

A NOTE FROM NAJWAH

The Jobs Fund held its fourth annual Learning Forum in the first week of November 2016, at a time when unemployment had reached a 13-year high (27.1%). The forum focused on implementing job-creation initiatives in challenging economic conditions.

The Learning Forum was a success and I would like to thank the 135 Jobs Fund partners who participated in the forum.

I was motivated and encouraged by the discussions that took place and I look forward to seeing our partners put into practice the lessons they have learnt. We appreciate your feedback and we are working to incorporate your suggestions into this year's forum.

"TO REDUCE UNEMPLOYMENT, POVERTY AND INEQUALITY IN SOUTH AFRICA, WE REQUIRE INNOVATIVE SOLUTIONS FOR INCLUSIVE JOB CREATION THAT CAN BE IMPLEMENTED ON A LARGE SCALE."

a large scale. I am pleased to inform you that the new funding round, Industry Change for Scaling Inclusive Job Creation Models, is open for applications. This round aims to attract intermediaries that are able to reach a large number of beneficiaries to achieve scale and systemic change. The application deadline is 16 March 2017 at 15:00. We look forward to adding many more innovative projects to our portfolio.

As we start the new year, I hope you are all ready to take on the challenges and opportunities that 2017 presents. We are here to support you and work tirelessly to ensure the success of your projects.

To reduce unemployment, poverty and inequality in South Africa, we require innovative solutions for inclusive job creation that can be implemented on

N. Allie-Edries

 @JobsFund_NT



Najwah addresses the Jobs Fund's 2016 Learning Forum

ENCOURAGING GROWTH IN LATEST RESULTS

The Jobs Fund has a portfolio of 125 approved projects with a total allocation of **R6.5 billion** in grant funds. These projects will potentially leverage an additional **R9.1 billion** from our partners to create **146 083** permanent jobs.

A total of 99 implementing projects have already created **84 033** new permanent jobs and placed an additional **48 636** people in vacant permanent positions. To date, these projects have created **21 423** short-term jobs and trained **169 053** people.





The Jobs Fund's 2016 Learning Forum focused on exploring ways to improve the implementation of job-creation projects in challenging economic conditions. The forum hosted interactive learning sessions, including workshops on financial models for small business development, run by Dr Thabo Mosala (founder of WrenJos Consulting), and on bridging the gap between strategy and innovation, run by Bashir Khan (chief executive at The Business Lab).

Aurik Business Incubator CEO, Pavlo Phitidis, gave the opening address. Pavlo co-founded the Aurik Business Accelerator in 2001 to support the growth of entrepreneurs. His address focused on how the Jobs Fund should support growth and collaboration within

LEARNING FORUM 2016

growing enterprises. He emphasised that the future of innovation and job creation lies not in big or small businesses, but in those in the middle that are growing and flexible enough to respond to the demands of the economy. He also advised that instead of focusing on small entities individually, there should be a concerted

effort to bring them together into growing ventures that can have a real impact.

The forum's keynote address was delivered by the Deputy Minister of Finance and Chair of the Investment Committee, Mcebisi Jonas. The Deputy Minister spoke about challenges in the South African economy that are hampering growth and the consequences this has for the overall welfare of households and communities. He acknowledged the dedication of all Jobs Fund partners, who work tirelessly to create sustainable jobs. The success of job-creation initiatives depends on a number of factors: the commitment and capacity of the implementers, dedicated leadership, effective institutions, strong



public-private partnerships and support from leading industry bodies.

The forum closed with several training sessions for Jobs Fund partners as well as an awards ceremony to recognise partners who have made a noteworthy contribution to decreasing unemployment in South Africa. ASGISA-Eastern Cape, the Southern African Wildlife College, Mercedes-Benz and Ashburton Investments were all recognised for their contribution to creating sustainable jobs.

Thank you to the project beneficiaries who shared their stories. It is always encouraging to hear that our job-creation initiatives make a positive difference in people's lives.

