



Installation, Repair and Maintenance (IRM) Initiative

Overview

The NBI is an independent and voluntary business movement of 90 of South Africa's largest companies and multinationals.

We were launched in 1995 by former President Nelson Mandela and are in our 28th year of impact.

We work with our members to enhance their capacity for change, build trust in the role of business in society, enable corporate action and create investment opportunities.

We believe in collective action to effect change, building a South African economy that is inclusive, sustainable and based on trust.

The NBI is for the committed.

OUR FOUR DEDICATED PROGRAMMES DRIVE OUR IMPACT:

ENVIRONMENTAL SUSTAINABILITY

We empower business leaders to understand the impact of interconnected risks and opportunities on their businesses, ensuring they remain future forward and sustainable.

SOCIAL TRANSFORMATION

We promote bold transformation in workplaces through strategic dialogue and best practice, including tackling corruption, while co-creating innovative solutions to achieve inclusive workspaces.

ECONOMIC INCLUSION

We challenge the systemic barriers to achieving economic inclusion, including for youth, co-creating interventions that enhance inclusion, employability & opportunities.

INSTITUTIONAL CAPACITY

We deliver cross-cutting capacity building through technical mentorship and development approaches to strengthen Government's capacity, enabling conducive environments in which business and society thrive.

THE OPPORTUNITY ZONE



There are sectors and job families that have the potential to absorb many youth that are currently locked out of meaningful artisanal learning and career pathways.

Many of the key growth sectors of economy are made up of large numbers of artisanal SMEs that are not creating jobs because they are informal and face significant barriers to market access and growth. This limits the scope of demand for skills and jobs.

Restrictive learning pathways for young people constrains the availability of an effective skills pool that can support growth and green market opportunities in key sectors.

As the country transitions to the green economy, we need to address some of the structural inequities in our economy that prevent the ability of SMEs to grow and create jobs.

In the context of emerging technologies, the ability of township-based entrepreneurs to access new markets that are created will determine the extent to which the transition will result in inclusive employment creation.

What is an IRM job or function?

- A. The use of artisanal skills to install, repair and/ or maintain tools, equipment, machinery and infrastructure.
- B. The use of artisanal skills to produce and supply to the market functional, innovative products partly or entirely by hand
 - Examples of these include:
 - welders who produce window frames and burglar bars;
 - carpenters that produce building frames, roof trusses and furniture;
 - electronic technicians who can diagnose and repair different types of electronic equipment and can produce and install new technology.
- C. More specific to the green economy, the use of artisanal skills to:
 - detect and reduce utility consumption;
 - manufacturing and maintenance of resource efficiency devices (energy, water and waste).

STRATEGIC OBJECTIVES

- 1. Build and strengthen the Local Skills and Entrepreneurial Ecosystem**
 - Local partnerships
 - Inclusive platforms for stakeholder engagement and action
 - Coordinate market systems development and unlocking opportunities
- 2. Increase the number of job opportunity creators in local ecosystems:**
 - Identify the right **growth-oriented** entrepreneurs
 - Facilitate access to markets /networks
 - Support growth-oriented entrepreneurs in terms of Enterprise development, Skills Development and Market Access
- 3. Strengthening the capacity of the TVET system to provide demand-led vocational skills training and entrepreneurship** that provides a pathway to trade qualification for workers and unemployed youth.

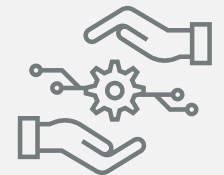
THE IRM STRATEGY 2035

Over a 15-year period (to 2035), the IRM initiative will exponentially scale up the different components of its delivery model to achieve its outer year targets as follows:



13 IRM Township hubs at TVET College campuses fully operational.

5,000 township-based IRM enterprises have been engaged, 50% of which have been supported through enterprise and skills development.



30,000 young people in IRM jobs or self-employment / entrepreneurship

STRATEGIC ALIGNMENT

The IRM initiative is strategically aligned to various initiatives of government to drive inclusive recovery and revitalisation of the economy, particularly in the aftermath of the Covid-19 pandemic.

