

Presented to:

“Working on Fire Project 2012 - 2014”

[WOF]

Presented by:



The Institute 4 Success
Pearls of Fourways
No 1 Forest Drive
Fourways, Sandton
Republic of South Africa
Dr Vijay Bahadur 083 533 0562
www.i4s.co.za
bahadur@i4s.co.za



TABLE OF CONTENT

1. The Project Statement
2. The Solution
3. Selection sheets
4. Attendance Registers
5. Applications Received
6. Project Manager Reporting
7. Results / Success Stories
8. Lesson learnt
9. Pictures
10. Annexure
 - a. A Copy of The Project Plan



1. THE PROBLEM STATEMENT

The Problem

The Institute was approached in February 2012 to resolve a BBBEE [broad based black economic empowerment] and Enterprise Development [ED] compliance situation for The Working on Fire Programme, a part of the FFA Groups of Companies [currently, named Kishugu Group].

Background of the WOF

The Working on Fire Programme-First in Fire Management-Extended Public Works Programme [WOF-FFA-EPWP] is a South Africa government program which aims to reduce unemployment and alleviate poverty by creating jobs coupled with training. To date approximately 10 000 jobs have been created. It is being currently driven and funded by the Department of Water Affairs and Forestry, as well as the Department of Environmental Affairs and Tourism, to name only a few. The programme holds an annual budget of R23.7 billion.



2. THE SOLUTION

The Institute resolved the BBBEE / ED compliance issue for Working on Fire by creating a ED platform which included the following: -

1. Resolved BBBEE and ED compliance issue for the FFA group.
2. Created WOF website.
3. Secured vehicle for funding.
4. Created working on entrepreneur model.
5. Created training material: -
 - a. Personal Finance
 - b. ED [available upon request].
6. Process flow chart.
7. Trained in personal finance.
8. Trained 576 entrepreneurs in enterprise development.
9. 79 entrepreneurs were made ready for funding.
10. Created Intellectual Property for WOF
11. Created Quality Management System covering following aspects: -
 - a. Record sheet of applicants
 - b. Qualifying criteria
 - c. Application form
 - d. Business plan template
 - e. Legal agreement between applicant and WOF
 - f. Approval letter
 - g. Terms and conditions of approval of funds
 - h. Investment committee
 - I. Operational processes
 - II. Decision sheet
 - III. Summary sheet
 - IV. Due diligence checks and balances
 - V. Disbursement sheet
 - VI. Disbursement request form



2.1 POINT OF START

The program started off with us lecturing personal finance, serving as an instrument we selected potential entrepreneurs, firstly asking who wanted to be entrepreneurs, we then gave the candidates the selection forms and went through the process of selecting the serious ones, thereafter we went back to the office and canvassed them.

Personal Finance Training

I4S personal finance training equipped individuals to budget, save, and spend monetary resources over time, considering various financial risks and future life events. I4S coaches individuals to suit needs to a range of banking products or investment private equity, and insurance products or retirement plans, social security benefits, and income tax management. The personal finance program equips you with understanding and entrance skills into the world of money. The program also discusses saving, pricing, debt management, tips and traps. As a successful learner you will have developed a sound foundation for the application of these skills to explore a diverse range of personal finance understanding. The program started in 2012 and ended in 2014. The figure on the preceding page reflect Individuals who have been part of the personal finance program in their different provinces.

