

Socio Skills Foundation

Business Plan

January 2024 – January 2026

Empowering Inclusion: Establishment of a Multipurpose Disability Skills Hub in Limpopo South Africa

Project Name	Build a Skills Hub for Youth with Disabilities
Institution Registered Name	Socio Skills Foundation
Registration No.	2023/785139/08
Business Provinces	Gauteng, Limpopo
Location	Bela Bela Limpopo 0748
Name of Contact Person	Mahlogonolo Ngoepe
Position	Director
Email Address	mahlogonolo@socioskillsup.co.za
Contact Details	081 779 4843

TABLE OF CONTENT

Table of Content

Background and Rational	2
1. Executive Summary	3-10
2. implantation Plan	10-11
3. Marketing and Sales Strategy	11-13
4. Operational Plan	13-15
5. Impact Measurements	15-16
6. Monitoring and Evaluation	16
7. Sustainability Plan	16-17
8. Risk Management	18-20
9. Finacial Plan	20
10. Appendix 1	21

Socio Skills Foundation

Background:

Limpopo Province, like many regions in South Africa, faces challenges in providing adequate support and opportunities for young girls and women with disabilities. Despite progress in recent years, there remains a significant gap in access to education, employment, and empowerment programs for this marginalized demographic. According to recent statistics, the unemployment rate among people with disabilities in South Africa stands at a staggering 79.6%, highlighting the urgent need for tailored interventions to address this issue.

Rationale:

The establishment of a multipurpose skills hub specifically designed for young girls and women with disabilities in Limpopo Province is a crucial step towards addressing the systemic barriers they face in accessing education, acquiring vocational skills, and securing sustainable livelihoods. This initiative aims to empower and uplift this marginalized group by providing them with the necessary resources, support, and opportunities to thrive and contribute meaningfully to society.

1. Executive Summary

Socio Skills Foundation was launched to address the high unemployment rate among youth and women with disabilities in South Africa. The initiative was born out of recognition that these demographic faces socio-economic barriers to employment and that traditional approaches have not adequately addressed their needs. Through consultation with disability special schools, disability organisations, and collaboration through transition workshops with the Department of Labour and Employment (supported Employment Enterprise), Socio SkillsUp aimed to gather insights, data, to develop a targeted intervention. The objectives of this intervention was to address the high unemployment rates, empowerment and Inclusion. These challenges the girl and women with disabilities faced with is discrimination and stigma, lack of accessibility, limited education and skills development and social; and economic disadvantages. To date Socio Skillsup has collaborated with special schools, disability organisations, communities, and government agencies across South Africa this demonstrates Socio Skills Foundation commitment to inclusivity and collaboration in addressing the challenges faced by unemployed youth and women with disabilities in accessing employment and entrepreneurship opportunities.

Many interventions and initiatives lack the tailored support needed to uplift unemployed youth and women with disabilities in rural areas and townships. In provinces like Limpopo, Mpumalanga, Kwa-Zulu Natal, Eastern Cape and Northern Cape, where poverty grips communities tightly, girls and women with disabilities face unique challenges in accessing entrepreneurial opportunities and business knowledge. While there are initiatives aimed at fostering entrepreneurship and providing business support, the lack of tailored solutions exacerbates the barriers faced by these marginalized individuals. Socio Skills Foundation has managed to empower girls from special schools in various vocational skills training and empower women with disabilities in entrepreneurship through development programs, establish their own business.

Having been recognized as a keynote transition speaker and an expert in disability mainstreaming, Socio SkillsUp holds impeccable credentials nationally. Encouraged recent achievements, including our collaboration with Socio Skills Foundation and their recognition as the CSI Legacy Awards winner for best NGO working with disabilities in 2024, Socio Skills Foundation is poised to make a significant impact in addressing the economic disparities faced by girls and women with disabilities.

Despite South Africa's abundance of opportunities in manufacturing, technology, agriculture, and STEM fields, girls and women with disabilities continue to be marginalized in the economic landscape. After 30 years of democracy, this inequality persists, highlighting the urgent need for targeted interventions. Socio Skills Foundation aims to bridge this gap by providing tailored training programs, mentorship opportunities, and access to resources for girls and women with disabilities. Our approach is holistic, focusing on building both technical skills and confidence, while also challenging societal perceptions and fostering a culture of inclusion and diversity.