Located initially in the Presidential Job Summit Framework Agreement in 2018, it has subsequently evolved to align with the Presidential Youth Employment Intervention (PYEI) and the skills strategy for the Economic Recovery and Revitalisation Plan (ERRP).

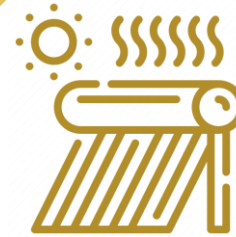
Infrastructure development and maintenance - Linking township contractors to public and private sector construction and maintenance supply and value chains.

01



Green and circular economy - Leveraging off demand for sustainable construction and maintenance practices, resource efficiency and opportunities in recycling and waste value chain.

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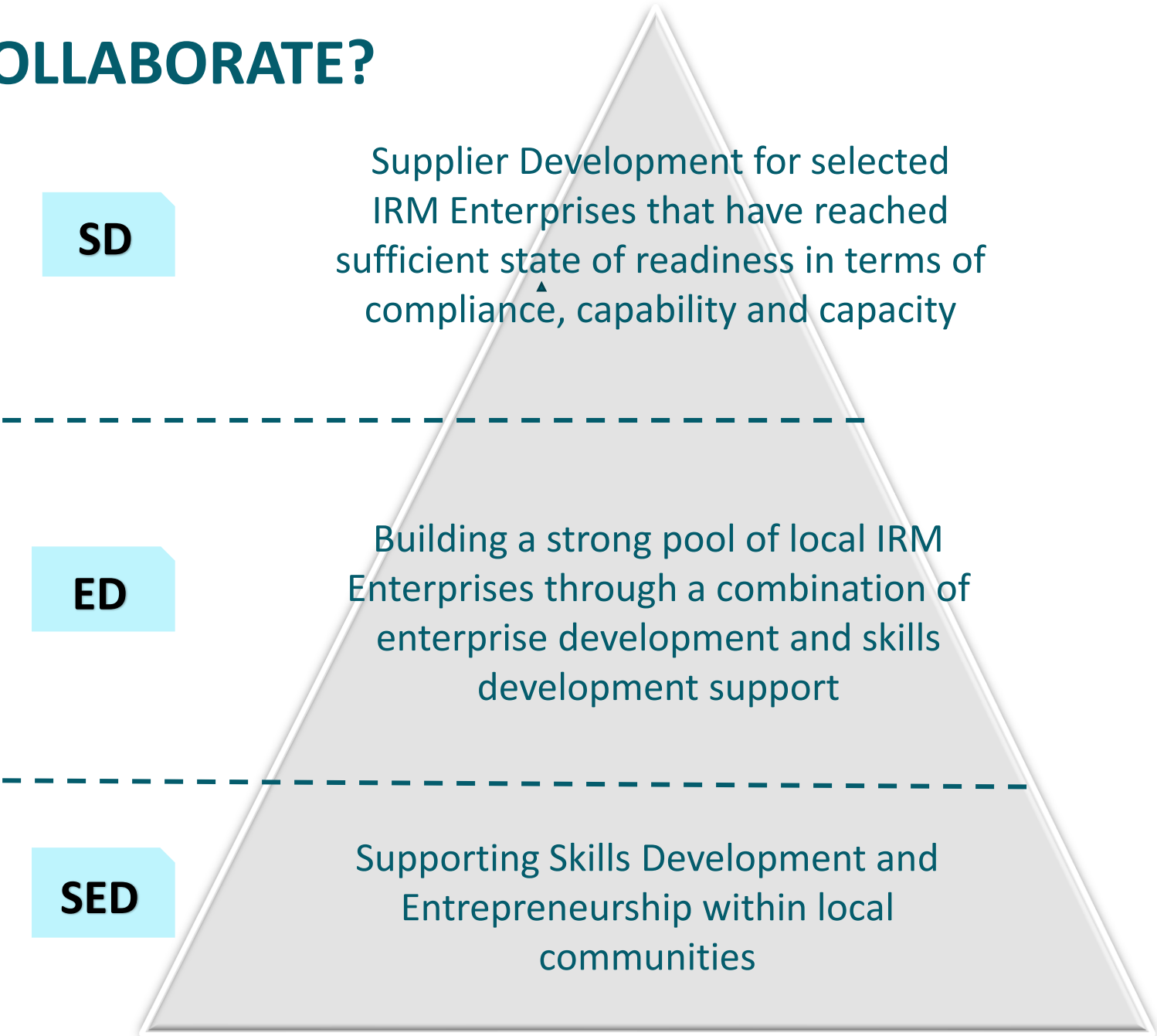
Reindustrialisation and localisation - Alignment to sectoral and local industrial development plans including the revitalisation of industrial parks and establishment of Eco-industrial Parks and SEZs.

