NICHE
CINOP Global – North West University
South Africa
Hans Maltha, CINOP Global
Bhive Incubator project
BHIVE - INCUBATOR

- Project start and finish dates:
  January 1\textsuperscript{st} 2011 – January 1\textsuperscript{st} 2017
- Inception Period: 3 Months starting 2011
- Project implemented by CINOP Global
- Technical Assistance: Dutch expert missions
- Volume: 1.6 Mio Euro.
The project

**Overall Objective**
Strengthen the Faculty of Economic Sciences and IT at the Vaal Triangle Campus of the University of North West to produce graduates who find employment including self-employment on the labour market.

**Specific Objectives**
1. To establish an incubator facility at the Faculty of Economic Sciences and IT

2. To “re-engineer” selected academic programs (Serious Games; Risk Management) to enhance the work opportunities of graduates on the labor market.
In line with the two cross cutting themes of the NICHE Program

- The core challenge is to bridge tertiary education to the world of work and vice versa
  - Employability of Graduates
  - Self Employment (incubatees)

- Improve the position of women:
  - Enterprising Woman Program
  - Gender mainstreaming

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Enterprising Women Programme

Do you have a business idea to introduce an innovative product or service?
Need support in testing your idea & launching your business?

The Enterprising Women Programme is an eight month programme geared to provide business support services to women who wish to establish their own businesses. Participants will be taken through a programme to explore ideas, develop business models and subsequently initiate their businesses with confidence and entrepreneurial know-how.

To apply for admission into the programme, please complete and submit the Applicant Details form (available from the Hive EDC) or
Contact: Aequis Consulting at Leonie@aequis.co.za
+27 82 412 9123

Apply NOW!
Deadline for submission: Friday, 15 March 2013 @ 16:00

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In more detail: The incubator core functions

- Recognizing, stimulating, generating ideas
- Screening and evaluating ideas
- From idea to concept to business planning
- Prototyping
- Coaching
- Business Incubating
- Executing
- Accelerating

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Issues in relation to the Incubator:

- Governance structure;
- Organization, Management, Staffing;
- Finance & Administration;
- Competencies, Skills and Awareness
  - Management of the incubator
  - Venture coaching and other student related support services
  - Entrepreneurship recognition
  - Customer relationship and External Activities
- Internal and External Relationships
- Values, Norms and Attitudes

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Incubator development project activities

- Design & construction of the incubator, prepared and approved by NWU
- NWU academic and admin staff trained on the management and operations (services) to be provided by and through the Incubator
- A Minimum of 5 business start up projects
- A Minimum of 10 JV collaboration projects between (local) business and incubator/HUB
- 8 Months Enterprising Women Training program: for NWU female staff and local community.

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Selected programmes re-engineered: Serious Games and Risk Management developed and approved for implementation

Supporting Innovative learning approaches towards curriculum delivery developed and tested

NWU staff trained to deliver the new programs

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Start-ups: high potential

**Entreprising Women Program (2014):**
- Rugs, produced by the community from recycled products
- Platform for showcasing and selling community-produced ‘heritage’ products
- Provision of ‘goodie’ / gift bags for functions and events,
- Life skills coaching for youths, with training and accreditation for coaches
- Existing events company, looking to expand current service offering
- Female-driven home maintenance services,
- Local Youth Centre; offering entertainment, after-school care facilities.

**Mainstream Startups**
- Car wash on campus
- Cutlery Production
- Fashion Magazine for Students
- Black Sheep: Clothing line

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Challenges in relation to the university (discussion)

Management of Change

- From academic to entrepreneurial University
- Dealing with Entrepreneurial Risk
- Embedding in university academic programs: short courses leading to credit points

Sustainability

- Incubators are difficult to become sustainable
- Embedding of the Seed Funding in the University
- The virtual incubator
- Staff turnover/retention

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