

National Pathway Management Network Innovation Fund Term Sheet

***A Programme of the Presidential Youth
Employment Intervention led by the National
Department of Employment and Labour
(DEL)***

Request for Proposals

29 October 2021



PRESIDENTIAL
EMPLOYMENT
STIMULUS



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employment & labour
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REPUBLIC OF SOUTH AFRICA



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1. Introduction

The **Presidential Youth Employment Intervention (PYEI)** is a part of the **Presidential Employment Stimulus (PES) programme**. The PYEI is a multi-sector action plan/ programme directed at addressing South Africa's chronic youth unemployment challenge. Of the 1.2 million young people entering the labour market each year, more than 65% remain outside of employment, education, and training. Those young people who manage to access opportunities tend to zigzag on often broken pathways, falling in and out of education and short-term work so that they are unable to realise their potential participate in the economy.

The PYEI has identified several priority interventions to accelerate youth pathways into the economy over the next five years including the **establishment of a National Pathway Management Network**, delivery of agile workforce development, support for youth self-employment and enterprise in the township and rural economy, the strengthening of workplace experience, and the Presidential Youth Service programme.

Given the devastating impact of COVID-19 on the economy and on employment, there is an even more urgent need to implement these priority interventions – particularly in a context where existing approaches have failed to halt the rise of youth unemployment. The implementation of the PYEI will form an integral part of the post COVID-19 recovery agenda and will help put South Africa on a path towards “a new economy and a new society.”

Various partners across government will be responsible for implementing the different components of the PYEI. The National Department of Employment and Labour (DEL) will be responsible for the National Pathway Management Network and the Jobs Fund through the Government Technical Advisory Centre (GTAC) has been appointed as the Fund Manager for PYEI. A Presidential Youth Employment Fund (PYEF) has been established and various calls for proposals will be issued to invite applications for grant funding in support of initiatives that will support Youth Development.

This Term Sheet invites proposals from private, public and non-profit making entities to participate in the National Pathway Management Network.

2. What is the National Pathway Management Network?

The National Pathway Management Network (NPMN) is a “network of networks” aimed at facilitating the successful transition of young people into and through the labour market. The NPMN will provide active support to the entry and retention of young people into the labour market while providing greater alignment between the various networks and systems that exist to ensure access to a shared set of opportunities and services.

The NPMN has multiple dimensions including:

- **Demand activation, creation and aggregation of opportunities** through ecosystem facilitation, sector facilitation, sector enablement, employer servicing, and market intelligence to generate and identify appropriate jobs and other income generating pathways for youth in the network across formal, informal, township, and community-based opportunities.
- **Support linkages between demand and supply** in ways that address the barriers young people experience; and
- **Enabling unemployed youth** to view and access opportunities in the economy as well as the range of services that are available.

In achieving these goals, the NPMN will operate within the following key core principles:

- Youth centred in its implementation to ensure the network is user-friendly and that young people have visibility across the various networks.
- Provide a streamlined process for opportunity holders to work with any partner in the network and be able to efficiently identify suitable young people for their opportunities across the networks.
- To promote inclusive hiring through a focus on actively making visible the opportunities to those young people who have been excluded from meaningful participation in the labour market.
- To provide free access for the young person to any support service provided by the National Pathway Management Network.
- Successful applicants to the NPMN Innovation Fund will be required to demonstrate their ability to deliver on the above-mentioned core principles. They will also be required to share information on opportunities, support interventions and report achievements through the NPMN reporting structures.
- Compliance with the provisions of the Protection of Personal Information Act, 2013 (Act No, 4 of 2013).

3. What is the NPMN Innovation Fund?

The NPMN Innovation Fund (The Fund) is a grant initiative led by the National Department of Employment and Labour seeking to identify and support innovative solutions to barriers faced by young people in meaningfully participating in the labour market and the wider economy.

The Fund will be implemented using Challenge Fund principles.

The Fund will support initiatives focussed on resolving barriers related to the 3 key focus areas of the NPMN i.e., demand activation, supply and enablement of youth and supporting linkages between the demand and supply of opportunities for employment, learning and self-employment.