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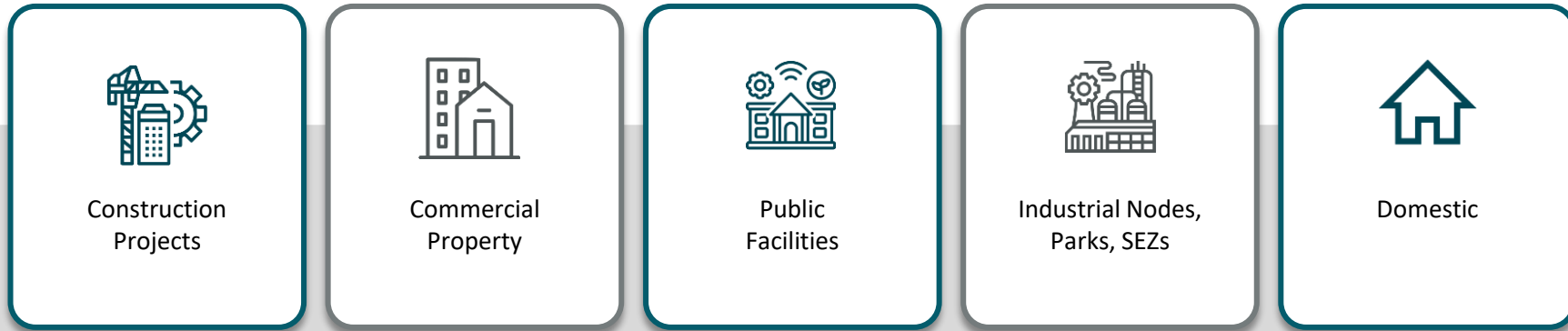
HOW WE CAN COLLABORATE?

- Thought Leadership
- Advocacy
- Building the local ecosystem



ENVISIONING LOCALISED ECOSYSTEMS

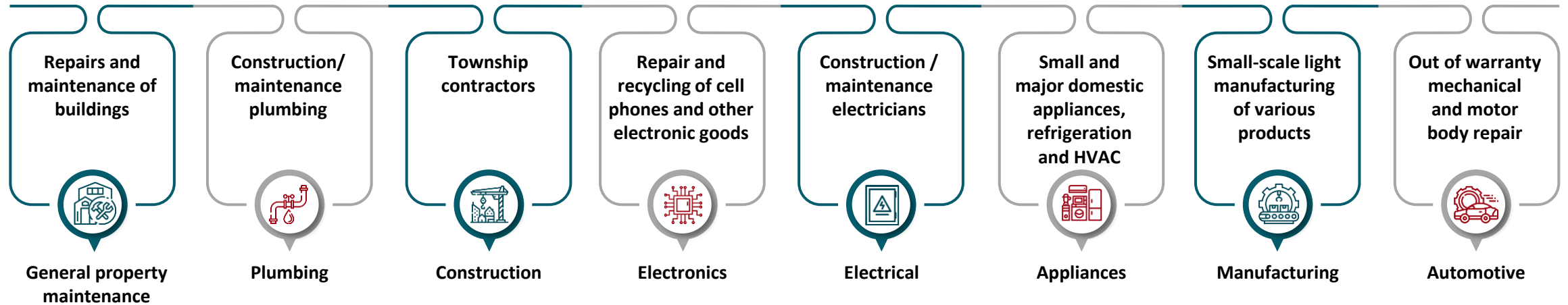
Green Market Opportunities



Resource Efficiency Specialisations (Energy, Water and Waste)

