

Timestamp	Section A: Demographic P	Gender	Race group	Position	Existence of the incubator
1/19/2021 13:46:52	26 – 35	Male	African	Incubator manager	-2 years
1/19/2021 14:52:56	26 – 35	Male	African	Incubator manager	2-4 years
1/19/2021 15:06:45	+ 45	Male	White	Incubator manager	+ 5 years
2/1/2021 9:19:29	26 – 35, 36 – 45, + 45	Male, Female	African, White	Incubator manager	+ 5 years
2/2/2021 16:04:27	+ 45	Female	Indian	Incubator manager	2-4 years
2/3/2021 11:57:21	26 – 35	Female	African	Business Development Off	2-4 years
2/5/2021 12:10:52	+ 45	Female	White	Incubator manager	2-4 years
2/5/2021 14:47:47	36 – 45	Female	African	Business Support Officer	+ 10 years
2/9/2021 12:48:45	+ 45	Female	Indian	Incubator director	+ 5 years
2/9/2021 21:07:02	+ 45	Female	White	Incubator manager	+ 5 years
2/10/2021 5:44:28	+ 45	Male	Coloured	Incubator specialist.	2-4 years
2/10/2021 12:54:01	26 – 35	Female	Coloured	Marketing and Administrati	2-4 years
2/10/2021 13:45:12	+ 45	Male	African	Incubator manager	+ 5 years
2/10/2021 14:11:54	+ 45	Female	African	Incubator manager	+ 10 years
2/10/2021 15:25:51	26 – 35	Female	African	Administrative Assistant	+ 10 years
2/11/2021 16:54:34	26 – 35	Male	African	Incubator specialist.	2-4 years
2/12/2021 9:49:32	26 – 35	Male	African	Incubator manager	2-4 years
2/12/2021 11:56:20	36 – 45	Male	African	Incubator manager	+ 10 years
2/12/2021 14:32:21	+ 45	Male	African	Incubator director	-2 years
2/15/2021 12:37:44	26 – 35	Male	African	Incubator manager	2-4 years
2/15/2021 14:06:41	26 – 35	Male	Indian	Project Manager	-2 years
2/16/2021 11:49:35	+ 45	Male	Coloured	Incubator manager	+ 10 years
2/17/2021 17:30:28	36 – 45	Male	African	Incubator manager	+ 5 years
3/2/2021 11:13:53	36 – 45	Female	African	Incubator Finance Officer	+ 10 years
3/2/2021 13:55:02	+ 45	Male	African	Incubator director	+ 5 years
3/2/2021 21:01:18	36 – 45	Male	African	Incubator manager	+ 5 years
3/9/2021 14:38:23	36 – 45	Male	African	Incubator director	+ 10 years