The Fund will support both the piloting of solutions and the scaling up of solutions which have been piloted and have proof of concept.

While the solutions being sought relate to the entire economic spectrum, the PYEI is focussed on priority economic sectors as follows:

- Digital and technology;
- Tourism and Hospitality;
- Agricultural Value Chains;
- Installation, Repair and Maintenance; and
- Social Services (including ECD, healthcare and elderly care).

The Fund will assist in capacitating successful applicants to pilot and/or operationalise and scale innovative models across the country in support of the NPMN.

4. Eligibility Criteria

The Presidential Youth Employment Fund (PYEF) has pre-determined eligibility criteria to ensure that each initiative has the minimum operating experience, infrastructure and administrative capacity to successfully implement the proposed project and demonstrate value for money for the PYEI.

This funding round is open to Government, Non-Government and Private Sector organisations who meet the eligibility criteria outlined below. Project partners must demonstrate an understanding of the objectives of the NPMN, demonstrate the capacity to plan, implement and manage a project of the size and nature proposed. Successful applicants will sign a 1-year agreement with the Jobs Fund and in that time implement, evaluate, and close the project.

Successful applications/ initiatives should at least display the following characteristics.

- a. Be managed by experienced implementers who have at least a 3-year track record of operating within the area of interest.
- b. Be willing to participate in the NPMN and agreeing to adhere to the core principles of the NPMN as per section 2 above.
- c. Demonstrate the capacity to actively support the entry and retention of young people into the labour market by demonstrating one or all of the following: (1) the ability to meaningfully activate demand, (2) access young people (aged 18 to 35) and (3) the ability to appropriately match and pathway young people to equitably access opportunities.
- d. Where initiatives have been successfully piloted, be able to clearly articulate the outcomes of the said pilot.
- e. Where initiatives are currently in the piloting phase, be able to clearly articulate, activities that have already been carried out, outstanding activities, and the anticipated outcomes of the said pilot.
- f. Demonstrate the additionality of proposed interventions i.e. interventions must not relate to work or initiatives already being undertaken.
- g. Proposed interventions must articulate how an innovation can be sustainably scaled up.
- h. Either already have a well-established monitoring and evaluation protocol and capacity or demonstrate the ability to establish one.
 - Applicants must include in their proposed budgets, an allocation of resources for monitoring and evaluation, and will be expected to report against the standard indicators for the programme which are presented in Annexure 2.
 - In addition, applicants must be able to track the movements of each participant through the support interventions offered, provide feedback into the NPMN and provide evidence for the attainment of milestones.
 - Where necessary, applicants are expected to propose additional Specific, Measurable, Achievable, Attributable, Relevant and Time-bound (SMART) indicators for all anticipated project outcomes and impact.
 - Must demonstrate efficiency and value for money with respect to programme administration costs.

4.1. Institutional criteria

At a minimum, applicants and applications must meet all of the following eligibility criteria:

- a. In the case of an NPO (NGO, CBO or FBO), such organisation must have been registered with the relevant departments (e.g., The Department of Social Development). All requisite certificates and proof of registration will be required.

- b. For-Profit Private Sector Applicants are required to be registered with the Department of Employment of Labour in terms of the published regulations¹ related to the Employment Services Act No 4 of 2014.
- c. Public Entities applying for funding are subject to all applicable eligibility criteria. In addition, the proposed initiative must be distinguished from other similar initiatives previously or currently being funded with public funds.
- d. Must be in full compliance with administrative requirements (including Tax Compliance Status).
- e. Must have audited Annual Financial Statements (AFS) covering at least 3 years.
- f. Must have a track record of more than three years of technical experience in the area of interest. Evidence of this will be requested including Annual Reports/Funder reports showing programme activities with youth for each of the past three years, proof of the demographic profile of the young people with which the organization has worked including geographic location, socio economic and educational status, age, number of young people served (over past three years), and evidence of the type of intervention they have implemented (i.e. learnership, contracted by Department of Social Development (DSD), enterprise development, leadership development etc.).

