CODE ALLOCATED	VALUATION OF THE IN-KIND		Year 1				Year 2				Total
				DESCRIPTION OF THE BASIS OF VALUATION	CALCULATION OF THE IN-KIND CONTRIBUTION	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	
						Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	
														R -

Guidelines

Version Control

1.Project Information

Example

2.Activity-Output-Outcome-Cost

3.Financing Plan

4.Funding Allocation

SCOA - Auto

Summary - Auto

Review tab

Tab 4: Funding Allocation



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South Africa Siyasebenza

Source and Use of Funds			
Sources			
Detail	Sources	Amount	Comments
Grant funding		R0,00	
Grant Funding	The Jobs Fund	-	
Matched funding		R0,00	
Own Funding		-	
Contributions From Other		-	
Loan Finance		-	
In-kind		-	
Project revenue (where applicable)		-	
Interest earned		-	
Product Sales		-	
Loan repayments		-	
Other earnings		-	
Total Funding Sources		R0,00	

Uses					Funding Split <i>(split total expense per column D in into the proportion being paid by various funding sources on a line by line basis)</i>											
SCOA Classification	Sub-category	% of project cost	Amount	Comments	Grant		Own Matched Funding		Loan Matched Funding		Contributions from Other Sources Matched		In-Kind Matched Funding		Other Project Income	
					Amount	% of total cost	Amount	% of total cost	Amount	% of total cost	Amount	% of total cost	Amount	% of total cost	Amount	% of total cost
Operations					-											
	Management costs		-			0%		0%		0%		0%		0%		0%
	Compensation - Existing sta		-			0%		0%		0%		0%		0%		0%
	Compensation - New Staff		-			0%		0%		0%		0%		0%		0%
	Training		-			0%		0%		0%		0%		0%		0%

CONTRACTED PROJECT BUDGET									
	Year 1				Year 2				Total
	Period 1	Period 2	Period 3	Period 4	Period 5	Period 6	Period 7	Period 8	
	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	Jul to Sep	Oct to Dec	Jan to Mar	Apr to Jun	

PLANNED INCOME

A	Grant	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
B	Matched Funding (C1 - C3)	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	C1 Own Funding Contributions	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	C2 Contributions from other Sources	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	C3 Loan financing	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
C4	In-kind Matched Funding	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
D	Other Project Income	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	TOTAL INCOME	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0

PLANNED EXPENDITURE

Fa	Management Costs	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fa1 Management fees	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fa2 Project Management/ Administration	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fa3 Technical Support	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
Fb	Transfers and subsidies	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fb1 Loans	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fb21 Subsidies	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fb3 Grants	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0
	Fb4 Capital Transfers	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0	R 0

Automatic Summaries – Project Summary



Ushintsho Oluqhakazile

South Africa Siyasebenza

Project name	Youth Project
Applicant Organisation	Youth Organisation X
Sector in which your organisation operates	Training, Capacity Building & Education
JF Number	JF10/
Implementation start date	01 July 2022
Implementation start quarter	Jul to Sep
Implementation end date	30 June 2024
Grant Funding requested	R10 000 000
Matched Funding committed	R12 000 000

Number of new permanent jobs created	85
Number of new seasonal jobs created	0
Number of new fixed term jobs created (contract of 12 months or more)	145
Number of permanent placements beyond project partners	0
Number of seasonal placements beyond project partners	0
Number of fixed term placements beyond project partners (contract of 12 months or more)	0
Number of permanent placements with project partners	340
Number of seasonal placements with project partners	0
Number of fixed term placements with project partners (contract of 12 months or more)	130
Number of short term jobs created	100
Number of beneficiaries completing timebound internships	0
Number of trained beneficiaries	0
Number of self-employed informal sector entrepreneurs	20
Number of employed informal sector workers	24

SUMMARY OF TOTAL INCOME

GRANT FUNDING	R	-
MATCHED FUNDING	R	-
LOAN FUNDING	R	-
IN-KIND CONTRIBUTIONS VALUED	R	-
OTHER PROJECT INCOME	R	-

Total	R	-	0%
-------	---	---	----

SUMMARY OF TOTAL EXPENDITURE

MANAGEMENT COSTS	R	-
TRANSFERS & SUBSIDIES	R	-
COMPENSATION	R	-
GOODS & SERVICES	R	-
CAPITAL	R	-

Total	R	-	0%
-------	---	---	----

Completing the ABC PIMP (M&E sections)

Live Demo (Case Study)



Lunch Break
(The session will resume at 13h25)

Part D

Completing the ABC PIMP (Finance sections) and Grant Agreement & Due Diligence Processes

Live Demo (Case Study)

Grant Agreement Standard Clauses, Due Diligence & Contracting Process



Introduction

- Due Diligence Checklist has been made available on the application website. **Applicants are required to respond to all due diligence questions and upload all required documentation.**
- A Standardised Grant Agreement has been provided and are accessible on the application website. Project-specific conditions will be added to Grant Agreements of successful Applicants.
- **PLEASE NOTE THAT THE STANDARD TERMS AND CONDITIONS CONTAINED IN ANNEXURE 1 TO THE GRANT AGREEMENT ARE NON-NEGOTIABLE, THUS APPROVED APPLICANTS WILL BE REQUIRED TO CONTRACT ON ANNEXURE 1 AS IS.**

