



June 2023

S i y a s e b e n z a



Reflections from the Head of the Fund

About the Jobs Fund

The National Treasury established the Jobs Fund in June 2011 to support innovative initiatives and approaches to job creation. The R9 billion fund operates on challenge fund principles, and all funding allocations are made on a competitive basis in a transparent and open manner.

Once-off grants are awarded to projects that demonstrate sustainable job creation potential, and project partners are required to match the grant fund allocations at a ratio of 1:1 or higher.

The Jobs Fund is not a mass employment programme, nor is it intended to tackle long-term structural causes of low growth and unemployment. Rather, it provides a targeted programme of support for effective labour market interventions that result in sustainable employment creation.

About Siyasebenza

Siyasebenza is the Jobs Fund's quarterly newsletter. *Siyasebenza* is an isiZulu word meaning "we are working".

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It is with great excitement that I announce the launch of the Jobs Fund's 11th Funding Round. Over the past few years our country has been confronted with many challenges: Covid-19, flooding, civil unrest, and loadshedding among others. These challenges have called upon us to be tenacious and have taught us the importance of future proofing our plans, projects and organisations.

The world of work has also been undergoing seismic shifts. To remain competitive and grow our economy, we must be ready to embrace these changes. We must empower our workforce with the right skills to evolve and thrive in response to this fourth industrial revolution, including the impact of advancing artificial intelligence.

In South Africa, we have a significant shortage in the supply of skills required for the future, while at the same time restrained investment limits the demand for new jobs. Multi-partner action is required to address this situation.

The world of work is also undergoing shifts, and to remain competitive and grow our economy, we must be ready to embrace these changes.

We have done the research, we have engaged our partners, we have listened to your ideas and requirements, and we have developed a funding round that will push the boundaries as we enter a new post-pandemic digital era. The 11th Call for Proposals is titled *Breaking Barriers: Future-Proofing South Africa's Employment Options*. We invite experienced private and public sector organisations and NPO intermediaries to submit applications that will spur positive systemic change and job creation.

South Africa's youth population is an asset to the country – we have the opportunity to reap our youth dividend and promote a stable and prosperous future.

I implore you to put on your game faces and submit applications that will break down the barriers preventing the unemployed, particularly women and youth, from entering the labour market. South Africa's large youth population is an asset to the country – we have the opportunity to reap our youth dividend and promote a stable and prosperous future. But we must stimulate new demand in growth sectors and boost the supply of appropriately skilled labour to ensure that talented women and youth can be plugged into the economy. More details on the terms of funding for the new round are included in this newsletter.

Let's celebrate Youth Month by delving deep and putting forward astute, ambitious proposals for job creation to catalyse the change that our country so desperately needs.

Be courageous. Be kind. Be safe. 🌱

Najwah

Najwah Allie-Edries
Head of the Jobs Fund

Safeguarding the Health & Productivity of Young People



The inclusion of mental health in the UN Sustainable Development Goals reflects the fundamental role it plays in achieving global development goals ([World Health Organisation, 2022](#)). Through the Jobs Fund's experience in supporting youth-based initiatives, we know that adopting a holistic approach to supporting youth is not just about transitions into the labour market or into education but also addressing their psychosocial needs.

Community Keepers is a non-profit organisation based in the Western Cape that promotes better mental health in schools across the country. They provide school-based psychological and social services to vulnerable children and prepare them for leaving school.

Community Keepers has partnered with the Jobs Fund to deliver the *Mental Health First Aid* project, which began this year. Support from the Jobs Fund grant will enable them to expand services to 40 more schools, to train young people as care facilitators who deliver first-level mental healthcare to learners, and to recruit unemployed social workers who provide supervision and more advanced learner support. The project has already begun with the three-month training for the first cohort of youth care facilitators (who also receive a stipend during the training period) and has recruited and onboarded 40 partner schools.