Through strategic partnerships with government agencies, NGOs and corporate entities, Socio SkillsUp is seeking short-term and long-term funding to finance the establishment of a Disability Inclusive Skills Hub and development cost of the project. This will cover startup expenses and first year losses. It is estimated that the hub will begin to make a profit in year 2 of operations. The project is expected to begin production within 8 months from start of the first cohort has been onboarded, this will encourage greater investment for programs that support girls and women with disabilities thus driving more employment opportunities and entrepreneurship for girls and women with disabilities in the country.

Vision

A world where every individual has the opportunity to unlock their full potential and contribute to the socio-economic development of their communities.

Mission

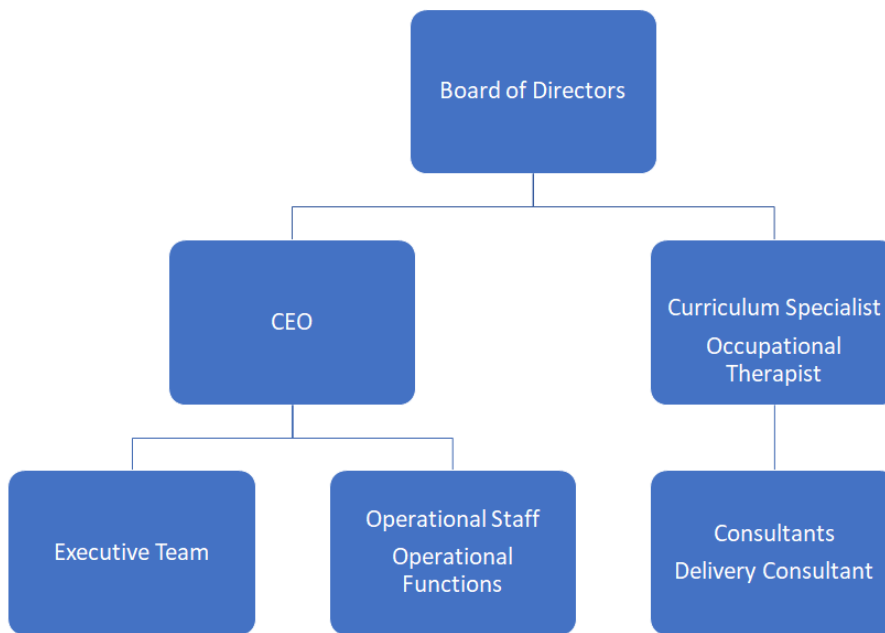
To empower unemployed girl and women with disabilities in rural areas and disadvantaged communities through vocational skills training and entrepreneurship. This is achieved through the creation of programmes devoted to the economic upskilling of girls and women with disabilities and it provides opportunities for the inclusion and empowerment.

Legal Structure and Location

Socio Skills Foundation is registered in South Africa, operating from strategically located in Gauteng 136 2nd St Randjespark Midrand and Limpopo.

The Governance Structure

To enable the company to function more effectively, the company uses the following organizational structures. These, together with their respective roles are:

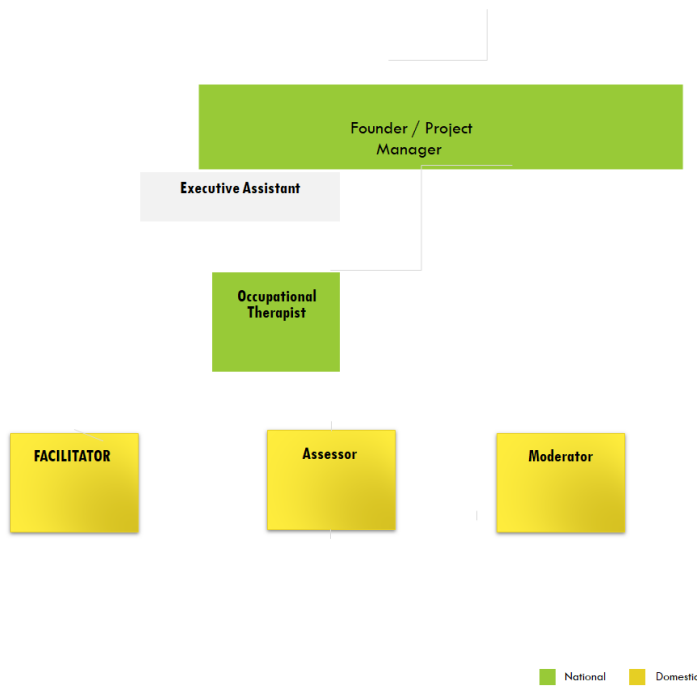


Socio Skills Foundation Employment Rate Statistics

We will be incorporating the strategy of employing trained students as facilitators, assessors, moderators, and caregivers at the skills hub which will significantly contribute to increasing both the employment rate and enhancing the job placement rate opportunities for our students in related internships. With this strategy in place, we ensure that our graduates are the first in line for employment opportunities within our organization. This not only secures their employment but also provides them with valuable experience in their respective fields.