Circular Economy Innovations

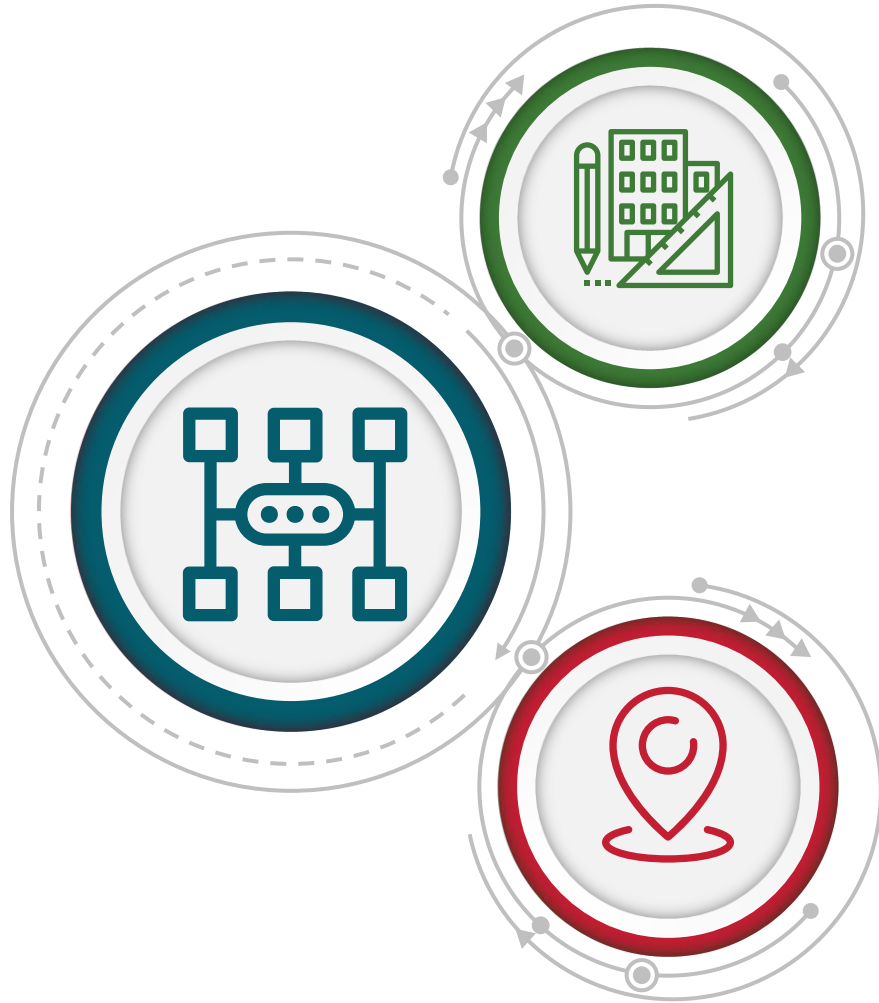
IRM Entrepreneurs



IRM Skills Sets

IRM Programme Goal

In the face of growing youth unemployment and economic exclusion, investing in skills alone will not solve the problem.