Community Keepers has embraced technology in their service offering. During the Covid-19 pandemic, when schools closed, they shifted to delivering their service digitally. This involved being included in school WhatsApp groups, recording video support material to share with learners, and arranging remote check-ins by phone or video call. They now offer a hybrid service to ensure they are able to meet each client, wherever they may be, and this has expanded their reach significantly.

Through their 'whole-school' approach, Community Keepers addresses the entire ecosystem by offering therapeutic interventions, psychosocial support, and a platform where learners and their caregivers (parents, guardians and

educators) build self-efficacy, agency and resilience, collectively developing a culture of wellbeing. By investing in the social and emotional wellbeing of learners, Community Keepers creates supportive school communities where learning and development can prosper.

Watch this video to learn more:

[Building a culture of well-being in schools across South Africa](#)



New Jobs Fund Funding Round: Calling for Future-Focused Proposals

The Jobs Fund's latest Call for Proposals (CFP), **Breaking Barriers: Future-Proofing South Africa's Employment Options**, opened on 29 May 2023.

The Focus of the Funding Round

In South Africa, there are many barriers (including structural constraints) that hamper our ability to grow the economy. Thus, when addressing our employment challenges, it is imperative that we focus on breaking down these barriers on both the demand and supply sides of the employment equation.

To contribute to addressing these supply and demand challenges, the Jobs Fund is calling experienced and future-focused organisations that share our intent—to find innovative solutions to South Africa's employment challenges—to apply for the Fund's 11th CFP.

This is an invitation to work with us to break barriers to labour market entry by stimulating new demand in growth sectors and improving the supply of appropriately skilled labour. We will target initiatives that focus on enterprising strategies for:

- Stimulating demand for new jobs, including enterprise/infrastructure development. The interventions must result in growth and sustainability for the supported enterprises and infrastructure and thereby enabling and supporting ongoing job creation.
- Skilling/upskilling, matching work-seekers to jobs, and facilitating new pathways to jobs. The interventions must result in a new job being created and/or placement into a job.

Competitive projects focused on women and youth will be prioritised.

Who can apply?

- Private, public and NPO sectors are invited to submit applications, and collaboration is encouraged.
- The Jobs Fund will only consider applications for a minimum grant amount of R5 million.

Applicants must demonstrate that they are able to raise cash-matched funding, at a minimum of 1:1 for private and public sector organisations and 1:0.5 for NPOs, in the following ways:

1. Self-funded matched funding – a formal undertaking to contribute matched funding and the ability to raise such funding by the applicant.
2. Matched funding from third parties – formal written proof that matched funding will be made available.

- Applicants should also note that, within two years, the initiative must be fully implemented, the grant fully disbursed, and the target number of jobs and other project-specific outcomes achieved. After the two-year implementation phase, project performance will be monitored for a period of one year.

How to apply




Potential applicants must read the Term Sheet carefully to establish if they are eligible for funding. All eligible applicants are then invited to submit an application on the Jobs Fund's electronic Grant Management System. The Term Sheet and link to the application can be accessed via the [Jobs Fund website](#).

Overview of the assessment process

- Applications are first assessed against the eligibility criteria as outlined in the Term Sheet. If these are not met, the application will not be considered.
- The application will then be competitively assessed against impact criteria, which include ability to scale and contribution to systemic change.

- Thereafter, a decision is taken as to which proposals should be allocated grant funding. The Fund's independent Investment Committee makes the final decision on the allocation of grant funding. Applicants are then notified of the outcome of the assessment process.

Please remember that the funding round closes on **17 July 2023**. No applications will be accepted after the deadline. 

Innovation for Social Change

The National Pathway Management Network (NPMN) is a Presidential Youth Employment Initiative. It can be described as a “network of networks”, aimed at facilitating the successful transition of young people into work. The NPMN actively supports entry into and retention of young people by the labour market, while helping to align the various networks and systems that exist to ensure access to a shared set of opportunities and services.

The NPMN launched an Innovation Fund, which is a grant initiative led by the National Department of Employment and Labour, with the Jobs Fund as the appointed Fund Manager. Its focus is on supporting initiatives that remove barriers that keep young people from securing employment or income-earning opportunities.