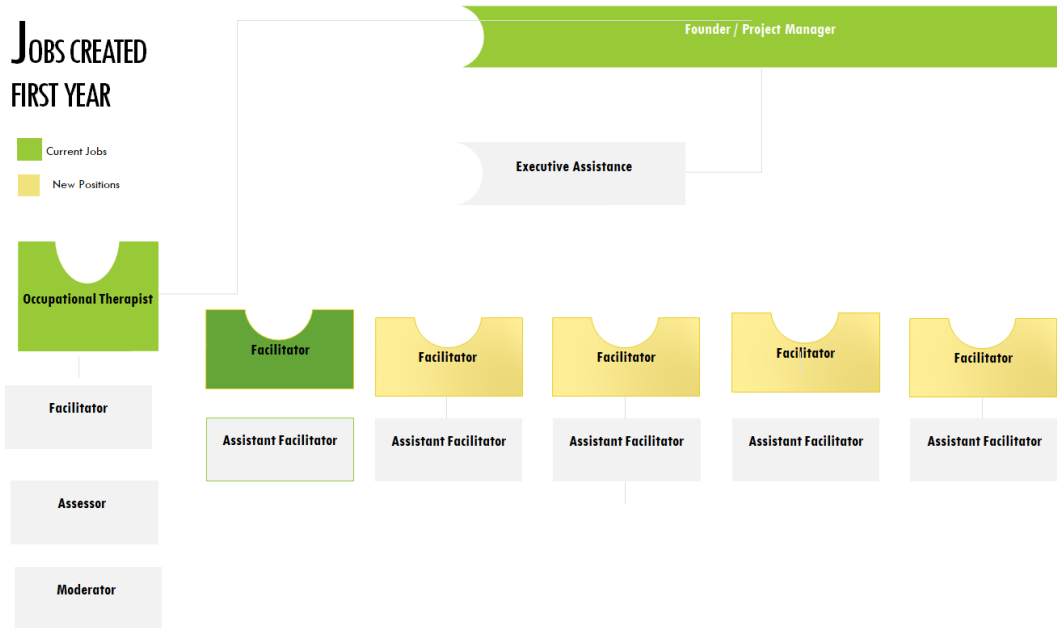
Furthermore, all graduates will remain employed for the duration of their contracts, ensuring stability and continuity in our workforce. By fostering a supportive and inclusive environment, we are committed to empowering our students and graduates to succeed in their chosen careers.

