Request for Proposals for the Skills Training and Employment/Business Support Pathways toward economic development in the Hanover, Philipstown, Petrusville and Vanderkloof Communities, Northern Cape.

RFP Reference: [All Communities STE, Hanover STE, Petrusville STE, Philipstown STE, Vanderkloof STE]
Issue Date: [5 November 2026]
Submission Deadline: [3 December 2026, 23:59 pm]
Submission format: Online

1. Introduction:

Three Community Trusts linked linked to Pixley ka Seme Trust, Linde Trust and Kalkbult Trust, are issuing this call for proposals as part of their community development in the Renosterberg and Emthanjeni Local Municipalities, which are within the Pixley Ka Seme District Municipality, specifically for the communities of Hanover, Petrusville, Philipstown, and Vanderkloof. The Trusts have the following three main components for community development:

Community Revitalisation, Education Support, Community Disaster Management.

These components are aligned to the Trusts' vision of creating long-term impact and shared prosperity in beneficiary communities. The trusts aim to improve the social and economic circumstances of beneficiary communities by uplifting community environments, ensuring quality education from early childhood into adulthood, addressing pertinent social issues to improve health and wellbeing, and ensuring communities can cope effectively in the event of natural disasters.

The Tshikululu Trust, on behalf of the Trusts, manages the implementation of community programmes. As part of this undertaking, Tshikululu hosted a rapid needs assessment with the communities of Hanover, Petrusville and Philipstown. One of the main findings across all communities was the need to enhance educational support for out-of-school learners and adults. To address this, Tshikululu is releasing this Request for Proposals (RFP).

2. Scope of Work

This RFP invites Service Provider(s) to bid to implement Training and Employment/Business Support Pathways, supporting youth aged 16 years and above who are not in school, Grade 12 learners pursuing livelihoods and economic opportunities in 2027(at non-university level) and more mature adults to pursue livelihood opportunities.

The intended outcome of this programme is livelihoods and economic upliftment. Success will be measured by the number of participants who progress into further learning, work exposure (such as internships, learnerships, apprenticeships), employment, or a viable enterprise supported through the programme.

The timeframe for this assignment is 2 years (2027-2028), renewable annually based on performance.

Implementing partners can apply for the entire programme (4 communities with the below targets) or for any community, based on their abilities and experience. Tshikululu intends to use a consistent implementation model across all communities, adapted to the context of each community and may engage the proposed partner/s for this purpose.

2.1. Potential implementing partners should:

- Demonstrate an understanding of supporting youth and adults for skills development, livelihoods, entrepreneurship or business support in remote areas ;
- Have good experience in understanding the risks, challenges, barriers and opportunities for economic employment/livelihoods.
- Demonstrate experience working in rural, under-resourced, or marginalised areas;

- Demonstrate a community-specific delivery model taking into account local conditions, institutions and opportunities;
- Identify partners, coordinators or mentors who will be based in, or recruited from local communities
- Set out a practical approach to transferring capability to local people and organisations (e.g., co-facilitation, shadowing, training of local coordinators and mentoring of local organisations), so that support can continue beyond the funded period;
- Demonstrate existing or planned relationships with employers, TVET colleges, SETAs, accredited training providers and enterprise-support organisations to benefit the programme.
- Have a track record of managing grants or contract values above R500 000 per annum;

2.2. The components of the programme are:

2.2.1. Baseline and endline reports:

- An assessment of youth and adults seeking learnerships, training or business support at the outset.
- The implementer/s will supply and apply a short framework for assessing individuals
- The implementor will be required to conduct market research on verified skills demand and realistic opportunities in the local, district and wider regional economy.
- A similar assessment of the individuals in programmes must be conducted at the end of the programme to give a view of the changes realised, and insights into the contribution of the programme to those changes.

2.2.2. Market Research

An available rapid-needs assessment report will be made available to the appointed implementing partner(s) for insights. However, market research must be conducted to augment information on verified skills demand and realistic opportunities in the local, district and wider regional economy.

Proposed training must respond to verified skills demand and realistic opportunities in the local, district and regional economy. The training areas referred to in this RFP are indicative only; applicants may propose alternative or additional training areas, provided each is motivated with evidence. The market research findings must be presented to Tshikululu, to confirm training options, before participants are enrolled.

2.3. Assessments

2.3.1. Matriculation:

Assessment of 2026 Grade 12 learners for matriculation re-write toward a post-schooling goal.

2.3.2. Out of School 16-35 years:

Assessment of all Grade 12 learners and out of school young adults for skill, aptitude and commitment to tertiary, trade, artisanal, creative, digital skills, entrepreneurship or other economic opportunity.

2.3.3. Adults 36+ years:

Assessment of skill, experience, aptitude and commitment to tertiary, trade, artisanal, creative, digital skills, entrepreneurship or other economic opportunity, taking into account each person's existing skills, work experience and prior learning, including through Recognition of Prior Learning (RPL) where relevant.

2.4. Enrolment into skills training

Ensure approximately 70-80% of programme participants assessed are enrolled in online and face-to-face accredited learning opportunities, with each enrolment linked to an identified progression pathway (further learning, work exposure, employment or enterprise).

2.5. Support mechanisms for successful retention:

Ensure people are practically supported or mentored to succeed in chosen pathways and to progress to their next step after training.