When was this incubator founded?	How many business incubators are there in your region?	How many incubatees have you supported?	What is the selected criteria for selection?	What are the services rendered?	How do you cover for operational costs?
± 1 years	1–10	1-10	Firms must be start up, Firms must be start up	Business planning and forr Government subsidies, R & D	
4-5 years	+ 50	+ 50	Firms must be start up	Business planning and forr Government subsidies	
+ 5 years	+ 50	+ 50	Youth focus, start up with \	Business planning and forr Government subsidies, Pri	
4-5 years	+ 50	1-10	Firms must be start up	Business planning and forr Government subsidies	
3-4 years	30-40	+ 50	Firms must be start up	Business planning and forr Government subsidies	
3-4 years	+ 50	10-20	Firms must be start up	Business planning and forr Government subsidies	
2-3 years	+ 50	10-20	Firms must be start up	All of the above	Government subsidies
+ 5 years	+ 50	+ 50	Firms must be start up	Mentoring and coaching, F	Government subsidies, Pri
+ 5 years	+ 50	1-10	Enterprises need to be open	Business planning and forr Government subsidies, Fu	
+ 5 years	+ 50	10-20	Firms must be start up	All of the above	Government subsidies, Pri
4-5 years	10–20	10-20	Firms can be already but n	Mentoring and coaching	Government subsidies
3-4 years	+ 50	20-30	Firms must be start up, Fir	All of the above	Government subsidies, Pri
+ 5 years	+ 50	+ 50	Firms must be involved in (All of the above	Government subsidies
+ 5 years	+ 50	10-20	Firms can be already but n	Business planning and forr Government subsidies	
+ 5 years	+ 50	20-30	Firms must be start up, Fir	Business planning and forr Government subsidies, Pri	
2-3 years	10–20	1-10	Firms must be involved in (Business planning and forr Government subsidies, Pri	
3-4 years	10–20	1-10	Firms must be start up	Business planning and forr Government subsidies	
+ 5 years	+ 50	+ 50	High impact firms	All of the above	Government subsidies, Pri
± 1 years	10–20	10-20	Firms must be involved in (Business planning and forr Government subsidies	
4-5 years	+ 50	30-40	Firms must be start up	All of the above	Government subsidies
± 1 years	1–10	1-10	Focus is on student entrep	Business planning and forr Government subsidies	
+ 5 years	+ 50	+ 50	Firms can be already but n	Business planning and forr Government subsidies	
+ 5 years	30-40	20-30	Firms must be start up, Fir	Mentoring and coaching, F	Government subsidies, Pri
+ 5 years	+ 50	20-30	Firms must be start up, Fir	All of the above	Government subsidies
+ 5 years	30-40	30-40	Firms must be involved in (All of the above	Government subsidies, Pri
+ 5 years	+ 50	1-10	Firms can be already but n	Business planning and forr Government subsidies	
+ 5 years	+ 50	+ 50	We assist all kind of busin	Assist mostly on the above	Government subsidies