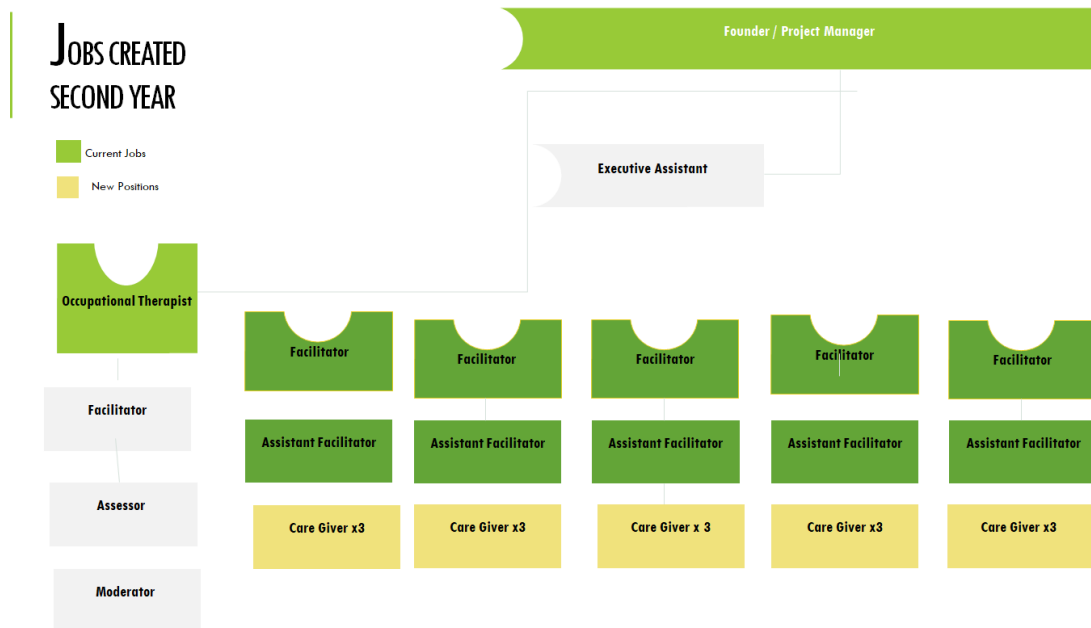
CURRENT EMPLOYMENT CHART



JOBS CREATED FIRST YEAR

- Current Jobs
- New Positions





Representivity

Socio Skills Foundation recognises the diverse nature of South Africa and in so doing has allowed this recognition to inform all its work. Representation members projects are as follows:

Type		Race	
Rural unemployed youth with disabilities	50%	African	50%
Rural Women with disabilities	50%	African	50%

The Stakeholders

The stakeholders in this initiative are many and varied. They include:

- Girls and women with disabilities
- Entrepreneurs with disabilities
- Special schools
- Disabilities organisations

- Government, especially the Departments of Social Development, department of Basic Education, Department of higher Training, Setas, Trade and Industry and Department of Agriculture
- The corporate sector, local and international
- Potential investors and the global investment community

Impact Areas of Socio SkillsUp work

National arenas.

Services Offered:

1. **Vocational Training Programs:** Tailored courses in agriculture, manufacturing, hospitality, ICT and trade skills.
2. **Job Placement Assistance:** Assistance with resume building, interview preparation, and job searches.
3. **Mentorship and Support Services:** Access to mentors, counselors, and peer support groups to address personal and professional challenges.
4. **Assistive Technology Access:** Access to state-of-the-art assistive technology devices and support.
5. **Educational Support:** Academic coaching and educational resources to support persons with disabilities in pursuing their career path goals.
6. **Entrepreneurship Incubation:** Support for aspiring entrepreneurs with disabilities including business development training, market linkage to funding opportunities and assistance in launching and growing their ventures.

1.1 Objectives

The objective of Socio Skills Foundation poverty alleviation and employment initiatives, is to establish an inclusive multipurpose disability skills hub, that will produce high-quality entrepreneurs and skilled persons for the workforce through:

- **Empowerment through Education:** Offer tailored educational programs to enhance literacy, numeracy, and vocational skills among young girls and women with disabilities.

- **Economic Empowerment:** Provide entrepreneurship training, mentorship, and access to microfinance opportunities to enable participants to start their own businesses or secure employment.
- **Social Inclusion:** Foster a supportive and inclusive community where participants can connect, share experiences, and access peer support networks.
- **Sustainable Development:** Utilize solar energy to power the skills hub, promoting environmental sustainability and reducing operating costs.
- **Advocacy and Awareness:** Raise awareness about the rights and capabilities of young girls and women with disabilities, advocating for their inclusion and equal opportunities in society.
- **Community Engagement:** Our hub can engage with local communities, employers, government agencies, and other stakeholders to promote the employment of people with disabilities and foster a culture of diversity.

1.2 Strategies for Achieving Objectives:

1.2.1 Partnerships and Collaborations:

- Forge strategic partnerships with local disability organizations, schools, government agencies, businesses, and nonprofit organizations to leverage resources, expertise, and networks in program delivery and outreach initiatives.
- Collaborate with vocational training institutes, TVET colleges, universities, and industry partners to develop curriculum, and facilitate internships or job placements for participants.

1.2.2 Marketing and Outreach:

- Develop a comprehensive marketing and communication strategy to raise awareness about the skills hub services and its programs among the target audience, stakeholders, and the wider community.
- Utilize digital platforms, social media, and community events to disseminate information, share success stories, and engage with potential participants, partners, and donors
Community Engagement.

- Organize community forums, workshops, and awareness campaigns to engage local communities in dialogue around disability rights, inclusion, and empowerment. Establish advisory committees or focus groups comprising participants, families, and community representatives to provide feedback, input, and guidance on program development and implementation.