4.2. Funding criteria

The NPMN Innovation Fund will make funding available as follows:

- The minimum grant request available per Applicant is R3 million.
- The maximum grant request available per Applicant is R15 million.
- Minimum Cash Matched funding² requirements are as follows:
 - Government Institutions 1:0.5
 - Non-Governmental Institutions and other NPOs 1:0.5
 - Private Sector Applicants 1:1.0
- For each applicant, the budget should be categorised into the following:
 - The amount of administrative costs required to implement the proposed initiative.
 - Salaries and Wages for project staff.
 - Stipends to be paid where applicable.
 - Fees to be paid to consultants and other service providers.
 - The cost of monitoring and evaluation activities.
 - The cost of equipment and assets directly related to implementing the proposed initiative.

Applicants are to note that funding will not be provided for the following:

- Research initiatives. However, applications where the research is taken a step further and results in implementing pilots or proof of concept interventions may be considered.
- Infrastructure costs such as fixed property, vehicles etc. are specifically excluded. However, costs of movable infrastructure specifically related to the capacity of the Applicant to implement the proposed initiative will be considered.

¹ The regulations on the registration of Private Employment Agencies and Temporary Employment Services requires all labour brokers to register themselves with the Department of Labour before getting into the business of placing work seekers in the job market.

² While in-kind matched funding will not be recognised as part of the minimum matched funding requirements, the additional inclusion thereof will be favourably considered

4.3. Examples of ineligible applications

Examples of ineligible applications include:

- a. Initiatives that are not aligned with the NPMN as outlined in Section 2.
- b. Projects that focus only on research of the target market but not taking the research to pilot testing phase.
- c. Projects that are still at the concept phase.
- d. Projects receiving support for the same initiative from other public programmes which may lead to *double counting of jobs*.
- e. Projects using other sources of public funds to support the same beneficiaries.

5. Impact criteria

In line with the Challenge Fund principles³, the impact criteria which will be used to select the most competitive applications/ initiatives are as follows:

Alignment with NPMN principles: Applications

- a. Must demonstrate how their vision/purpose/strategy is aligned with the principles, and purpose of NPMN as outlined in Section 2. Preferred initiatives are those that propose innovative ways of matching and pathwaying beneficiaries to work opportunities.
- b. Must be able to successfully enrol all programme beneficiaries onto the Pathway Management Network platform.

Scale: Applications must demonstrate how the initiative will achieve scale in terms of expanding geographical footprint, partnering with more organisations, and (or) working with more young people. Initiatives must outline the key activities that will be undertaken to achieve this outcome.

Specifically, initiatives must:

- a. Provide a clear explanation of how they have managed existing or past initiatives that engage young people and how learnings from these interventions will be applied to ensure efficient delivery within the cost parameters.
- b. Provide a detailed and realistic forecast of how many more young people the project can reach in year 2, and 3 and the assumption under which those estimates will hold. Initiatives that demonstrate the capacity to rapidly scale up will preferred.

Innovation: Applications must demonstrate the innovation being proposed with respect to either of the following:

- How the innovation will unlock or stimulate new opportunities for young people.
- Which particular barrier (related to the core principles of the NPMN) being faced by young people the innovation is seeking to address.
- How the innovation will address the said barrier.
- How a successful outcome will contribute to the young persons' ability to access opportunities within the labour market i.e., how the intervention will contribute towards systemic change in the ability of young people to access opportunities.

³ The PYEF will operate under Challenge Fund principles which means that (i) Funding is allocated to projects/ intermediaries on an open, transparent, and competitive basis. Each funding round aims to allocate grant funding to innovative ideas with the highest potential for impact, out of a pool of eligible applicants/ intermediaries from the market.; (ii) Disbursements to projects will be processed upon verification of performance achieved.

- How the innovation could be integrated into the overarching system and in so doing strengthen the system.