What challenges do incubators face?	What challenges does this incubator face?	What assistance do you get from the incubator?	Which entrepreneurial market are you targeting?	What do you think is the inspiration for incubators?	What are the challenges faced by entrepreneurs?
All of the above	All of the above	All of the above	All of the above	Make money, create jobs and social impact	Funding, quality entrepreneurship
Poor management of financial resources	Inadequate financial resources	Funding, Technical knowledge	Pro-activeness, Value co-creation	Most are inspired and motivated by entrepreneurship	Facilities and other in-house resources
Poor management of financial resources	Access to funding and support	Funding, Infrastructure, Technical knowledge	Pro-activeness, Value co-creation	Evidence of past success so that they can identify opportunities	Sourcing growth entrepreneurs
Inadequate access to funding	Access to funding and support	Funding	Compliance for access to resources	A business incubator helps startup incubatees	More funding so that we can grow
Inadequate access to funding	Inadequate financial resources	Funding, Infrastructure, Business knowledge	All of the above	Links to market, infrastructure and resources	Funding is limited
Inadequate access to funding	Inadequate financial resources	Funding	Pro-activeness, Value co-creation	Access to free facilities	Lack of Market access
All of the above	Inadequate financial resources	Funding	All of the above	To definitely make a success, to be able to sustain	Funding and type of entrepreneurs
All of the above	Inadequate financial resources	Funding	All of the above	for excellent foundation in agricultural business	The incubator is non profit
Poor management of financial resources	Inadequate financial resources	All of the above	Pro-activeness, Resource	The support, mentorship and success of the previous	Finance
All of the above	Access to funding and support	Funding	All of the above	Programmatic and BDS Support for their start	Continual need to source funding
All of the above	All of the above	Funding	All of the above	Need for support and guidance	Personal Mastery
Poor management of financial resources	Access to funding and support	Funding, Business knowledge	All of the above	many entrepreneurs start their business ventures	getting quality entrepreneurs
All of the above	Access to funding and support	All of the above	All of the above	Support, free Wi-Fi and access to information. College	Red Tapes and bureaucracy
All of the above	Inadequate financial resources	Funding, Business knowledge	All of the above	Exposure to networking and linkage with other	Lack of funding and access
Poor management of financial resources	Inadequate financial resources	Funding, Business knowledge	All of the above	Free Access to facility and tools.	Lack of Funds.Not Enough
Poor management of financial resources	Inadequate financial resources	Funding, Business knowledge	Opportunity focus, Innovation	coaching and training, funding	lack resources
Poor management of financial resources	Access to funding and support	Funding, Infrastructure, Business knowledge	All of the above	To start their new business ventures and to be	It's in rural community, it's
All of the above	All of the above	Funding, Business knowledge	Pro-activeness, Value co-creation	Entrepreneur zeal to success and have access	Lack on adequate resources
All of the above	Inadequate financial resources	Funding	Value co-creation, Opportunity	Their inspiration is that they get coaching and	The challenges faced by them
Inadequate access to funding	Lack of professional management	Funding, Technical knowledge	Value co-creation, Opportunity	The inspiration is the support mechanisms that	Sustainability -The Centre
Poor management of financial resources	Inadequate financial resources	Funding	Value co-creation, Resource	Most incubatees see an incubator as a resource	Lack of support from senior
Poor management of financial resources	Inadequate financial resources	Funding	Pro-activeness, Value co-creation	Access to affordable infrastructure and business	□Funding approved on an
Poor management of financial resources	Inadequate financial resources	Funding, Technical knowledge	Resource leveraging, Opportunity	Resource requirement.	Lack of adequate finances
Poor management of financial resources	Lack of professional management	Funding	Pro-activeness, Customer	They all have a vision, just need that guidance	Lack of Management skills
All of the above	Lack of professional management	Funding	Opportunity focus	The support they get from the incubator. With	Two main challenges - inadequate
Inadequate access to funding	Access to funding and support	Funding, Infrastructure, Business knowledge	All of the above	KDJI works with viable small, medium and micro	•Access to raw materials and
The biggest challenge that	Inadequate financial resources	Funding	All of the above	To get support to grow and sustain their business	Not having enough resources

What are the challenges faced by SEDA and Do you get assistance from What is your understanding Have you used entrepreneurial What is the given time-frame

Necessary skills and tenacity Funding and networking Yes funding and network Selling your business, person Not yet Yes, follow up, seminars

Access to Finance. Technically SEDA is the main funder or Yes, SEDA funds the incubator it is the identification and understanding Yes, being customer oriented 18 Months, yes we do more

Over estimation of their value SEDA Setting of standards SEDA has assisted the Co I like this answer from market Focusing on the above definition Our incubatees are engaged

Access to market, Lack of funding and support and training SEDA-Funding and training Entrepreneurial Marketing Yes, digital marketing. 3 years, yes we monitor them

They require funding to create SEDA funds our incubator SEDA is our main source of Proactive identification and Marketing of SMME's via seminars 18 months

Lack of funding, difficulty in finding Funder Assistance in the form of financial Market Access for Entrepreneurs No 18 months, Yes we have a

Accessibility to the market, Seda - main funder SEFA SEDA: Yes: Main funder for Market the services of entrepreneurs Yes, we created websites for 18 months, extended

Market that can buy in bulk Funding and assessment of Yes. SEDA does have funding it is proactive identification Yes. it is one of our assessment period of 3 years and they

Compliance, funding SEDA funds the Centre but We do receive support from It is about identifying key requirements We use the Growth Wheel The programme is 18 months

That there is a market for them We have received grant funding Grant Funding Never heard of it No 12 months . Limited monitoring

Impatient.. Immediate results Funding and access to business Funding To create awareness of the Yes. various techniques are used 24 months. yes we do more

financial management, in which we are part of SEDA's STF SEDA, they provide us with Entrepreneurial Marketing yes, through different marketing the programme is 18 months