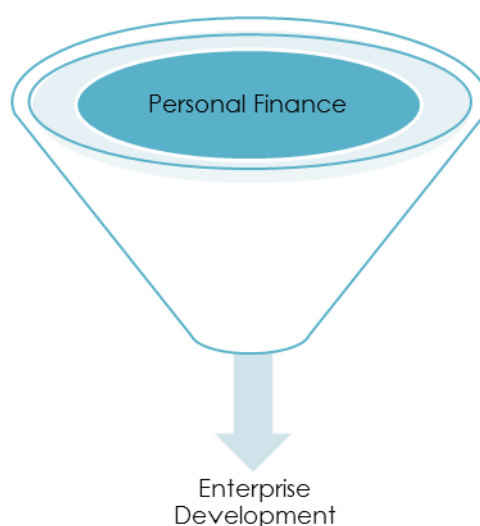


Figure: Funnel Selecting of Potential Entrepreneurs



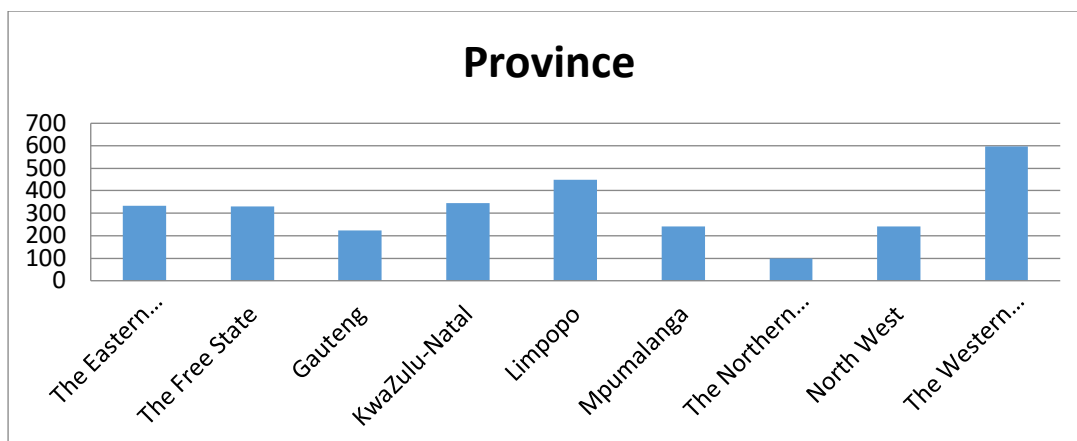


Figure: Personal Finance clients by province

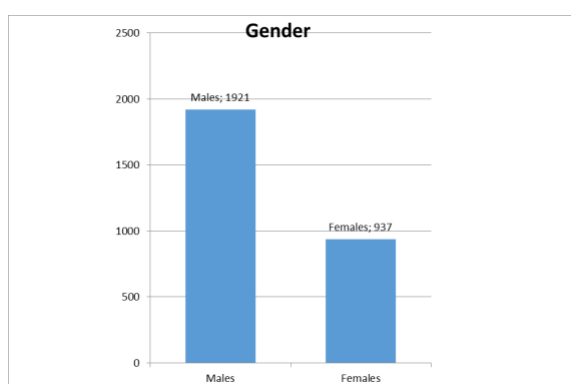


Figure: Personal Finance clients by gender

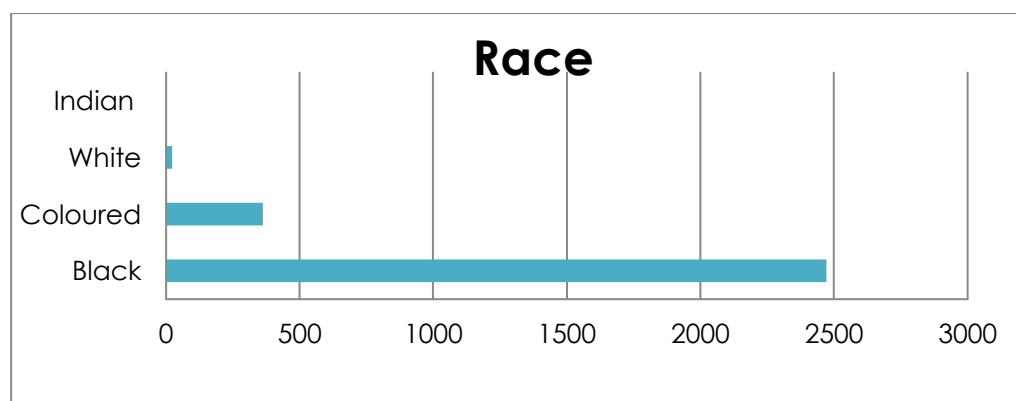


Figure: Personal Finance clients by race

Working on fire had 2858 attendees, where 2858 attended the personal finance training and 576 were nominated to continue with the enterprise development program.



2.3 ENTREPRISE DEVELOPMENT PROGRAM

The Institute provided a 10-day tensed psychology innovation in creating “THOUSANDS” of entrepreneurs by selecting from national, rural and urban areas throughout South Africa. Transportation to and from their place of residence, accommodation, food (breakfast, lunch and supper for 10 days). Including the lectures, training material and supportive staff for 24 hours. And finally opening and sustaining of businesses.

Projected technical situation

Proposed future operational organogram/flowchart.



Figure: Working on Entrepreneur's Business Model



2.4 UNWRAPPING THE PROGRAM

1. Selection of entrepreneurs

We selected entrepreneurs via several methodologies. Via our stakeholders, other divisions of government, partners, such as EPWP, other poverty relief programmes, rural areas, communities that seek intervention, national call out, etc.

2. Transport

Transport was provided for entrepreneurs to and from place of training.

3. Accommodation

Accommodation was provided to all entrepreneurs during the training part of the programme. Fundamentally, this strategy has been adopted, to ensure the success of this programme, good attendance, reduction of costs, increase time to transfer of skills, controlled environment for homework, safety and a conducive environment for learning.

4. Food

During the entrepreneurs stay, they were accommodated at the place of training, a healthy breakfast, lunch and supper together with an evening fruit will be provided every day until the entrepreneur departs.

5. Venue for training

Training venue was pre-selected, ensuring quality of delivery in a more than acceptable venue, ensuring entrepreneurs are treated with respect, hence will continue to operate with their employees and stakeholders.

6. Training

- a) Accredited material – produce business plan for a new venture NQF level 4, Credit 8. Unit standard 114592. Comprising - The 4 pillars of business and how to run and manage a successful business.
- b) 10-day workshop – entrepreneurial intervention and
- c) Dr Bahadur's individualised learning programs.



7. Material

All training material was provided, together with pens and note writing books.

8. Books

A copy of the book, Succeed with Nothing with be given to each entrepreneur.

9. Funding

Funding to entrepreneurs was in a form of grants with an approximate size of R20 000 per applicant. Entrepreneurs will submit applications for grants to I4S, via application forms, procedures and checklist that have been created and has been tested for years.

10. Company Registration

All entrepreneurs had their business registered with Companies Intellectual Property Company [CIPC].

11. Insurance

Insurance was in place ensuring liability as the implementing agency during the term of this programme.

12. Opening of Business

- a) Primary objective is the opening of sustainable businesses.
- b) Operational efficiency.
- c) Negotiation buying power.
- d) Budget control.
- e) Lease agreement.
- f) Ensuring supplier negotiation.
- g) Procurement – Buying power exercised.

13. Buying stock

I4S ensured that each entrepreneur would be assisted in procurement of capital equipment and on-going stock.

14. Access to market

Entrepreneurs were taught how to gain access to markets, and assisted in gaining access to procurement from government and/or departments.



15. Success-Business Coaching

- a) This is imperative and guarantees the success of the model.
- b) Sustainability of the businesses.
- c) Transferal of skills and development.
- d) Without this activity in place, businesses face a higher risk of failure.
- e) Ensures sustainability of the working on entrepreneur programme.
- f) Daily Success Coaching would take place for a minimum of 3 years.



Figure: Active images