The NPMN’s Innovation Fund focuses on supporting initiatives that remove barriers to employment or income-earning opportunities.

Eleven projects were approved for funding in Round 1 and began implementation in April 2022. The portfolio has performed well and (as of March 2023) the following has been achieved:

- Various services, including training, access to information and on-the-job skills development, have supported 12,038 young people.
- Earning opportunities were secured by 6,559 young people (which is an average of 550 earning opportunities per project within 12 months of implementation).

The Round 1 portfolio of projects are showing some interesting findings related to the scalability of models in support of the NPMN. Once all the projects complete their implementation and can be fully assessed, they will be evaluated further.

Two of the Innovation Fund Projects are featured in this newsletter and their impact thus far is outlined here:

1.U-turn’s project *Employment Opportunities for Homeless Youth* specifically addresses barriers facing homeless young people looking for work. The Innovation Fund supports U-turn in building their institutional capability, so they are able to support even more homeless youth into the future. Through the initiative, U-turn has increased the capacity of their social enterprises, which are run by staff that were formerly homeless. Living Roots, for example, is a social enterprise focusing on indigenous gardening. It offers a corporate gardening service, community organic waste management, consultations on going green and an indigenous nursery. Formerly homeless individuals are given internships or learnership opportunities to grow their knowledge and skills for a career in the green economy. All the proceeds from these social enterprises go back into U-turn, promoting long-term sustainability for the organisation and its initiatives.

So far, the Innovation Fund’s *Employment Opportunities for Homeless Youth* project has supported 115 young people through various interventions, including work-readiness training, therapy to maintain sobriety, and job-specific skills development, and 85 have secured income opportunities to date. Click [here](#) to read more.



U-Turn’s Employment Opportunities for Homeless Youth project provides support through interventions such as work-readiness training, therapy, and skills development.



Innovation for Social Change cont.

2. The CDI Youth Launchpad programme focuses on building the operations and human capital of SMMEs as well as giving young workseekers the opportunity to gain work experience at an SMME. Small businesses take on young interns for six or nine months, and are only responsible for 50% of the intern's pay. By the end of March 2023, the project had registered 244 youth in internships within 84 small businesses. These numbers demonstrate that businesses value and need the extra hands, and owners are making an effort to retain their interns and absorb them into operations on a longer-term basis.

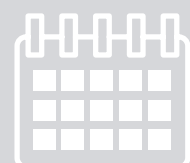


This project is a good example of an intervention that delivers a hybrid model of enterprise development along with support for workseekers, giving both the intern (young workseeker) and the SMME a leg up. This symbiosis is tackling both demand- and supply-side factors in the labour market, which makes it an interesting consideration for scale and replication. Click [here](#) to read more. 🌱



The CDI Youth Launchpad programme helps SMMEs, as well as the young workseekers who gain work experience by interning there.

IMPORTANT DATES



20 JUNE 2023

Our JF Webinar: **Investing in Education – Enhancing Skills for Employability (early to tertiary learning)** will discuss how pathwaying youth into economic participation encourages a systemic approach ensuring appropriate intervention at each stage of a young person's education. Register [here](#) to attend.

17 JULY 2023

Application submission deadline for the Jobs Fund's 11th Funding Round (at 15h00).

Jobs Fund Performance Update: 2023

FUNDING

OVERVIEW

R19.4 billion

total portfolio funding leveraged

R6.42 billion

grant funding disbursed

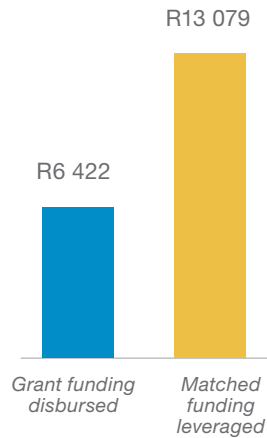
R13.1 billion

matched funding leveraged from partners

1 : 2,04

matched funding ratio

Total Funding for Job Creation (R millions)