EVALUATION INSIGHTS: THE ROLE AND POTENTIAL OF BUSINESS INCUBATORS IN CREATING JOBS IN SOUTH AFRICA

The Jobs Fund commissioned impact evaluations of selected projects in its portfolio. These evaluations will help identify effective employment-creation models that result in sustainable jobs.

Impact Economix's evaluation of three business incubators has demonstrated the potential of incubators to support entrepreneurs and create jobs in South Africa. Although no two business incubators are alike, a range of good practices have been identified as generally applicable to successful business incubators. The evaluation also resulted in recommendations to enhance the potential future economic development impacts of business incubators in South Africa.

Business incubators help to reduce the failure rate of start-up companies and speed up the growth of businesses with the potential to generate employment. They do this by providing a supportive environment to entrepreneurs starting and growing their businesses.

Extensive research over the past four decades has shown that the success of incubators depends on the following principles:

- Incubators should be integrated into a wider entrepreneurship development strategy.
- Incubators should carry out a rigorous feasibility analysis and business planning process.
- Incubators should have the goal of

becoming self-sustainable.

- The mix of services provided must reflect the needs of the target group.
- Strict recruitment criteria and selection processes should be applied.
- Incubators must apply strict graduation criteria.

According to the evaluation, a major constraint to increasing the impact of business incubators is the shortage of opportunity-driven entrepreneurs in South Africa. Effective entrepreneurship education and partnership initiatives are needed at both high school and tertiary level to increase the pool of entrepreneurs with growth potential, and reduce the incubators' recruitment and screening costs. Incubators will need to ensure that they have a proactive networking component to help entrepreneurs establish and develop business networks. The market research process for business ideas should be well structured to ensure that ideas with a low prospect of success are identified and alternative options are explored.

The evaluation expands on what needs to be done to improve the impact that business incubators could have on addressing unemployment in South Africa.

To read the publication visit http://www.jobsfund.org.za/docs/Evaluation%20Insights_Evidence%20and%20lessons%20from%20the%20Jobs%20Fund.pdf

7TH CALL FOR PROPOSALS – INDUSTRY CHANGE FOR SCALING INCLUSIVE JOB CREATION MODELS

The Jobs Fund has opened its 7th call for proposals to partner with intermediaries focused on high-growth and labour-absorptive sectors. We are also interested in receiving proposals from organisations focused on improving market systems for job creation.

This systemic approach to job creation uses a range of interventions in an identified target system to help improve the functioning of the whole system/sector. The approach addresses market barriers and growth challenges in sectors, sub-sectors, value chains, geographic corridors, and other related systems. The idea is adopted from the development world, where a “making markets work for the poor” (M4P) approach improves the functioning of a core market to work inclusively for the poor (The Springfield Centre, 2015) and, in the case of the Jobs Fund, for the unemployed (M4U). Intermediaries should demonstrate how they will package a project that will consider all potential barriers to market growth – including regulations and policy, skills, market information, infrastructure, access to finance, rules and norms, and effective supply and demand.

Applications can be submitted through the following funding windows: Enterprise Development; Support for Work Seekers; Infrastructure; and Institutional Capacity Building. Given the Jobs Fund’s emphasis on a systems/ M4U approach, applicants should demonstrate how they will intervene at multiple points in the system to give effect to sector/industry/value-chain-wide systemic impact.

The application closing date is Thursday, 16 March 2017 at 15:00.

STAFF PROFILE



Where are you from?

Johannesburg.

What did you study?

Diploma in Office Administration at Technikon Witwatersrand, now known as the University of Johannesburg’s Bunting Road Campus.

Where have you lived?

I’ve always lived in Johannesburg.

What are your hobbies?

I enjoy reading and spending time in nature.

What is your role in the Jobs Fund?

Project administrator.

Which part of your job do you like most?

Interaction with the different project teams, learning something new every day and working with the project coordinators.

“INTERACTION WITH THE DIFFERENT PROJECT TEAMS, LEARNING SOMETHING NEW EVERY DAY AND WORKING WITH THE PROJECT COORDINATORS.”