

## INANI

MEANING IN ZULU =  
ADDING VALUE

### Our Vision

Restore the hearts and lives of the marginalised in Africa by imparting positive morals, values and skills, through incubation processes that will lead to positive economic growth.

### Why Inani?

INANI is managed in a transparent and accountable manner with the necessary structures, financial systems, compliance and policies in place

### Governance process

1. ADVISORY BOARDS FOR SBU 1&2
2. BRAIN TRUST (PLANNING & STRATEGY)
3. FEASIBILITY "FACTORY"
4. INVESTMENT COMMITTEE

### Benefits to the employer

- INANI incubates entrepreneurs
- YES programme managed by INANI
- Procurement spend covers B-BBEE procurement criteria
- Solutions for SED spend
- CSI branding value
- Tax benefits
- Benefits EE report & the DOL\* – achieving disability targets
- B-BBEE Enterprise Development and Supplier Development business points
- Score business points for Designated Group (Procurement Scorecard)
- INANI manages deliverables for compliance

\*Department of Employment and Labour

## Service delivery streams

An established network of stakeholders, proven source providers and partners.

### PEOPLE TALENT INCUBATOR STRATEGIC BUSINESS UNIT 1 (SBU 1)



#### SAFETY NET PROGRAMME

1. **Source youth** with special focus on black, female and differently abled
2. **Compulsory** workplace readiness / Life Skills / Character Forming training, leads to higher throughput rate and workplace adjusted mindset (ethics, morals and values)
3. **Filter** for willingness and seriousness to be further trained and developed
4. **Match** youth to relevant training and development programme, and provide further holistic support.



#### TRAINING AND DEVELOPMENT

1. **Accredited** training programmes for youth.
2. **Identify** opportunities before training and development start (train with exit strategy in mind)
3. **Train** for hard to fill vacancies (scarce and critical skills)
4. **Specific focus** on learnerships and occupationally based learning programmes
5. **Facilitate WIL** - Work Integrated Learning, internships, post graduate placements, and further development programmes



#### POOL OF TALENT (POT)

**Pipeline of talent ready to flow into the World of Work (WOW)**  
Trained Entrepreneurs, Employable job-seekers (managers and general workers), Employable Differently Abled job-seekers.

1. ENTREPRENEURS
2. EMPLOYABLE JOB-SEEKERS

Ready for SBU2

### OPPORTUNITIES BUSINESS INCUBATOR STRATEGIC BUSINESS UNIT 2 (SBU 2)

#### PRE-INCUBATION

1. Identify business opportunity, take hands with industry association
2. Ensure correct alignment with industry SET – Socio Economic Transformation strategy and NDP – National Development Plan
3. Choose entrepreneur from POT and match with business opportunity, or identify entrepreneur with business idea
4. Select employees from the POT, match with newly created jobs



#### INCUBATION

1. Facilitate start-up funding
2. Provide Business Development Services (BDS) - Support
3. Business Advisory Services (BAS) – Grow
4. Provide support between franchisee and franchisor



#### POST-INCUBATION

1. Qualifying entrepreneur "take-over/buy-out", become owner-operator
2. ROI to financiers (Targets achieved by public and points awarded private, loan repaid to commercial)



#### BUSINESS MULTIPLICATION

- New jobs and businesses created**
1. **SMME-footprint** increases
  2. **Micro-franchise** – proven replicable business model
  3. **Social franchise**



#### CPPPs (Community Public Private Partnerships)

Preferred service delivery vehicle, channels resources into uplifting communities and assist government to achieve NDP - National Development Plan agenda for Socio Economic Programmes

### Funding streams

INANI bridges resources and services between the public and private sectors. Deal Originators, Funding Generators, Capital Allocators, and Specialist Project Advisors collaborate with Employer Associations to mitigate risk through blended solutions.

- > **Donations** (money OR in kind for tax/B-BBEE benefits e.g. products, services, time, expertise)
- > **Public & Private & Commercial institutions** (e.g. Development Finance, Angel & Crowd-funding, Venture Capital, Loans)
- > **Grants** (e.g. SETAs, National Skills Fund, CSI - Sponsorships, ED - Enterprise Development, SED - Socio Economic Development)

### Pathway to Economic Transformation

- Invest** into equal opportunities via youth training with special focus on differently abled youth.
- Grow and multiply** active economic participants for equal wealth distribution
- Accelerate** incubation of sustainable transformation & empowerment projects

### Partners

1. **Public:** national, provincial and local government (municipalities)
2. **Private sector:** employer associations and chambers of commerce.
3. **Franchise industry**

### Fourth Industrial Revolution (4IR)

INANI is strategically focused to incorporate the elements of 4IR and green economy, including:

- Digitisation
- Data management
- Drone opportunities
- Digital marketing