1.2.4 Capacity Building:

- Invest in staff training and development to enhance their knowledge and skills in disability inclusion, teaching methodologies, counseling, and entrepreneurship support.
- Provide ongoing mentorship, coaching, and professional development opportunities for participants to build their confidence, leadership abilities, and career readiness.

2. Implementation Plan:

- 2.1 Facility Setup: Secure a suitable land for the skills hub and equip it with necessary infrastructure, including classrooms, computer labs, vocational training workshops, and accessible facilities.
- 2.2 Curriculum Development: Collaborate with experts in disability education and vocational training to develop a tailored curriculum that addresses the unique needs and interests of the target beneficiaries.
- 2.3 Staff Recruitment and Training: Recruit qualified staff, including occupational therapist, trainers, and support personnel, and provide them with specialized training on disability inclusion, teaching methodologies, and counseling skills
- 2.4 Outreach and Recruitment: Partner with local disability organizations, schools, community leaders, and government agencies to identify and recruit participants for the skills hub.
- 2.5 Program Implementation: Launch educational and vocational training programs, entrepreneurship workshops, and peer support activities, ensuring accessibility and inclusiveness for all participants.
- 2.6 Monitoring and Evaluation: Regularly assess the impact and effectiveness of the skills hub through feedback mechanisms, surveys, and performance indicators, and make necessary adjustments to improve outcomes.

2.7 Sustainability Measures: Implement income-generating activities, such as selling products made by participants, to generate revenue and ensure long-term viability of the skills hub.

3. Marketing and Sales Strategy

3.1 Marketing Objectives:

- Increase awareness of Socio Skills Foundation through community outreach, partnerships with local organizations, and digital marketing campaigns.

3.2 Market Analysis:

3.2.1 Demographic Analysis:

The target audience for Socio Skills Foundation disability solar-powered multipurpose skills hub is likely to encompass a wide range of ages, including young adults with disabilities transitioning from special schools to work, as well as older women with disabilities seeking to acquire new skills or re-enter the workforce, aged 18-45. According to recent census data and demographic studies, Limpopo Province has a population of approximately 5.8 million people, with a significant portion residing in rural areas. Among this population, there is a notable prevalence of disabilities, with estimates suggesting that around 7.5% of the population in South Africa lives with some form of disability. Furthermore, young girls and women with disabilities often face compounded challenges due to societal stigmas and discrimination, limiting their access to education, employment, and support services.

3.2.2 The Geographic Location

Socio Skills Foundation initial focus is on Limpopo Province, with plans for expansion to other provinces such as Northern Cape and Mpumalanga.

3.2.3 Employment Status

Socio Skills Foundation target demographic may include unemployed individuals with disabilities, as well as those who are underemployed or seeking to transition to more suitable and sustainable employment opportunities.

3.2.4 Identification of Skill Gaps and Employment Opportunities:

Through extensive needs assessments and consultations with disability LENS schools, local disability organizations, community leaders, and government agencies, several key skill gaps and employment opportunities have been identified:

1. Vocational Skills:

- Many young girls and women with disabilities lack access to vocational training programs that cater to their specific needs and interests, limiting their opportunities for gainful employment.

2. Digital Literacy:

- There is a growing demand for digital skills in today's job market, yet many individuals with disabilities face barriers to accessing technology and digital literacy training.

3. Entrepreneurship:

- Despite the entrepreneurial potential within this demographic, there is limited support for aspiring entrepreneurs with disabilities, including access to mentorship, funding, and market opportunities.

3.3 Competitor Analysis:

While there are existing skill development programs and hubs in Limpopo Province, few specifically target young girls and women with disabilities. Some of the notable competitors include:

3.3.1 Government-Sponsored Training Programs: The Department of Social Development and other government agencies offer various training initiatives aimed at youth and people with disabilities. However, these programs may not always be tailored to the specific needs and interests of the target audience.

3.3.2 Nonprofit Organizations: Several nonprofit organizations in the region provide vocational training and support services for people with disabilities. However, capacity constraints and funding limitations may restrict the scope and impact of these initiatives.

3.3.3 Private Training Institutes: Private training institutes and vocational colleges offer a range of courses and programs, but accessibility barriers and affordability issues may exclude many individuals with disabilities from accessing these opportunities.

Despite the presence of these competitors, there remains a significant gap in the market for a comprehensive, inclusive skills hub dedicated to empowering young girls and women with disabilities in Limpopo Province. By offering tailored programs, accessible facilities, and holistic support services, the solar-powered skills hub aims to fill this gap and become a leading provider of empowerment and opportunities for this underserved demographic.

