



KWAZULU-NATAL
PUBLIC WORKS



Youth and Women in Construction and Property Summit 2015

"Youth and Women In Construction and Property Summit - Leading the frontiers of change"



KWAZULU-NATAL PUBLIC WORKS



Our Vision

"A thriving economy through infrastructure development and property management"

Our Mission

"We will lead in infrastructure development and property management in KwaZulu-Natal"

"Youth and Women In Construction and Property Summit
- Leading the frontiers of change"

Youth in the forefront of service delivery through National Youth Service (NYS) Programme Implemented by the KZN Department of Public Works



The Department of Public Works has for many years recognized the critical role that can be played by both youth and women in the development of our local economy and thus producing sustainable communities in society. Hence the initiative of the Department of Public Works to implement the National Youth Service Programme to address such needs in providing quality skills training and development, to youth and women, in KwaZulu- Natal.

The training initiatives were rolled out by Zama Training & Development, in the form of Building and Civil Construction Masonry Learnership for 100 beneficiaries and Further Education and Training Plumbing Skills program for 110 beneficiaries. The training was a huge success with the learnership training spanning over 12 months and the skills program over 5 months respectively. Beneficiaries from both groups excelled in their theoretical training and practical training. Their commitment to the training programs was highly commendable and inspiring. The sight of young women constructing foundations, walls and brick columns, installing geysers and bathtubs was in itself a testament to their sheer determination in making a difference in their lives.



The Masonry Learnership Program was a special program as it came with valued added training in Business Skills Training and a unique opportunity to build a low cost house, sponsored by Zama Training & Development, in Ward 2 of the Richmond Municipality. The house has since been constructed under supervision by the NYS beneficiaries.

The plumbing skills program was conducted in 8 venues spread across KwaZulu Natal. The ability of female beneficiaries to install drainage and rainwater systems, toilets and basins, showers and geysers was truly a remarkable and outstanding achievement when considering that this trade is currently dominated by males in the construction industry. All beneficiaries performed exceptionally well in the plumbing skills program. The feedback we received from learners is that by acquiring specific skills through training gives them hope for a better quality of life and an employable future.

On the 1st July 2015, twenty-five (25) NYS learners received their accredited certificates in a graduation ceremony held at KwaDukuza Auditorium at ILembe District Municipality. Among those graduated, twelve (12) were from Ndwedwe Municipality and thirteen (13) were from Maphumulo Municipality.

They received NYS training in National Certificate: Building and Civil Construction: Mansory at NQF level 3 – a joint training programme initiated by the National Youth Development Agency (NYDA) and coordinated by the KZN Department of Public Works.



What is interesting about these NYS graduates is that a group from Ndwedwe Municipality has already formed their Co-operative through advice and assistance received from the Department of Public Works



Addressing the NYS graduation ceremony, Senior Manager for Expanded Public Works Programme, Mr. Xolani Xulu challenged the young people to be pro-active and sell their skills in all government departments and municipalities, and at the same time, Mr. Xulu challenged municipalities to come up with programmes / job creation opportunities aimed at absorbing or utilizing the NYS graduates so that they could test their skills and practically demonstrate what they have learnt through the NYS Training Programme.

The NYS Programme which began in 2007 is now on Phase 5 and had a budget of R4.7 million for youth accredited training in Building and Civil Construction (NQF 3). Since the implementation of the NYS Programme by the Department, many young people have benefited throughout the Province. The NYS Programme Phase 5 targeted 110 young people who were recruited from the four regions of the Department – North Coast, Midlands, Southern and eThekweni after an intense screening interviewing process.

At Richmond Municipality, 95 young men and women (who made 60% of the total group) are involved in the NYS Programme structured training under the EPWP umbrella with an allocation of more than R7 million. The NYS was one of the four programmes that were implemented in Richmond Municipality with an excess of R44 million budget.

This NYS training is accredited by Construction Education and Training Authority (CETA) and the youth was identified through Provincial Government Operation Sukuma Sakhe (OSS) initiative. To encourage them, the NYS Programme learners are paid R1800 stipend allowance to cater for transport, their personal needs and to also support their families. This youth was also responsible for the building of the OSS War Room in Ward 2. More young people will participate in NYS Programmes during the departmental rollout of the Expanded Public Works Programme in the forth-coming years.

More work opportunities and the skills transfers for youth and women as Public Works roll-out EPWP Phase 3 in KZN Province

The launch and the official transfer of the Expanded Public Works Programme (EPWP) Phase 3 to the KZN Public Works from the KZN Department of Transport in March this year heralded a new era for EPWP Coordination in the Province of KwaZulu-Natal.

