

EXPRESSION OF INTEREST:

Project Title:

TVET Colleges' Entrepreneurship Development

Introduction

This EOI seeks to invite qualified Consultants/Experts based in the Western Cape, Mpumalanga, KwaZulu-Natal and Gauteng provinces to provide services on TVET College's Entrepreneurship Development to support the National Business Initiative's (NBI) Installation, Repair, and Maintenance (IRM) Initiative in building entrepreneurial TVET institutions and strengthening the assigned TVETs' capacity to unlock youth employment and enterprise development.

Purpose of the assignment

The TVET Colleges' Entrepreneurship Development Technical Advisor (TA) will play an intermediary role in supporting the NBI's IRM Initiative, implemented in partnership with the government, the private sector, and Technical and Vocational Education and Training (TVET) Colleges.

The TA will serve as a strategic and operational enabler embedded within the assigned TVET colleges and Centres for Entrepreneurship Rapid Incubators (CFERIs)/ IRM Hubs at TVET Colleges to unlock youth employment and enterprise development by building local ecosystems, strengthening TVET Colleges' institutional capacity, and facilitating entrepreneurship development aligned to the TVET Colleges' Entrepreneurship Development strategies and local economic opportunities.

Project Background

Since 2019, the NBI, together with a range of partners, has been implementing the IRM Initiative, which seeks to expand opportunities for township MSMEs and unemployed youth in Installation, Repair, and Maintenance (IRM) occupations. The Initiative operates at the interface between supply and demand, unlocking the demand for skills in these various industries and enabling public TVET Colleges to respond to this demand through agile and flexible occupational training, and supporting young people to navigate the transition through TVET into the labour market.

The IRM Initiative works on the basis that there is potential to create large-scale employment in artisanal MSMEs across key economic sectors, with a particular focus on emerging "green" sectors. The transition to a green economy presents opportunities for new market opportunities for MSMEs, as well as new and evolving occupational roles for young people in the labour market. The IRM Initiative has two key objectives:

- Unlock demand for IRM skills across the formal and informal/township economy.
- Provide young people with the necessary skills and on-the-job training to support their transition to employment, self-employment and/or further training.

Scope of Work	<p>The scope of work is expected to be guided by the Entrepreneurship Development strategies of the assigned TVET Colleges and the available local economic opportunities. The work may include, but may not be limited to, the following:</p> <p>Strategic and Institutional Enablement:</p> <ul style="list-style-type: none"> Advocate for policy alignment and institutional support for entrepreneurship within college executive structures using established frameworks, i.e. UNESCO Advocate for integration of entrepreneurial activities within the academic calendar, governance frameworks, programme and qualification mix (PQMs), campus management, and performance management systems (PMDS). Facilitate the alignment of TVET Colleges' Entrepreneurship Development Policy, Model and Framework with the DHETs CEDP, NBI IRM Initiative, and SEDFA CFERI strategies Co-develop entrepreneurial strategic and operational plans with colleges, including Centre/Hub Institutional governance, infrastructure, resourcing, human capital (the right skills), workplans, budgets, M&E indicators, sustainability and revenue generation models. <p>Operational and Programme Management Support:</p> <ul style="list-style-type: none"> Drive implementation of the entrepreneurial learning, mindset and culture activities within the cross-functional TVET structures. Coordinate IRM-linked programmes, including demand-led skilling integration with pre-incubation, incubation, and acceleration across campuses. Formulate, facilitate implementation of and monitor Standard Operating Procedures (SOPs) aligned with the SEDFA standards at a minimum for all operational activities within the Centre/Hub. <p>Enterprise Supplier Development:</p> <ul style="list-style-type: none"> Co-design and co-fundraise for the rollout of sector-specific, locality-based enterprise supplier development programmes to unlock youth employment aligned with green, circular economy, and township economic strategies. Provide tailored technical assistance to participating SMEs, linking them to local and green economy value chains. Mobilise and coordinate BDS services, providers, mentors, and ecosystem partners. <p>Stakeholder Engagement and Ecosystem Development:</p> <ul style="list-style-type: none"> Facilitate the creation/implementation of the College's Entrepreneurship Development stakeholder engagement strategy to build partnerships with the local government, the private sector, industry associations, development agencies, and community structures. Co-Mobilise funding and co-investment opportunities to sustain Centre/Hub operations. Represent NBI and TVET entrepreneurial programmes in regional forums, events, and multi-stakeholder platforms. <p>Capacity Building and Institutional Support</p> <ul style="list-style-type: none"> Build the capacity of College Management, Centre Managers, and academic staff in entrepreneurship facilitation, ecosystem building, and enterprise development. Lead or co-facilitate capacity-building interventions, including staff training, webinars, Communities of Practice (CoP), mentorship sessions, and knowledge exchanges. Provide direct support to Student Representative Councils (SRCs), marketing, campus staff and support services to institutionalise entrepreneurship. Develop resource BDS repositories and learning tools. <p>Monitoring and Evaluation (M&E)</p> <ul style="list-style-type: none"> Implement M&E frameworks aligned with TVET Colleges' Entrepreneurship Development and Programme-specific indicators. Implement data and evidence collection mechanisms for Centre/Hub operational and programme performance and ecosystem effectiveness. Track Centre/Hub operational and programme performance through comprehensive quarterly performance reviews. Document and share participant growth case studies, success stories, and feedback.
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Candidate Requirements for the Position

MINIMUM EDUCATION AND EXPERIENCE

- Relevant bachelor's degree in business development, economics, education, development studies, entrepreneurship, or a related field such as social sciences, sustainable development, or business studies.
- Minimum 5–8 years of experience in enterprise development, youth employment programmes, or skills development.
- Experience working with TVET institutions, government, private sector, or development agencies.
- Experience working with stakeholders at different levels.
- Familiarity with South Africa's skills development landscape, entrepreneurship ecosystem, and economic transformation agenda.