4. Operational Plan:

4.1 Organizational Structure:

The organizational structure of the disability skills hub will consist of the following key roles:

- 4.1.1 Program Manager: Responsible for overall strategic planning, program development, fundraising, and stakeholder engagement.
- 4.1.2 Program Coordinators/ Assistant: Oversee the implementation of specific program areas, such as education, vocational training, entrepreneurship, and community outreach.
- 4.1.3 Trainers: Deliver educational and vocational training sessions, develop curriculum, and provide mentorship and support to participants.
- 4.1.4 Administrative Staff: Handle day-to-day administrative tasks, including office management, record-keeping, scheduling, and communications.
- 4.1.5 Support Staff: Assist with facility maintenance, logistics, and participant support services, ensuring a safe and inclusive environment for all.

4.2 Staffing Plan:

The staffing plan for the disability skills hub will include a mixture of full-time, part-time, and contract positions based on program needs and budgetary considerations. Staff Recruitment will prioritize individuals with experience and expertise in disability inclusive, education, vocational training, and community development. The staffing plan may evolve over time based on program expansion, funding availability, and organizational growth.

4.3 Facilities and Equipment Needed:

To establish the disabilities skills hub, the following facilities and equipment will be required:

- 4.3.1 Facility: A secure a suitable location with accessible facilities, including classrooms, computer labs, vocational workshops, counseling rooms, restrooms, and communal spaces. The facility will be easily accessible by public transportation.
- 4.3.2 **Solar Energy System:** Install solar panels, inverters, batteries, and energy storage systems to power the skills hub and reduce reliance on grid electricity. Ensure the system is designed to meet the energy needs of the facility, including lighting, heating, cooling, and electronic equipment.
- 4.3.3 Furniture: Purchase accessible desks, chairs, tables, cabinets, and other furniture items too furnish classrooms, computer labs, and communal areas. Ensure furniture is ergonomically designed and accessible for individuals with disabilities.
- 4.3.4 Computers **and Technology:** Acquire desktop computers, laptops, tablets, and assistive technology devices for use in educational and vocational training programs. Installing software applications, internet connectivity, and adaptive technologies to support digital literacy and accessibility.
- 4.3.5 Vocational **Training Equipment:** Invest in equipment and tools for vocational training workshops, such as sewing machines, carpentry tools, gardening supplies. Ensure equipment is adapted for use by individuals with disabilities and meets safety standards.
- 4.3.6 Accessibility **Features:** Retrofit the facility with accessibility features, including ramps, handrails, wide doorways, accessible restrooms, and sensory-friendly spaces. Ensure signage, wayfinding, and instructional materials are provided in accessible formats, including braille, large print, and audio.
- 4.3.7 Safety **and Security Systems:** Install fire alarms, smoke detectors, security cameras, emergency lighting, and other safety and security systems to ensure well-being of staff and participants. Develop emergency response protocols and train staff on evacuation procedures and first aid.
- 4.3.8 Communication **and Office Equipment:** Equip the office with telephones, printers, copiers, scanners, and other communication and office equipment necessary for administrative tasks, documentation, and communications with stakeholders.

4.3.9 **Supplies and Materials:** Procure teaching materials, curriculum resources, office supplies, cleaning supplies, and other consumables needed for day-to-day operations. Establish inventory management systems to track usage and replenish supplies as needed.

By ensuring a well-equipped facility and a skilled and dedicated staff team, the disabilities skills hub will be able to provide high-quality programs and services that empower young girls and women with disabilities in Limpopo Province to achieve their full potential and lead independent and fulfilling lives.

5. Impact Measurement

5.1 Indicators Drivers:

5.1.1 **Number of Participants:** We will measure the number of individuals enrolled in vocational training programs.

5.1.2 **Completion Rates:** We will track the percentage of participants who successfully complete their training programs.

5.1.3 **Employment Rates:** Monitor the percentage of graduates who secure employment within six months of program completion and new venture creations.

5.2 Measurement Tools:

5.2.1 **Surveys:** Conduct pre- and post-program surveys to assess participants' skills, confidence levels, and career aspirations.

5.2.2 **Interviews:** Conduct in-depth interviews with participants to gather qualitative data on their experiences and challenges.

5.2.3 **Case Studies:** Document success stories and testimonials from program graduates to showcase the impact of the hub.