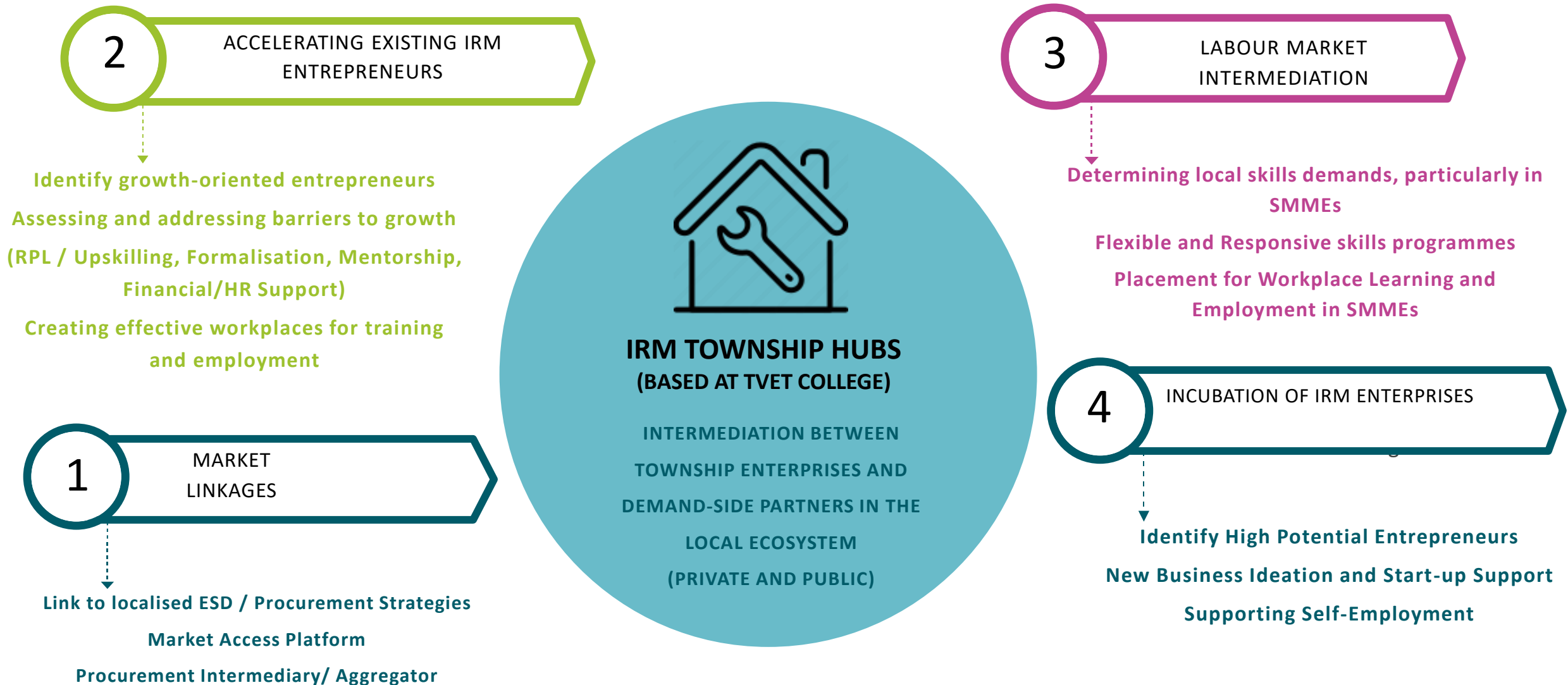


The IRM programme seeks to **unlock the demand for jobs** across the IRM ecosystem through:

- Identifying **immediate jobs in the formal economy** and find ways to unlock and fill these
- In the medium term, growing demand for IRM skills within formal sector value chains and supply chains to **get as many IRM SMEs, particularly those in the townships, to become job creators**