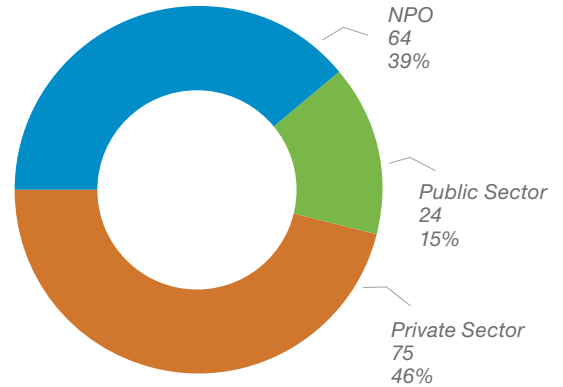
JOBS FUND PARTNERS

OVERVIEW

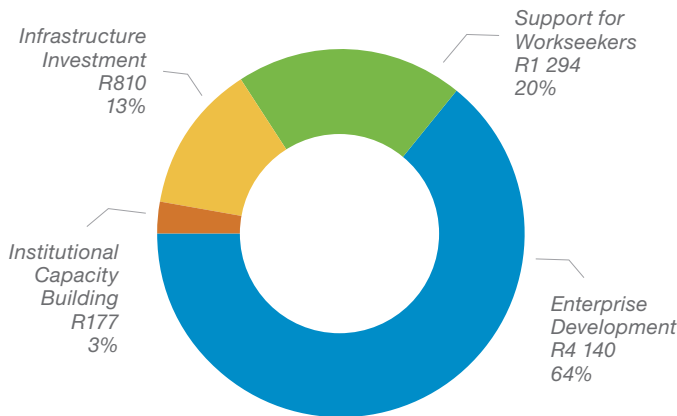
163

contracted projects

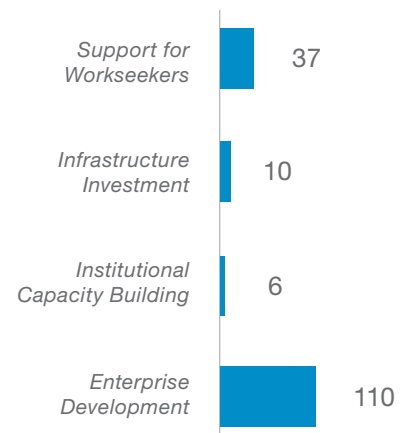
Projects by Implementer Type



Grant Disbursed by Funding Window (R millions)

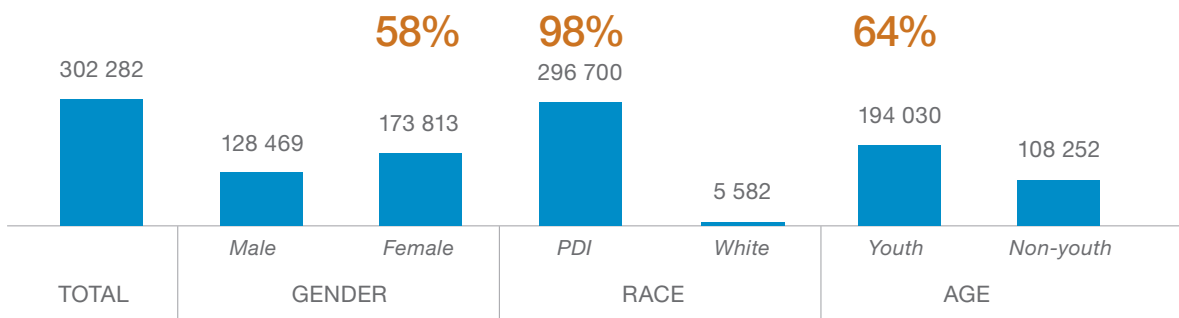


Projects by Funding Window



JOB CREATION

Total Jobs, Placements & Internships Facilitated



Source: Jobs Fund Database (showing actuals reported by projects as at March 2023)