5.3 Impact Assessment:

- 5.3.1 **Pre-Program Assessment:** Administer surveys and interviews to understand participants baseline skills, employment status, and aspirations.
- 5.3.2 **Program Implementation:** Monitor participants progress throughout the training programs, gathering feedback and addressing any challenges that arise.
- 5.3.3 **Post-Program Assessment:** Conduct follow-up surveys and interviews to assess participants' skill development, employment outcomes, and overall satisfaction with The program.
- 5.3.4 **Long-Term Tracking:** Establish a system for tracking participants career progression and continued success beyond program completion.

6. Monitoring and Evaluation:

- 6.1 **Impact Metrics:** Track key performance indicators such as employment rates, income levels, and participant satisfaction to measure the effectiveness of our programs.
- 6.2 **Feedback Mechanisms:** Regularly solicit feedback from participants, trainers, and stakeholders to identify areas for improvement and innovation

7. Sustainability Plan:

7.1 Long-Term Funding Strategies:

- 7.1.1 **Diversified Revenue Streams:** In addition to seeking grants and donations, the Solar Powdered Multipurpose Skills Hub will explore revenue-generating opportunities such as fee-based vocational training programs, consulting services, and product sales (e.g., artisanal goods produced by participants).
- 7.1.2 **Endowment Fund:** Establishing an endowment fund to provide a sustainable source of income for the hub's operations and programs. This fund will be built through fundraising efforts and long-term investment strategies.
- 7.1.3 **Social Enterprise Initiatives:** Developing social enterprises or business ventures for the participants that align with the hub's mission and generate revenue to support its activities. For example, establishing a manufacturing centre run by participants

7.1.4 Corporate **Sponsorship**: Partnering with corporations and businesses that are committed to social responsibility to secure sponsorships, donations, and in-kind support.

7.2 Continuation **and Expansion Plans**:

7.2.1 Scalable **Model**: Designing the hub's programs and operations to be scalable and replicable, allowing for expansion to serve more participants and communities over time.

7.2.2 Geographic **Expansion**: Identifying opportunities to establish satellite hubs or partnership programs in other cities or regions, leveraging existing infrastructure and partnerships to reach a broader audience.

7.2.3 Program **Diversification**: Continuously assessing community needs and market demand to expand the range of vocational training programs offered by the hub ensuring relevance and impact in evolving industries.

7.2.4 Alumni **Engagement**: Establishing an alumni network to maintain connections with program graduates, provide ongoing support, and leverage their expertise and resources to support the hub's growth and sustainability.

7.2.6 **Private Sector Organizations**: Forming partnerships with private sector companies and businesses to create internship opportunities, sponsor training programs, and facilitate job placements for participants. Additionally, exploring opportunities for corporate social responsibility partnerships and cause-related marketing initiatives.

By implementing these strategies and fostering strategic partnerships, the Multipurpose Skills Hub aims to ensure its long-term sustainability, continued growth, and positive impact on the lives of young girls and women with disabilities.

8. Risk Management:

8.1 Identification of Potential Risks:

8.1.1 Financial **Risks:**

- **Insufficient Funding:** Fluctuations in grant funding, donor contributions, or revenue streams may result in financial instability.
- **Economic Downturn:** Economic downturns or recessions could impact on the hub's ability to generate revenue and secure donations.
- **Reserve Fund:** Establish and maintain a reserve fund to serve as a financial buffer during periods of financial uncertainty or emergencies.
- **Luctuating Funding:** Dependence on grants and donations, subjecting the hub to uncertainties in funding availability and amounts.
- **Economic Instability:** Economic downturns impacting donor contributions, corporate sponsorships, and fee-based revenue.

8.2 Operational **Risks:**

8.2.1 Staff **Turnover:** High turnover among staff or volunteers could disrupt program delivery and impact participant outcomes.

8.2.2 Technical **Issues:** Malfunctioning equipment, software failures, or cybersecurity breaches could disrupt operations and compromise data security.

8.3 Legal **Risks:**

8.3.1 Compliance **Issues:** Failure to comply with relevant laws and regulations related to employment, disability rights, and non-profit governance could result in legal liabilities and reputational damage.

8.3.2 Contractual **Obligations:** Breach of contractual agreements with partners, vendors, or funders could lead to legal disputes and financial penalties

8.4 Mitigation **Strategies:**

8.4.1 Financial **Risks:**

- **Diversified Revenue Streams:** Explore alternative funding sources such as social enterprise ventures, fee-for-service programs, and partnerships with private sector organizations.
- **Budget Contingency Planning:** Develop contingency plans and reserve funds to mitigate the impact of funding fluctuations or unexpected expenses.