2.6. Start-up business support for potential business possibilities:

Provide 8-12 weeks of business/financial training, marketing support, and a link to a business coach

Seed grants provided based on market assessment, viable business plan, and disbursement plan (allocated 10-12% of budget). The implementing partner will manage spend against disbursement plan.

Participants under the programme can apply for seed grants for minor start-up support or operational equipment to a maximum of R15 000 per year. The implementing partner is expected to manage milestone payments.
Approvals will be based on available start up grant funds, successful training conclusion, including financial management training and the strength of the overall business to succeed and continue operating after the start-up injection. The request must be a short proposal linked to an identified need in the business plan.

Payment tranches will be established, based on the approvals.
Participants must submit a short seed-grant report and expenditure reconciliation at agreed milestones, to the implementing partner.

2.7. Market Linkages:

Training should be linked to employers, public-sector opportunities, local value chains, industry partners or credible enterprise opportunities. Applicants must set out how participants will be linked to specific opportunities after training, and how each participant's progression will be followed up and verified (e.g., confirmation from employers, institutions or enterprise records) up to the end of the programme.

2.8. Participant Progression to Livelihoods (central outcome):

Each participant must have an individual progression plan, agreed at assessment and reviewed regularly, setting out their intended next step: further learning, work exposure, employment or a viable enterprise. The implementing partner must actively ensure these next steps and report on progression outcomes for each participant, disaggregated by community, age and gender.

3. Proposed targets:

Town	District	Province	Assessment Numbers	Training (80%)	Business support (60%)	Market Linkages (30%)
Hanover	Pixley Ka Seme	Northern Cape	120	96	72	29
Petrusville	Pixley Ka Seme	Northern Cape	100	80	48	24
Philipstown	Pixley Ka Seme	Northern Cape	100	80	48	24
Vanderkloof	Pixley Ka Seme	Northern Cape	50	40	24	12
Total			**370**	**296**	**192**	**89**

4. Implementation Methodology:

The proposed partner/s will be expected to identify, engage, support and manage individuals throughout chosen pathways. Efforts should be put towards retaining those in skills training in their chosen fields of study, through regular one-on-one or group engagements. Ensuring academic progression is balanced with life coping skills must be built from the outset and form a core part of support. Demonstrated efforts must be made to reduce early exit from learning.

For adults on programmes or business support, efforts must be made to ensure they can succeed. Delivery must be anchored in each community through local coordinators or mentors, with programme staff, facilitators and service providers recruited and procured locally

wherever possible. The implementing partner must progressively transfer capability to local people and organisations so that support for participants can continue beyond the funded period.

5. **Proposed Deliverables:**
    - Community specific implementation plans
    - Assessment report based on identified set criteria
    - Market research report and evidence-based training plan per community, augmenting the Rapid Needs Assessment.
    - Individual progression plans for all participants
    - Localisation and capability-transfer plan per community, including local recruitment and procurement
    - List of successfully recruited beneficiaries per site
    - List and certificates of individuals completing skills training
    - Business skills training course certificates
    - Approved and disbursed business grants
    - Progression tracking report showing participants' progression into further learning, work exposure, employment or enterprise
    - Monthly and Quarterly update reports detailing:
        - Confirmation of number of students enrolled in skills trainings
        - Confirmation of psychosocial support offered to students
        - Confirmation of training completions
        - Confirmation of business start-up support
        - Confirmation of participant progression (further learning, work exposure, employment, enterprise)
        - Local recruitment, procurement and capability-transfer activities
        - Linkages to other programmes
    - Close-out report

6. **Submission Requirements:**

In order to apply for this assignment as a whole, or for any community, please submit:

- A proposal narrative explaining your approach to the Scope of Work (4 pages maximum)
- A high-level implementation plan for the grant timeframe (2-3 pages)
- At least five indicators to be monitored, including participant progression indicators, frequency of data collection and sources of verification (that the data collected is correct)
- A detailed budget with budget notes (per community) explaining how the budget was calculated for each category;
- A community-specific delivery and localisation plan for each community applied for, naming the local partners, coordinators or mentors, local recruitment and procurement commitments, and the capability-transfer approach;
- Milestone payment terms linked to the Scope of work;

- CVs of the main proposed team member(s) - e.g., programme lead, education lead, finance, data collection/monitoring and evaluation, psychosocial support officer
- At least two references of direct experience with similar assignments, within the past 18-24 months
- Company profile
- Proof of address (e.g., utility bill)
- Registration certificate
- BEE certificate
- SARS Tax Clearance Certificate
- Last two years of financial statements
- Board members names, designations and ID copies
- Local (municipal to provincial) participation or partnership will be an added advantage.

7. Evaluation Criteria

Proposals may be evaluated based on:

Evaluation Criteria	Percentage
Understanding of the Scope of Work	20%
Implementation approach	15%
Realistic project timeline with milestones	15%
Cost/value for money	20%
References/past performance	10%
Minimum documents	10%
Local experience/presence	10%

All proposals must be submitted by 3 December 2026, 23:59 pm.

Please direct your queries for the attention to your local community development officer (CDO) or Tshikululu Social Investment at the following email address scatec@tshikululu.org.za or call on +27 (0)11 544 0300.

Guidelines on How to Apply

1. Log or register in to the portal (https://tshikululu.grantplatform.com/) and scroll to the bottom of the screen, where you will see the Scatec logo and the Start Application button.

2. Click Start Application.

3. Under the Category dropdown, select Scatec Community Trusts → then proceed with your application.

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