Capacity to implement: Applicants must demonstrate relevant experience, and organisational capacity. For example:

- Applicants must demonstrate a strong understanding of their proposed project's specific local context/s and the determinants of success.
- Applicants must demonstrate their state of readiness to implement the proposed initiative. This would include the submission of the required authority and regulatory confirmations.
- In the case of a consortium, applications must elaborate on the consortium composition, which must be logical and value-adding. Roles and responsibilities of consortium members must be clearly defined. In addition, the applicant/ consortium lead must demonstrate an alignment of incentives and a "common purpose" across members of the consortium⁴.
- Initiatives must have adequate institutional capacity and be able to show evidence that their staff have the requisite competence and have experience managing young people in a developmental way.
- Where delivery is dependent on any other stakeholders, their role must be adequately explained. Applicants should demonstrate evidence of the community mapping they've done, existence of a database of potential beneficiaries, site selection processes, evidence of engagement with all relevant stakeholders e.g., partnerships with the municipalities (only where necessary), etc.
- Applicants must have appropriate systems to collect, consolidate and report on financial and performance progress. Proposals must clearly outline the management/supervision arrangements that will be put in place to ensure the successful outcome of the proposed initiative.

Sustainability: The initiative must demonstrate how the intervention for which grant funding is requested will endure beyond the period of the grant funding and how the impact of the intervention will be sustained beyond the project implementation period. In particular:

- How operational costs will be funded after completion of this intervention.
- How additional types of funders will be crowded in to provide the required funding.

6. Additional information/ requirements

Please note the following:

- **Deadline:** Please note that deadline for the submissions of applications is **25 November 2021**. Applicants are advised to not underestimate the effort required to complete the applications. Applicants are advised to promptly commence with the completion of their applications.
- **Key information, dates and updates:** Applicants may access further information including latest updates on training events and other related engagements by clicking on the following link: (www.jobsfund.org.za). The training events are intended to provide applicants with further guidance on how to complete the application form and the requested templates.
- **Ring-fenced bank account** - Payments will only be made into a designated ring-fenced project bank account from where all project-related expenditure will be funded.
- **Performance indicators** - Applicants must pay careful attention to how the Presidential Youth Employment Fund defines the different performance indicators presented in **Annexure 2** and

⁴ For example, if a consortium lead specialises in youth leadership but is partnering with smaller NPOs that work in HIV AIDS Community care; some in after school support; while others work in environmental degradation protection etc. - the consortium lead will have to demonstrate sufficient capacity to monitor consistent delivery across the service areas and manage potential discrepancies.

accurately record their intended targets and other initiative specific outcomes in the application form. If successful, you will be required to report against these indicators. Additional, project-specific indicators are likely to be considered depending on the focus of the proposed intervention.

- **Application process** - The Presidential Youth Employment Fund allocates grant funding through a competitive, one stage application process. All applications must be submitted through the electronic platform www.jobsfund.org.za. Applications are firstly assessed against the eligibility criteria; if these are not met it could result in your application not receiving further consideration. After the eligibility assessment the application is competitively assessed against the impact criteria outlined above. Thereafter, a decision is taken as to which proposals should be allocated grant funding. The Funds Investment Committee⁵ makes the final decision on the allocation of grant funding. The competitiveness of each project proposal is a key consideration throughout the entire process.
- **Other government funding** - Applicants are expected to declare any existing contracts with other public employment interventions, training programmes or learnerships. Applicants are also expected to identify any conflicts arising from these and how any such risks would be managed. Although its existence will not necessarily impact the eligibility of the application (subject to the criteria of additionality), failure to declare will be deemed a breach of trust and will result in immediate termination of the application and in the instance where contracting has been concluded, termination of the contract.
- **Intellectual property** - While the intellectual property (IP) will reside with the Project Partner, all successful applicants must permit the Presidential Youth Employment Fund (PYEF) 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.

In advance the Presidential Youth Employment Fund (PYEF) thanks you for your application.

⁵ The Investment Committee is an independent committee appointed by the Presidency.

Annexure 1: Background to the National Pathway Management Network

The PYEI programme aims to address the enormous challenge of young people's exclusion from society and the economy. It is estimated that every year, nearly 1 million young people exit education and become active work seekers. At the end of that year, approximately a third of them will have found some kind of income opportunity in the formal or informal sectors. However, two thirds of them will "slip through the cracks", and become discouraged, essentially invisible to the labour market. As young people become discouraged, they become more and more excluded, not only from society at large, but in their communities and households.