8.4.2 Operational **Risks:**

- **Accessibility Audit:** Conduct regular accessibility audits to identify and address physical and digital barriers, ensuring full inclusivity for participants.
Capacity Building: Invest in staff training and development to enhance expertise in disability accommodation, program delivery, and participant support services.

8.4.2 Legal **Risks:**

- **Legal Compliance Review:** Regularly review policies, procedures, and program materials to ensure compliance with relevant disability rights laws and regulations.
- **Intellectual Property Protection:** Obtain proper permissions and licenses for any third-party content used in programs and materials and educate staff on copyright and fair use principles.

9. Financial **Plan:**

9.1 **FUNDING HISTORY/SUSTAINABILITY**

9.2 Our projects and administrative/operational costs have been funded by and made possible by the following:

- Special Schools
- Department of Labour (SEE) Workshop facilitator
- Technoserve

APPENDIX I

Annual Performance Plan

The Annual Performance Plan is indicative of the Goals, Objectives and Priorities for Socio SkillsUp as a whole. We are committed to good governance, transparency and measurement

Key Result Areas (KRA)	% Weighting for KRA's	Key Performance Indicators (KPI)	Objectives
FINANCIAL		Project Expense	<ul style="list-style-type: none"> To ensure all projects meet financial requirements offunders by having bi-monthly meetings to address progress, deliverables, project budgets and concerns.
		Operational Expenses	<ul style="list-style-type: none"> Adherent to operational budgets as approved by the Board. Produce monthly management accounts for audit.
	30	Financial compliance	<ul style="list-style-type: none"> Ensuring that financial management complies with Internationally acceptable accounting standards. Undertaking annual financial audits through the services of an external audit company. Ensuring that monthly management accounts are always available for scrutiny,
		Sustainability	<ul style="list-style-type: none"> Utilise funding in a cost-effective manner by accepting only service providers who offer competitive rates. Secure funding from new and current donors. Keeping funders briefed regularly on developments and project progress. Production of annual reports.
	5	Existing projects	<ul style="list-style-type: none"> Conclude existing projects successfully as per deadlines and as per proposal criteria. Produce final reports for completed projects. Holding bi-monthly meetings of project staff to assess deliverables and concerns.

PROJECTS	20	New Projects	<ul style="list-style-type: none"> • Embark on five (5) new subjects for financial considerations like funding. • Ensure all projects are aligned to project activity and vision. • Comply with all requirements, regulations and statutory plans • Bi-Monthly meetings.
-----------------	----	--------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

19

Key Result Areas	% Weighting	Key Performance Indicators (KPI)	Objectives
MARKETING	20	Raising Company profile Nationally and Globally	<ul style="list-style-type: none"> • Branding the company. • The continuous development of satisfactory stakeholder relations. • Ensure timeous and regular communication on Socio SkillsUp developments with targeted constituencies.
		Collaborations and Partnerships	<ul style="list-style-type: none"> • Identify new stakeholders and formalize relationships for joint ventures, thereby assisting sustainability it • Maintain and nurture current stakeholder partnerships by regular information sharing of developments and projects at Socio SkillsUp.
		Electronic Media	<ul style="list-style-type: none"> • Ensure that website is updated regularly to indicate projects, research and accomplishments. • Develop mechanisms to assess usage.
LEADERSHIP	20	Staff Management	<ul style="list-style-type: none"> • Continue to involve staff in high end projects and activities. • Continue to mentor and empower staff through threementoring sessions which will elevate their career development. • Involve staff with stakeholders by encouraging them to attend meetings and discussions. • Encouraging staff input on strategy and positioning with a view to developing and strengthening decisionmaking powers. • Ensuring minimal staff turnover. • Instilling the right company values in staff.
		Strategy	<ul style="list-style-type: none"> • Generate innovative strategy and positioning for the benefit of securing funding, project management and branding. • Implementation of new business strategy to accommodate current trends nationally and globally.

		Governance	<ul style="list-style-type: none">• Ensure all governance and legal documents are updated.• Ensure company complies with updated governance• Conduct activities of the company in a manner that prevents reputational risk.• Continuing to monitor the succes• Drive company policy processes by developing and reviewing policy necessary for the appropriate governance of the company and the management of staff.
--	--	------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------