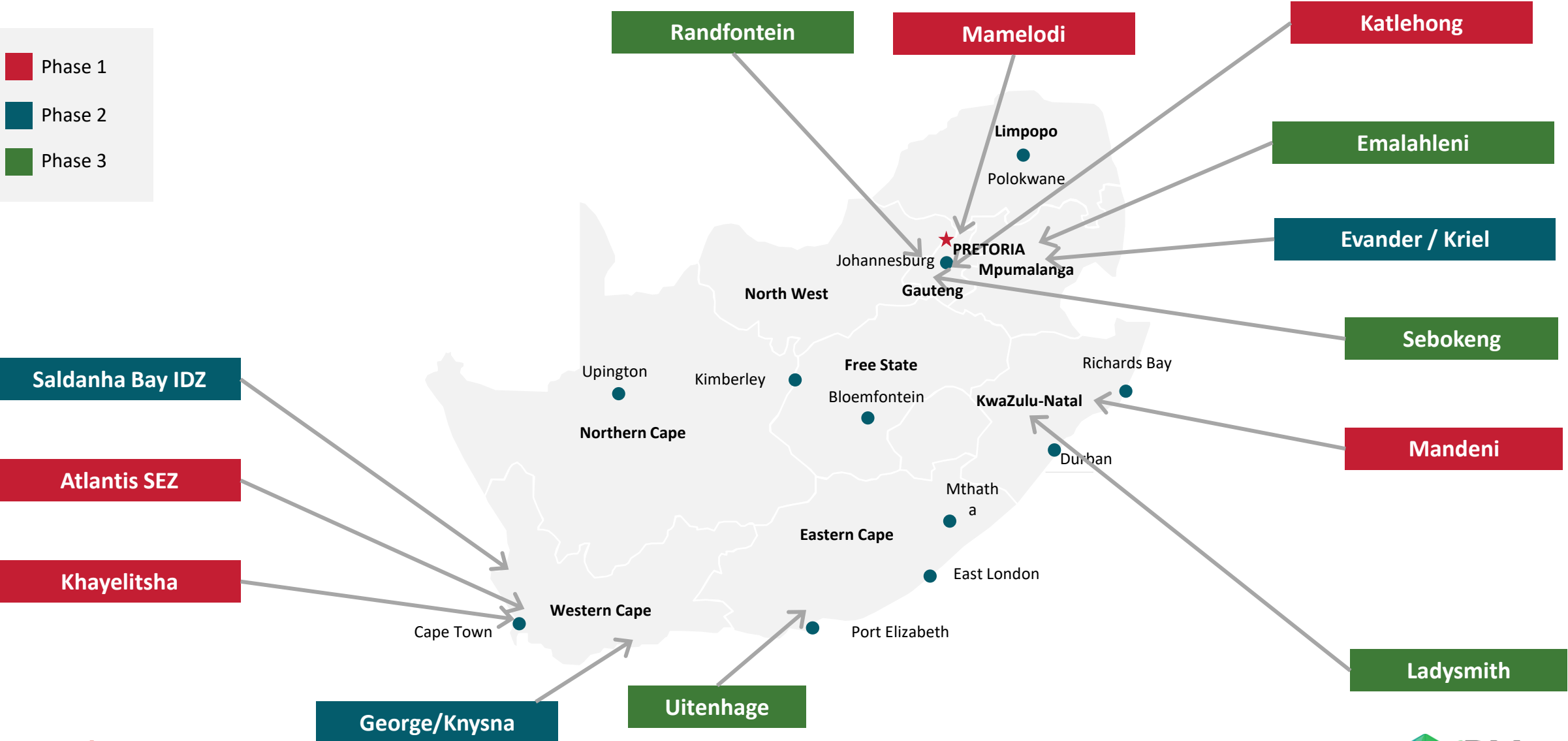
By taking a local ecosystem approach to the process of unlocking demand, the factors that inhibit successful labour market transitions for young people can be addressed more systemically, including the appropriate development of skills.