The National Pathway Management Network, which is at the centre of the Presidential Youth Employment Intervention aims to ensure that young people who enter the labour market will be able to access a national network to provide them with a wide range of opportunities to grow their employability and improve their income.

The primary outcome is to increase the number of opportunities available to them with respect to the identification and activation of opportunities for employment, learning and other forms of livelihoods, driving system change that addresses barriers and supports inclusive hiring and links young people to opportunities and support (inclusively and for free).

The PMN is a network of networks that operates nationally on a range of platforms. Further, there are several pilots that are being developed to test the delivery of the services within the PMN in a geographic area as part of the work being done to support the wider Pathway Management Network (PMN) system enhancement. Specifically, this focuses on how the PMN can strengthen other existing systems and includes providing access to guidance, on-line learning interventions that enable young people to build their profiles and support to TVET programmes (as part of the post-schooling system) as well as enterprise support and development (as part of the system to enable enterprises to access different services and support linked to the SMME Portal). In this context, the Pathway Management Network will be leveraged to provide specific transitioning support in the physical space through partner offices (e.g. NYDA, SEDA and SEFA) and pathways into forms of enterprise.

Annexure 2: Indicator Protocol Reference Sheets

The following are the overall programme indicators for the Innovation Fund. It should be noted that each of the indicators will be disaggregated by participant demographics, number and type of programme/support services participated in, number and type of opportunities secured, and movement in and out of the programme.

In addition, intermediaries will be required to formulate “project-specific” indicators that will track the nuances of their particular intervention. All indicators will be finalised and agreed to in the approved project’s Grant Agreement.

A summary of the indicators are as follows, but the full Indicator Protocol Reference Sheets (IPRS) are included on the next page:

	Indicator	Focus Area	Detail
1.	Number of registered unemployed young people	Access to interventions by young people	Measures the number of young people who register (on the National Pathway Management Network via SAYouth.mobi) for programmes with the intermediaries supported by the Innovation Fund.
2.	Number of individual young people supported	Supply of support opportunities. Participation by young people in support interventions	These two indicators measure extent of the support services, (e.g., training) on offer to the young people, and the number of unique individuals who took up these support services. It is assumed that an individual may participate in more than one support intervention.
3.	Number of support services secured by young people	Supply of support opportunities. Extent of support offered to young people	
4.	Number of individual young people who have secured earning opportunities from Opportunity Holders	Linkages to income-generating opportunities. Extent of young people securing work (economic participation)	These two indicators measure the extent of work opportunities (employment or self-employment) taken up by young people, and the number of unique individuals who secured these work opportunities. It is assumed that an individual may secure more than one work opportunity.
5.	Number of earning opportunities secured by young people from all Opportunity Holders	Linkages to income-generating opportunities. Extent of total work opportunities secured by young people	
6.	Number of organisations partnered with	Demand activation and supply linkages. Extent of the eco-system being created as a result of the Fund.	This indicator measures the linkages achieved between the NPMN, the intermediaries and the opportunity holders as a result of the Innovation Fund.

Innovation Fund Indicator 1

INDICATOR 1
Name of Indicator: Number of registered unemployed young people
Definition of the Indicator: This indicator tracks the number of young people who register for programmes with the intermediaries supported by the Innovation Fund. These are unique registrations, i.e., each individual is only to be counted once.
Unit of Measurement and Disaggregation: The Unit of Measure for this indicator is a person (participant) . The reported number of registered participants will be disaggregated in terms gender, age, disability, race, geographic location, number and type of programme/support services participated in, number and type of opportunities secured, and movement within and between PYEI interventions.
DATA SOURCE
Data sources for the collection of registration information will be the manual records for youth registration; the electronic registration database on the Pathway Management System and/or any other suitable sources as officially agreed to; and ID copies; and attestations from the intermediary confirming the accuracy of the reported numbers.
DATA ANALYSIS & REPORTING
100% of the registration database will be checked and validated by the intermediary. The electronic/manual system utilised for the capturing of individual participants' registration should identify each participant on the basis of their unique South African Identification Document (ID) Number and be able to tag this ID Number to the participant's profile and involvement history with the PYEI.