REQUIRED COMPETENCIES

- Knowledge of enterprise development methodologies, business incubation, and TVET ecosystems.
- **Stakeholder engagement and partnership building.**
- Project and programme management (planning, delivery, budgeting, reporting).
- Monitoring and Evaluation systems and tools.
- **Strong facilitation, mentoring and coaching skills.**
- **Ability to navigate complexity and drive institutional change.**
- Knowledge of green economy, localisation, and just transition framework.
- Strong change management expertise

PERSONAL ATTRIBUTES

- Strategic thinker with a systems approach.
- Purpose-driven, entrepreneurial, and impact-oriented.
- Strong critical thinking and problem-solving ability.
- Culturally responsive and sensitive to local community contexts.
- Excellent interpersonal and relationship-building skills.
- Passionate about social and economic transformation.
- Able to balance implementation with thought leadership and stakeholder engagement.
- Excellent verbal and written communicator.

Remuneration

The Company shall pay to the Service Provider an hourly rate (excluding VAT). The hourly rate will be negotiable in accordance with the level and experience of the successful candidate.

Term of Appointment

The individual Consultant/Expert's term of engagement shall come into effect upon signing of the service agreement and shall continue until November 2027, depending on the needs of the assigned TVET college

Expression of Interest (EOI) Requirements

Interested experts must submit:

1. Completed Summary of Personal Information (Annexure A).
2. Completed and signed Pricing Schedule (Annexure B).
3. Full CV with Project Reference and Contact Details.

Deliverables

Deliverable	Completion Date
Assigned TVET Colleges 2-year Entrepreneurship Development plans	2 months after signing the service agreement
Monthly Progress reports aligned to agreed Targets, Programme Objectives, Outcomes and Risks.	18th day of each month
Milestone deliverable reports as per the assigned TVET Colleges' 2-year Entrepreneurship Development plans	As per the agreed 2-year schedule.

Evaluation Criteria

Evaluation will be based on both compliance and technical merit as per the criteria below:

A. Compliance (Eligibility)

Criterion	Requirements	Fail/Pass
All required Annexures completed and submitted	Annexures A and B	
Full CV with Project Reference and Contact Details.	Full CV and Project Reference	

B. Technical Evaluation

Evaluation Area	Description	Weight
Strategic Enablement & Institutional Change	Demonstrated experience in working with TVET institutions, government, and the private sector, advocating for policy alignment and integration of entrepreneurial activities.	50
Enterprise Development & TVET Context	Demonstrated experience in enterprise development and business incubation in TVET ecosystems.	30
Project Management & M&E	Demonstrated experience in Project and programme management (planning, delivery, budgeting, reporting) and Experience implementing and monitoring M&E systems and frameworks aligned with programme indicators.	20
Total		100

Additional Considerations

Important dates

Deadline for clarification questions to SiphoN@nbi.org.za	23 January 2026
Deadline for submission of proposals and supporting documents by email to MathashwaneM@nbi.org.za	30 January 2026 No late submissions will be considered

Specific Terms and Conditions

CHECKLIST OF DOCUMENTS TO BE SUBMITTED

A checklist below which is not mutually exclusive has been provided to highlight some of the important documents which must be included/ submitted with the Expression of Interest (EOI) document:

	DESCRIPTION	Y/N
1	Cost proposal (Annexure A(i))	
2	Project Reference Contact Details	
3	Full CV	

NOTE:

- Ensure that all document attachments are clearly marked and the EOI submission is submitted in a clear, logical and well-marked sequence together with an index of documents.
- Only one submission is required.
- The NBI reserves the right not to appoint candidates or cancel the EOI.
- ALL CANDIDATES ARE REQUIRED TO COMPLETE AND SUBMIT **ALL** THE PRESCRIBED TEMPLATES BELOW IN RESPONSE TO THE EOI.

ANNEXURE A

SUMMARY OF PERSONAL INFORMATION

CANDIDATE INFORMATION												
NAME OF CANDIDATE												
PHYSICAL ADDRESS												
CELLPHONE NUMBER												
E-MAIL ADDRESS (of contact person)												
ID NUMBER												
AGE (as at 30 June 2025)												
GENDER (EE purposes)	Male		Female		Other							
RACE (EE purposes)	Black		Coloured		Indian		White		Other			
EMPLOYMENT STATUS	Full Time		Part-time/Contract		Not Employed			Self-employed				
TAX COMPLIANCE STATUS	TCS PIN:		OR	CSD No:								
EXPOSURE / EXPERIENCE IN (number of years)	Public sector		Private sector									

QUALIFICATIONS (Certified copies to be attached)			
QUALIFICATION	INSTITUTION OBTAINED		YEAR

PROFESSIONAL REGISTRATION (Certified copies to be attached)		
PROFESSIONAL BODY	REGISTRATION NUMBER	YEAR

ANNEXURE B

PRICING SCHEDULE (TCTC / VAT inclusive)

Role	Monthly hours	Rate per Hour	Monthly cost
TVET Colleges' Entrepreneurship Development Technical Advisor	fixed at	R	R

Kindly note that your quoted amount should exclude disbursements

Expected remuneration will be negotiable in accordance with the level and experience of the successful candidate.

I, THE UNDERSIGNED

(FULL NAME)

Certify that the information furnished on this declaration form is true and correct.

I ACCEPT THAT, IN ADDITION TO CANCELLATION OF A CONTRACT, ACTION MAY BE TAKEN AGAINST ME SHOULD THIS DECLARATION PROVE TO BE FALSE.

.....
Signature

.....
Date