LOCATING TVET COLLEGES AT THE HEART OF LOCAL ECONOMIC ECOSYSTEM



IRM HUB LOCATIONS

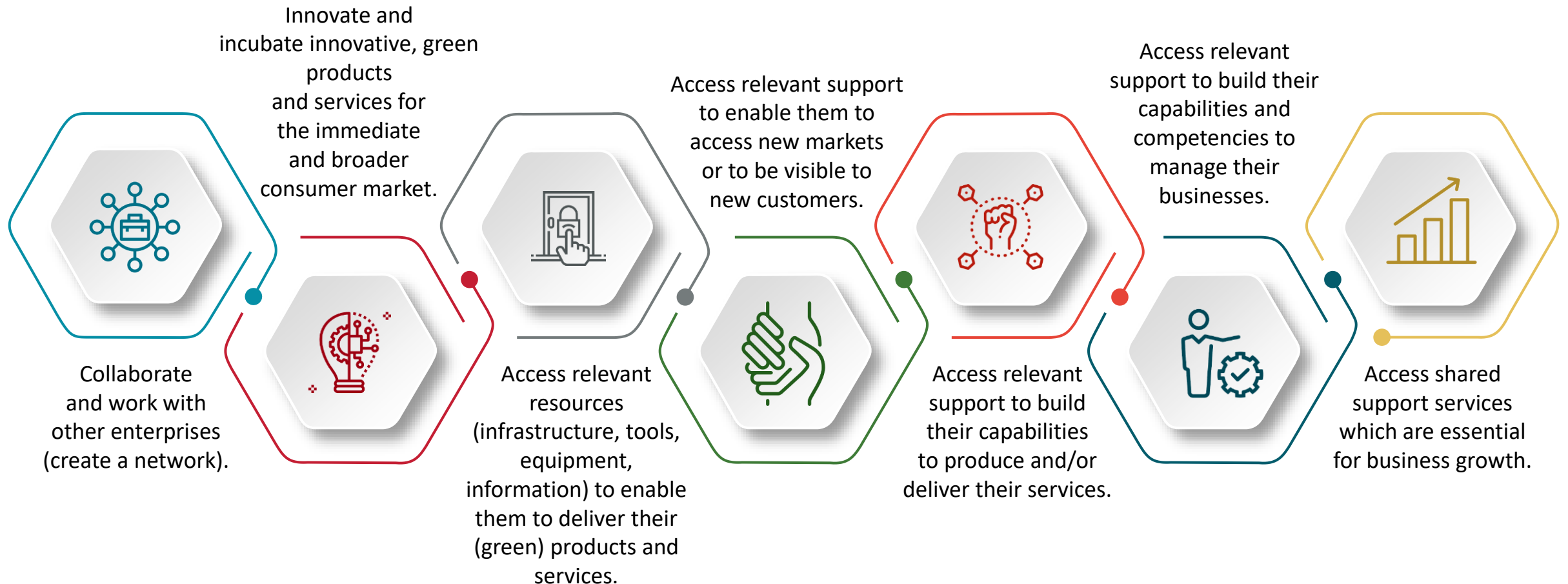
- Phase 1
- Phase 2
- Phase 3



UNLOCKING THE POTENTIAL OF TOWNSHIP ENTERPRISES



Township hubs can play a dynamic role in supporting local economic development and particularly the growth of the green economy. Township hubs can serve as institutional mechanisms where local enterprises can:



HUB SERVICES

The IRM township hubs provide a mechanism for shifting colleges towards realising the objectives, offering a including:



Enterprise development to support the acceleration of existing enterprises and incubation of new businesses.



A digital platform and support centre to create market access for township enterprises through linkages to supply chain opportunities as well as private customer demand.