Innovation Fund Indicator 2

INDICATOR 2
Name of the Indicator: Number of individual young people supported
<p>Definition of the Indicator: Young people who access any support product or service through the Innovation Fund supported initiatives.</p> <p>These are unique, i.e., each individual is only to be counted once.</p>
<p>Unit of Measurement and Disaggregation: The Unit of Measure for this indicator is a person (participant). The reported number of registered participants will be disaggregated in terms of gender, age, disability, race, geographic location, number and type of programme/support services participated in, and movement within and between PYEI interventions.</p>
DATA SOURCE
<p>Data sources for the collection of registration information will be the manual registers (records) of participant participation; electronic registration database on the Pathway Management Network System (consolidated from the system report of young people who accessed services on platform; and/or partner reported access of their services via database/API; and/or young person self-reported access of service); and/or any other suitable sources as officially agreed to.</p>
DATA ANALYSIS & REPORTING
<p>The electronic/manual system utilised for the capturing of individual participants' details should identify each participant on the basis of their unique South African Identification Document (ID) Number and be able to tag this ID Number to the participant's profile and involvement history with the PYEI.</p> <p>Data will be reported by all contracted intermediaries as part of their monthly and quarterly reporting requirements to the Fund and the Pathway Manager. In some instances, information will be reported directly on the platform by the young person. The Intermediary will record all the activities of the young in the intervention and will perform internal validations on the data. It is the contracted partner's responsibility to check, validate and verify all (100%) data submitted to the Pathway Manager and the Fund. This information will be collated and analysed and reported to the relevant stakeholders on a quarterly/monthly basis.</p>

Innovation Fund Indicator 3

INDICATOR 3
Name of the Indicator: Number of support services secured by young people
Definition of the Indicator: This indicator tracks the number of support opportunities that young people have secured. This will be larger than the number of young people supported, as each individual is likely to secure more than one support service through the programme(s).
Unit of Measurement and Disaggregation: Unit of Measure for this indicator is the support service . The reported number of opportunities will be disaggregated by the type of support service provided, and participant demographics (e.g., the number of support services secured by women).
DATA SOURCE
Data sources for the collection of participation information will be the manual registers (records) of participant participation; the electronic database on the Pathway Management Network System (consolidated from the system report services accessed; and/or partner reported access of their services via database/API; and/or young person self-reported access of service); and/or any other suitable sources as officially agreed to.
DATA ANALYSIS & REPORTING
<p>The electronic/manual system utilised for the capturing of individual participants' details should identify each participant on the basis of their unique South African Identification Document (ID) Number and be able to tag this ID Number to the participant's profile and involvement history with the PYEI.</p> <p>Data will be reported by all contracted intermediaries as part of their monthly and quarterly reporting requirements to the Fund and the Pathway Manager. In some instances, information will be reported directly on the platform by the young person. The Intermediary will record all the activities of the young in the intervention and will perform internal validations on the data. It is the contracted partner's responsibility to check, validate and verify all (100%) data submitted to the Pathway Manager and the Fund. This information will be collated and analysed and reported to the relevant stakeholders on a quarterly/monthly basis.</p>

