Figure 1. Conceptual framework.

**De novo entrepreneurs**
- No previous entrepreneurship experience

**Selection**
- Business incubator applicant screening

**Entrepreneurs**
- New venture already established

**Business Incubator**
- Corporate philanthropy
- Private philanthropy

**New venture creation**
- Entrepreneurship awareness
- Idea generation
- Business skills training
- Capacity development
- Mentoring

**New venture growth**
- Product development
- Market development
- Scaling for growth
- Investment appraisal
- Mentoring

**Individual Impacts**
- Human capital
- Social capital
- Cultural capital

**Outputs**
- New venture registered
- Venture growth
- Financial capital

**Individual Outcomes**
- Access to food, water, health services
- New skills acquisition
- Improved networks
- Empowerment
- Autonomy

**Societal Outcomes**
- Economic growth
- Increased employment
- Infrastructure development

**New venture creation or growth not pursued**
Figure 2. Data structure.

<table>
<thead>
<tr>
<th>Empirical Themes</th>
<th>Conceptual Categories</th>
<th>Aggregate Theoretical Dimensions</th>
</tr>
</thead>
</table>
| • Market orientation, customer demand  
  • Profitability, sustainability | Financial viability | Enabling sustainable new venture creation |
| • New product and service risks  
  • New market risks | Innovation | |
| • Long term support  
  • Growth, scalability | Long term orientation | |
| • Income generation  
  • Turnover  
  • Investment finance | Financial capital | |
| • Skills acquisition  
  • Capacity development | Human capital | |
| • Network building  
  • Mentoring support | Social capital | |
| • Empowerment  
  • Community development  
  • Infrastructure development | Cultural capital | |