Access to market and Support SEDA is an administrator or Yes, we get assistance from Is the proactive identification Yes, is working very perfectly 18 Months, yes we still monitor

Access to funding and market Seda - financial and business Seda, yes on business support Business access to market Yes, attendance to exhibitions 3 years, post incubation support

Lack of Access to markets SEDA supports the Incubator We get assistance from SEDA A passion, a process pursued Yes, I was great experience There is no exactly time frame

lack of market exposure and funding financial support Not very clear about it Not yet 18 months

It's in rural community, it's Financial and technical support Funding to To promote the work and services The Growthwheel online services 18 months

Poor financial literacy, lack of Monitoring and evaluation SEDA assist financially and is the proactive identification Yes we do use it. Most of clients 12 to 18 months. After graduation

Challenges faced by incubator SEDA funds our operating Yes we do get assistance from We believe that, it is the process Yes we have through exposure The time-frame is 12 months

Access to Markets and Financial SEDA is funding the operation SEDA provides operational This is the first time I engaged No 3 years , We there is post incubation

Lack of market access, Strategy SEDA has provided a portfolio Yes, SEDA provided an answer It is the process or opportunity Yes, I always encourage them The intended timeframe is

•The legal and regulatory environment Funding of Incubators No It is the combination of two No 2-3 years. Yes up to 3 years

Lack of finances, low business Seda provides funding. Yes, we get funding. Innovative marketing strategies To a certain extent when limited 2 years. Yes.

Not having administration or A big role, with funding Yes SEDA, Funding and Capital Don't work in Marketing, but Yes time frame is 3 years, Yes

We operate in a poor area As stated earlier, seda provides Funding yes Simply put, it is about community Not in the past but we are in Our clients normally stay in

Access to raw materials at Provides financial and non SEDA has been the pillar of Focuses on creating a strategy Yes, Entrepreneurial marketing 3 years, and we monitor in

Access to Market and financial Supporting the institution We are getting financial support creating a platform for them Yes, creating a platform for 1 year after graduation

Have you ever experienced? Are there any follow up mechanisms? Are there cases whereby it fails? If there was something you could improve, what is it? In your opinion, what is an ideal business incubator? What do you think are notable strengths/weaknesses of business incubators?

Yes, received a job or better. Yes, No really sometimes the venture is self-sustainable. Meeting the client expectations. Employees not funded with it.

Yes, some of our students. The follow-up mechanism. It is not really a complaint. The incubator can offer functions. It is an incubator that offers. Being a one-stop convenience.

We have a relatively high rate. SEDA has established KPIs. We welcome evaluation/feedback. Greater emphasis on quality. When a business incubator. We have a committed, employee.

Yes, The incubatee was open. Turnover, Some of the incubators. Yes, unrealistic expectations. In-house revolving short-term. Business incubators can be. Since the inception of this.

Yes, they have not succeeded. Yes - we follow up on all of them. No. Yes - access to funding and an incubator that trains, mentor. Well-trained Business Development.

Yes, this happens when there is. No, The success rate is around 50%. Seed funding injected into. Very effective. We are a mixed incubator.

Nope not yet. We implemented weekly sessions. Nope. Providing an SMME hub as a. One which can service the Service Location Staff know.

Some they do. reason being. The incubator does rate them when the assigned mentor online programmes to cover. it provides a basic foundation. technically strong. have the.

Yes, we have had about 5. Yes, our client's sales and. So far we have not received. Ensuring we have sufficient. One that is accountable to. We support both students.

Yes, often. They finish the. Yes, we have regular board. No. Being able to recruit a better. One that is able to grow through. We have a strong industrial.

Yes. Various factors. lack of. Yea to both. No. To have ongoing development. The number of successful. Inclusion and Engagement.

yes many leave without completing. yes, we do business diagnosis. not that I am aware of. To be self-sustainable, and an incubator that can start. We build strong relationships.