Innovation Fund Indicator 4

INDICATOR 4
Name of the Indicator: Number of individual young people who have secured earning opportunities from Opportunity Holders
Definition of the Indicator: This indicator tracks the number of individual participants who have secured an earning opportunity through the intervention. This could be through employment or self-employment. These are unique, i.e., each individual is only to be counted once.
Unit of Measurement and Disaggregation: The Unit of Measure for this indicator is a person (participant). The reported number of registered participants will be disaggregated in terms of gender, age, disability, race, geographic location, number and type of programme/support services participated in, number and type of opportunities secured, and movement within and between PYEI interventions.
DATA SOURCE
Data sources for the collection of participation information will be the manual registers (records) of participant participation; the electronic database on the Pathway Management Network System (consolidated from the system report services accessed; and/or partner reported access of their services via database/API; and/or young person self-reported access of work opportunities); and/or any other suitable sources as officially agreed to.
DATA ANALYSIS & REPORTING
<p>The electronic/manual system utilised for the capturing of individual participants' details should identify each participant on the basis of their unique South African Identification Document (ID) Number and be able to tag this ID Number to the participant's profile and involvement history with the PYEI.</p> <p>Data will be reported by all contracted intermediaries as part of their monthly and quarterly reporting requirements to the Fund and the Pathway Manager. In some instances, information will be reported directly on the platform by the young person. The Intermediary will record all the activities of the young in the intervention and will perform internal validations on the data. It is the contracted partner's responsibility to check, validate and verify all (100%) data submitted to the Pathway Manager and the Fund. This information will be collated and analysed and reported to the relevant stakeholders on a quarterly/monthly basis.</p>

Innovation Fund Indicator 5

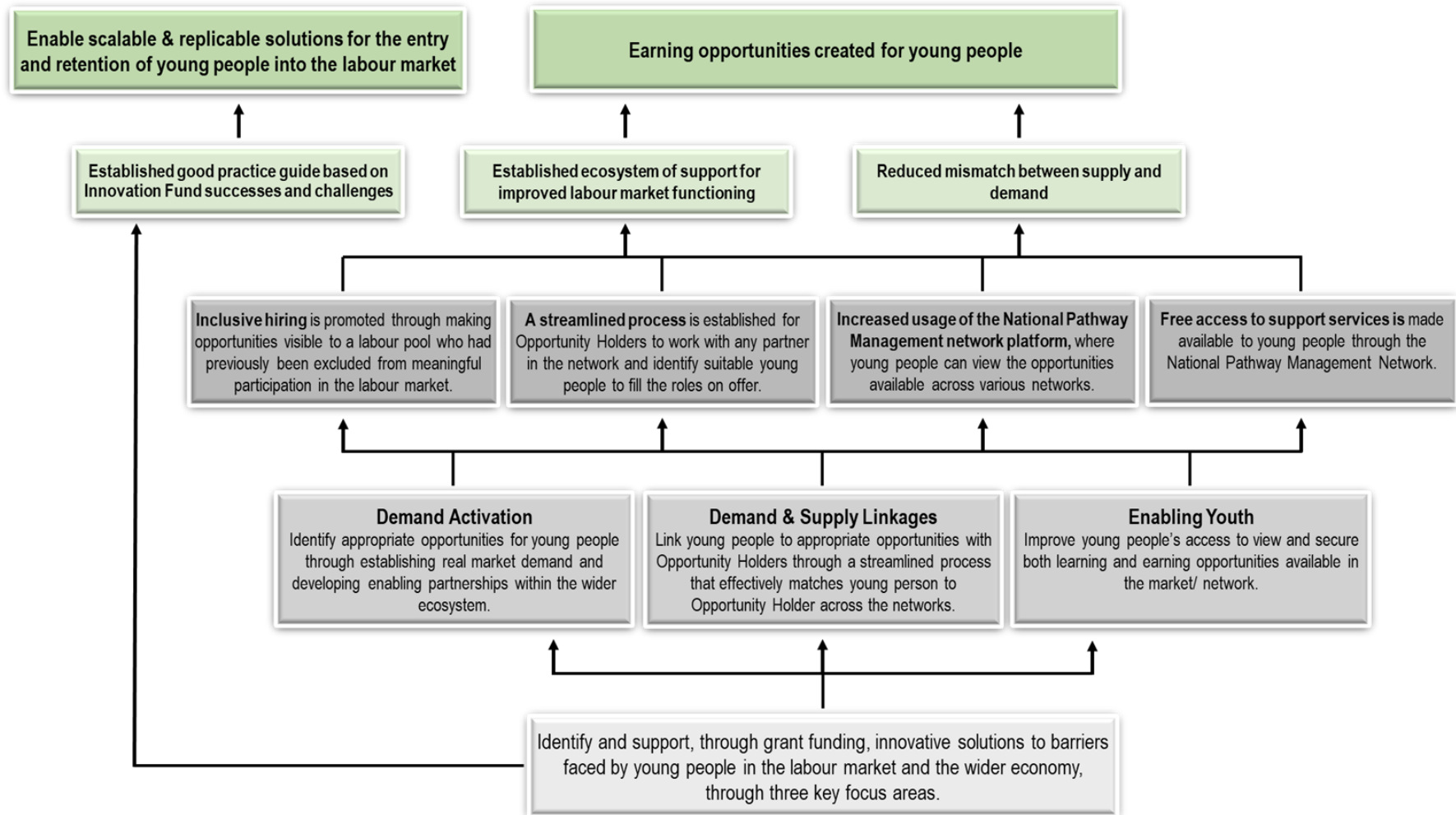
INDICATOR 5
Name of the Indicator: Number of work opportunities secured by young people from all Opportunity Holders
Definition of the Indicator: Total work opportunities that have been taken up by young person from opportunity holders. This will be larger than the number of young people securing work opportunities, as one participant may secure more than one income-generating opportunity. A work opportunity could be through employment or self-employment.
Unit of Measurement and Disaggregation: The Unit of Measure for this indicator is the opportunity . The reported number of opportunities will be disaggregated by the type of income-generating opportunity secured (work placement/ entrepreneurial opportunity/ service placement), and participant demographics (e.g., the number of opportunities secured by women).
DATA SOURCE
Data sources for the collection of participation information will be the manual registers (records) of participant participation; the electronic database on the Pathway Management Network System (consolidated from the system report services accessed; and/or partner reported access of their services via database/API; and/or young person self-reported access of work opportunities); and/or any other suitable sources as officially agreed to.
DATA ANALYSIS & REPORTING
<p>The electronic/manual system utilised for the capturing of individual participants' details should identify each participant on the basis of their unique South African Identification Document (ID) Number and be able to tag this ID Number to the participant's profile and involvement history with the PYEI.</p> <p>Data will be reported by all contracted intermediaries as part of their monthly and quarterly reporting requirements to the Fund and the Pathway Manager. In some instances, information will be reported directly on the platform by the young person. The Intermediary will record all the activities of the young in the intervention and will perform internal validations on the data. It is the contracted partner's responsibility to check, validate and verify all (100%) data submitted to the Pathway Manager and the Fund. This information will be collated and analysed and reported to the relevant stakeholders on a quarterly/monthly basis.</p>