This gave the department a mandate to be fully effective and in charge of the EPWP planning processes and the implementation strategies as of 1st April 2015 – including among other responsibilities, the monitoring and reporting on EPWP performance and to ensure that all public bodies in the Province contribute to EPWP and also report their performance.

Indeed, this is a mammoth task which requires the department to increase its coordination capacity and also increase the level of EPWP performance targets in KwaZulu-Natal. This would be achieved through the cooperation of other public bodies (government department, municipalities and stake-owned enterprises) and other relevant structures involved on EPWP projects. Translated on the ground, this means that more work opportunities would be created and more skills would be transferred to those involved in EPWP projects, especially the youth and women are sets to benefit when the programme is fully implemented in the Province.

The EPWP Phase 3 targeted priority population groups targeted for work opportunities are 55% youth, 55% women, and 2% persons (people) with disabilities. However, it must be noted that the employment of people with disabilities highly depends on their availability closer to project sites as well as in their willingness to participate on the projects implemented in their areas. To ensure the representation of persons with disabilities, the department is engaging disability associations to make them available when recruitment has to take place.

The KZN Public Works have over the past years performed exceptionally well and exceed the Nationally set EPWP targets in terms of work opportunities and Full Time Equivalent (FTE) measured in terms of 230 person- days of work. For example, during the 2014/2015 the set target for work opportunities was 131 739 and the department created and achieved 275 038 work opportunities while the FTE target was 49 089 and the department achieved 63 623.

For the 2015/2016 Financial Year, the EPWP Phase 3 rollout programme will create more opportunities for the youth and women in the KZN Province as the department is planning to increase its target beyond the expectation of the National Government set targets. The department due its capacity and capability is confident that it will push the boundary and create 178 394 more work opportunities against the National target of 136 269 and also achieve 93 637 FET's against the National target of 60 521. This indeed, shows the department's commitment to contribute its fair share towards achieving the overall National target of 6 million work opportunities and 2,5 Full Time Equivalents by 2019.

Public Works presses ahead with initiatives supporting youth and women participation in the construction sector

The empowerment of youth and women through construction and property management initiatives is considered as one of the main priorities of the KZN Department of Public Works. The youth and women are central for the future development of KwaZulu-Natal. As we are all aware that the construction industry tends to be a consistent provider of job opportunities, skills development and also encourages entrepreneurship for economic growth.

However, due to the nature of the construction sector, women participation has been very low but very promising as more women are showing a keen interest in construction entrepreneurship. Not only does our Constitution require that women be employed in all sectors of the economy but many of South Africa's organisations are finally building initiatives and mind-sets that aim to embrace women in the country's flourishing construction sector.

A growing body of microeconomic evidence indicates that increases in women's education, labour force participation, and earnings can stimulate socio-economic development. Access to education, equal opportunity employment, the creation of conducive working environments, and equal remuneration practices facilitate the entrance into and participation of women in the labour force in the construction sector.

The examples of successful women who have taken the bull by its horns by getting involved in the perceived male-dominated construction and property sectors are Ms Lungi Zuma - owner of the Pietermaritzburg based Lungi Zuma Construction Enterprise, and Ms Lindiwe Ngcobo owner of Basfour (PTY) LTD.

Ms Lungile Zuma who has recently been elected as the Chairperson of the KZN Public Works Provincial Contractor Forum – a platform for two way communication between contractors and the department, is not a novice in the construction environment having been in the industry since 2002.



Ms Lungile Zuma (left) during her election as the Chairperson of the Provincial Contractor Forum and on the (right) she is congratulated by HOD: Mr A. Govender and Public Works Portfolio Committee Chairperson: Ms M. Fraser.

As a contractor, Ms Zuma has successfully completed a number of projects in the Province of KwaZulu-Natal which includes the building of new schools, repairs and renovation work, as well as building government sponsored RDP houses in Willowfontein and Newcastle. She has also completed RDP houses for the Mpumalanga Province at Malahleni in Witbank.

What is remarkable about her construction company is that it guarantees the empowerment of fellow SMME's / contractors by sub-contracting them for every project worth R1 million and for such project, Lungi Construction also spent 10% of its budget training local community members employed for the duration of the construction period as a contribution to skills development in the area. Moreover, her company as part of the Women Build Project constructed and donated a R110 000 fully-furnished house for the less fortunate family at KwaMakhuthaza, in Newcastle.