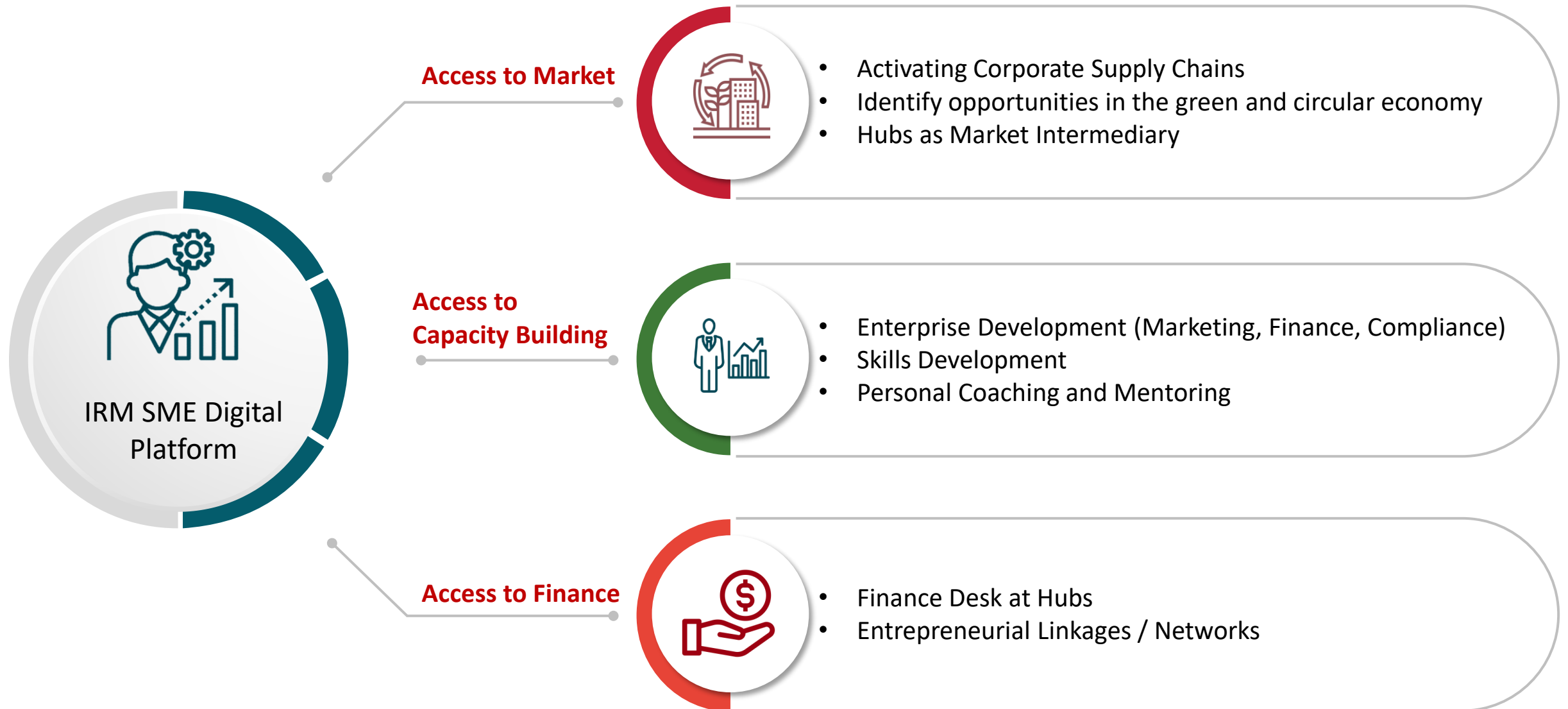


A maker space and “factory” for innovative design, manufacturing and repairing of goods for households, private and public infrastructure, and industrial activities.



Vocational skill development capacity within the college to support RPL, upskilling of workers and skilling of new (unemployed) IRM candidates, with a focus on green skills.

SUPPORTING THE ENTREPRENEURIAL JOURNEY



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The National Business Initiative is a voluntary coalition of South African and multinational companies, working towards sustainable growth and development in South Africa and the shaping of a sustainable future through responsible business action. Since our inception in 1995, the NBI has made a distinct impact in the spheres of housing delivery, crime prevention, local economic development, public sector capacity building, further education and training, schooling, public private partnerships, energy efficiency and climate change. The NBI is a global network partner of the World Business Council for Sustainable Development (WBCSD) and an implementation partner of We Mean Business, the CEO Water Mandate and CDP.