Yes, we have drop out. But. Yes we have performance. Yes. most will come to the. Procurement strategies and. Is an incubator that provides. We are government supported.

Yes, due to business not going. Mechanisms are in place, but. Yes when we are unable to. Ability to have access to mentor. When an incubator has the. Besides business support,

Yes, they are no longer monitored. Yes, there is a method that. No. More advanced machinery. An incubator that has all that. it is accessible, has strong.

No. Yes, the performance of incubators. Yes; most of it is regarding finding mechanism to effect. The one that provides proper. we are technology based incubator.

Yes, what we do as incubator. Growthwheel online system. Yes, Lack of funding. To have access and partnership. The center for Entrepreneurship. Being located in a college.

Some incubatees leave the. There are a lot of mechanisms. Yes there are cases where. The quality of service offered. An incubator that is able to. Easy access and diverse services.

Yes. The incubatee exited. Not at the moment but we. No, there has never been. It would be selection and a. An effective business incubator. We are food industry focused.

Yes, We had a client who. Yes. Yes- The Centre only has. Appointment turnaround time. One that provides a one-stop. It provides free wifi and workspace.

There has been several cases. Unfortunately, at this stage. The incubator is currently. I would like to create a general. The incubator should be at. The incubator is located within.

Yes because the space and. Yes there are follow up mechanisms. Yes, they feel the services. Additional funding for more. Improved SMME Performance. Furntech is the only Furniture.

When incubatee priorities. Mechanisms are not adequate. Yes. When they refuse to. Funding resources. Links to. One that produces business. Personnel commitment. Limited.

They make money and for. Yes. Yes, they just need us to do. Marketing. The one that have enough nurturing our incubates from.

This will always happen in. The incubator was focusing. Due to inadequate funding. Firstly I will resuscitate the. Good governance, implement. Our services are totally free.

Yes, due to lack of determination. Moderate. Yes, incubatees complain. Proper management and control. A effective business incubator. A service provider of choice.

It does happen, people sort. yes, performance report not. We haven't encountered challenges. Have more business advice. incubation that create sustainable. Providing skills transfer.

Comments and recommen

No

None

May your research add value to both incubators and incubatee's

No comments

Our incubator is a success because we dedicate our time and effort to the well-being of the SMME and the incubatee

None

Thank you for your questionnaire. Good luck with your studies. Looking forward to the results. Keep us posted!

recommendation: implementation of technology

We wish you all the best with the research and hope that it will add value to the Incubation sector

None

Please share the research.

good luck

None.

none

i would recommend that our SMMes attend Team Buiding wrokshops, Networking sessions with other Successfull entreprenuers to get inspiration.

Nothing at the moment

The is a huge role to be played by business Incubators in the country especially in rural communities.

There is need to standardise the incubators in South Africa especially accreditation of warm bodies that run these incubators and the facilities themselves.

Thank you for the questions, and we hope we have answered them in the most clear and understandable way possible.

Incubators needs to work more together because right now there is no collaboration across incubators in the Country.

Incubators are a resource for new entrepreneurs to solve their problems and are vital for achieving the entrepreneurial spirit growth as they provide assistance to n

None

Incubation programmes need to be driven by the fulfillment of a need within the entrepreneurial landscape and not political priorities. Unfortunately this is difficult if

Thank you

As I mentioned in one of my answers, a good implementation of the set-asides initiative will go a long way towards boosting incubators, SME development and job

A business incubator is a company that fosters the development of early-stage companies and startups by providing various services and resources to such comp

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few entrepreneurs in many different aspects. The role of business incubation within higher education institutes has come along way but there is still a lot of work to be done in order to programmes are funded by public funds.

creation in the country.
anies. Business incubators are commonly established as partnerships or collaborations between several organizations such as investment-related ventures

• change the mindset of traditional research based academics, into more innovative entrepreneurial mindsets.