Due Diligence

- Details of the Applicant – Contracting Parties
 - *Type of organisation, personal information to enable FICA (ID document/ Passport and proof of residence) and background checks, Tax Compliance Verification Report, Audited / Reviewed Financial Statements for the last three years.*
- Institutional and Partnership Arrangements
 - *Partnership Agreements, Project organogram and CVs for key individuals and Project Personnel, Terms of Reference of the Partnership Steering Committee.*



Due Diligence (*Continued*)

- Governance and Controls
 - *Governance structures and Terms of Reference of key committees, provide Risk Management Policy, Financial Management Policy, IT Management Systems Policies. Procedures and POPI Act Policy and B-BBEE Certificate/ Affidavit.*
- Project Model / Project Funding Model
 - *Selection criteria to identify beneficiaries, flow of funds diagram, draft Matched Funding Agreement(s) / Undertakings if funding is from non-public sector, Board Resolution if own funding, Sworn statement, signed Funding Agreement and Financial Statements in the event of individual funder, if Matched Funding is from public sector, proof of appropriated funds for the Project.*
- Monitoring and Evaluation
 - *Monitoring and reporting system, provide templates of Means of Verification for each Indicator, nominate Project-specific Indicators with targets and appropriate Means of Verification.*



Due Diligence (*Continued*)

- Legal Requirements
 - **Recent** CIPC registration documents and confirmation of Directors, where applicable, Shareholder's Agreement, in the event of Trust, Trust Deed and Letters of Authorisation, in the case of a NPC, Registration Certificate from the DSD, material contracts, regulatory approvals, proof of appointment of Auditors, Board Resolution or Trustee Resolution to make an application, to provide matched funding and open a dedicated ring-fenced bank account for the project, consent from Directors, etc., to conduct credit checks.
- Litigation and Contingent Liabilities
 - Judgment against the Applicant in the last two years, credit-related judgment against Directors etc., discuss any contingent liabilities or pending or threatened litigation against Applicant, any pending or settled outstanding issues relating to non-compliance with the law.



Grant Agreement Clauses

Grant / Matched Funding framework

- The principle is that Matched Funding must be deposited before the Grant disbursement will be processed.
- **Section 38 Undertaking – PFMA**
- **Project Indicators**
- **Ring-fenced Project Bank Account(s)**
- **Disbursement**
 - Advance Disbursement
 - Quarterly Disbursement
 - Withholding of Funds
- **Reimbursement of Project Funds**



Grant Agreement Clauses (Continued)

- **Reporting Obligations**
 - Quarterly Report: **ENSURE THAT SUBSEQUENT DISBURSEMENT CONDITIONS HAVE BEEN MET.**
 - Audit Report
 - Self-Evaluation Report
 - Other Reports
- **Assets purchased by Project funds**
- **Termination**
- **Dispute Resolution**
- **Key Personnel**
- **POPI Undertaking**



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) sent to successful Applicants for final comments.
- Draft Agreement and Annexures updated by Applicant- **stringent timelines that must be adhered to.**
- 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).
- Execution of the Grant Agreement.
- **TIMELINES ARE STRINGENT.**



Questions

Part E

Post training Support by the Jobs Fund Team and Closing Remarks by Head of the Jobs Fund

Post-training Support by the Jobs Fund Team



Assistance from the JF Team

- **During Application**
 - The JF Team will support and provide structuring guidance upon request on ABC PIMP. The JF Team will not complete the application documents (including ABC PIMP) for the Applicant.
 - The Applicant prepare ABC PIMP and then engage the Project Team for assistance/guidance if support is required.
 - There will be a Master Class on ABC PIMP on **15 May 2025, please register for the session.**
- **During Appraisal**
 - As already pointed out, during the Appraisal phase, there will be multiple instances where the JF Team will contact Applicants for further information, etc.
 - The JF Team will assist the Applicants during the stage 1 and 2 appraisal
 - At the close of the application process, we will prioritize appraisal based on the state **of readiness of the ABC PIMP, completeness of due diligence documents and strength of match funding arrangements.**
 - The date for the Due Diligence (on-site/ virtual) meetings will be communicated.
 - Applicants to note that during the appraisal period, there are key delivery dates which can't be missed, as this will result in delays in the appraisal of the Applicant's application, i.e., the Applicant will miss the opportunity to get JF guidance.
- **The support from Project Team doesn't guarantee that the JFIC will approve the project. The JFIC decision to fund is independent. However, we assure the Applicants that we are motivated to get your Project approved.**



Questions

Contact Details



Any enquires must be submitted by email:

 jobsfund@treasury.gov.za

For further information on the application process please visit:

 <https://jobsfund.praxisgms.co.za> or www.jobsfund.org.za

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

 https://www.youtube.com/@JobsFund_NT

 https://twitter.com/JobsFund_NT

Closing

Head of the Jobs Fund (Deputy Director General: Employment Facilitation)
Najwah Allie-Edries

Thank you

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🐦 https://twitter.com/JobsFund_NT



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OVER A DECADE OF INNOVATION AND PARTNERSHIP

www.jobsfund.org.za | jobsfund@treasury.gov.za | [@JobsFund_NT](https://www.youtube.com/@JobsFund_NT)



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