Innovation Fund Indicator 6

INDICATOR 6
Name of the Indicator: Number of organisations partnered ⁶ with
Definition of the Indicator: The total number of organisations partnered with as a result of the Innovation Fund. This indicator measures the linkages between the NPMN, the intermediaries and other opportunity holders.
Unit of Measurement and Disaggregation: The Unit of Measure for this indicator is an organisation . The reported number of organisations will be disaggregated in terms sector, type (private, public, non-state), and geographic location.
DATA SOURCE
Data sources for the collection of registration information will be agreements between the NPMN and the intermediaries and between the intermediaries and the opportunity holders; the electronic database on the Pathway Management Network System (consolidated from the agreements with partners; and/or partner reported access of their services via database/API; and/or any other suitable sources as officially agreed to.
DATA ANALYSIS & REPORTING
Data will be reported by all contracted intermediaries as part of their monthly and quarterly reporting requirements to the Fund and the Pathway Manager. 100% of the data will be checked, validated, collated and analysed by the intermediary and reported quarterly to the NPMN.

⁶ Both formal and informal partnerships with Opportunity Holders will be recognised.

Annexure 3: Illustration of a Theory of Change



NATIONAL PATHWAY MANAGEMENT NETWORK

For queries, please contact the following:

Implementer:

Department of Labour

Teboho Maruping

Teboho.maruping@labour.gov.za

Fund Manager:

The Jobs Fund

jobsfund@treasury.gov.za



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employment & labour
Department:
Employment and Labour
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South Africa Siyasebenza



National Technical
REPUBLIC OF SOUTH AFRICA