Ms Zuma is delighted to be associated with KZN Public Works as she pointed out that "the department understand the contractor needs and it should be commended for paying contractors within the stipulated 30-days period which ensures proper cash flow planning on the part of the contractor", she said.

Ms Lindiwe Ngcobo, much like Ms Zuma is involved in these sectors, but has focused on property management as a female landlord. Ms Ngcobo is involved in the hiring and letting of buildings. While there are challenges with growth for women in property management due to a relatively slow transformation pace, Ms Ngcobo has remained steadfast and resolute in establishing her business as a black female landlord. She attributes her current success to the current government for creating an enabling environment which promotes the participation black Africans, especially women in this sector.

Due to her engagement and experience working with the Department of KZN Public Works, Ms. Ngcobo has a good story to tell as her business is currently letting office space on leases ranging from three to five years for the five Provincial departments in KwaZulu-Natal. She attributes her success to the department for its transparency, professionalism and guidance provided to her as a landlord while she was learning the ins and outs of the property sector.



Landlord: Ms. Lindiwe Ngcobo (left) examining the building structure and on the right it's her portrait photo

Ms. Ngcobo highlighted challenges which prevent many from benefiting from the property market. One of those challenges is the lack of transformation and access to information on properties available for sale as the industry is "closed and the information only circulates within the so called cartel in the sector in that when the building is up for sale the information is kept within, thus preventing the new entrants".

She also highlighted collusion by property industry players which may involve the inflation of prices for property on sale as a means of preventing new entrants. In addition, she also mentions access to finance to acquire property as one of the major challenge for historically disadvantaged individuals as conventional banks still have a perception that historically disadvantaged majority are "high risk", making it difficult getting funding even from the Development Funding Institutions (DFI's). According to her experience, "most DFI's do not fund property deals and if you are so lucky to be considered, they demand that you should come with a ten year lease, which becomes another mountain to climb" she said.

Despite all these challenges, Ms. Ngcobo cited partnership with other stakeholders in the market as the solution as she is also a product of partnership. She said "in a partnership you are offered to acquire a stake in an existing property business where you have to learn about the day to day running of the business by devoting yourself hundred percent in order to have skills transferred to you".

Asked about what it means to be a landlord to the government institution, she said the landlord must provide buildings of high standard according to client expectation and this must be in good condition and accordance with market related rental rates and escalations.

The building leased to government must be properly maintained by the landlord. Above all, the good landlord to lessee communication encouraged

These two, Ms Lungile Zuma and Ms Lindiwe Ngcobo represents a few examples of courageous women who are making a contribution to the economy of KwaZulu-Natal.

Eyesizwe Contractor Development Programme (ECDP) – a platform for stakeholder engagement.

The recently launched Eyesizwe Contractor Development Programme has been hailed by the contractors as one of the good platforms created by the department as a two-way communication vehicle for stakeholder engagement and the sharing of ideas. The overall aim of this programme is to create an enabling environment for contractors to raise their concerns and also provide positive feedback to the department and in turn the department provides contractors with clear and proper guidance in order to achieve a sustainable contractor development in KwaZulu-Natal in line with the National Contractor Development Programme - a joint initiative of the National Department of Public Works and Construction Industry Development Board (CIDB).



On the left are some delegates who attended the Provincial ECDP launch in Durban and on the right is Ms Yandisa Mzotsho: Senior Manager – Contractors and Consultant Management (CCM) responsible for ECDP.

The Programme launch re-introduced the Contractor Forums which were previously part of the Masakhe ECDP. The Forums consist of two (2) structures namely, the District Forum chaired by the respective Regional Managers and each District has a Deputy the Chairperson who is the contractor, elected by other contractors and the & Provincial Forum Chaired by the General Manager Operations and the Deputy Chairperson, who is a contractor, elected by other contractors.

The Department embarked on a series of roadshows to launch and elect Eyesizwe Contractor Development Programme and elect representatives within the KZN Province and as follows:

21 April 2015 – Midlands Region : 3 District Fora launched at Uthukela, Amajuba and Umzinyathi District attended by 56 Contractors. They elected their Deputy District Chairpersons for uThukela District (Mr William Makgabo), Amajuba District (Ms Ntombizonke Sibonge) and Umzinyathi District (Mr Mthokozisi Majola).

23 April 2015 - eThekweni Region: 2 District Fora launched at EThekweni and Ilembe District attended by 175 Contractors. The elected Deputy District Chairpersons for eThekweni District (Mr Joe Mthiyane) and iLembe District (Ms Nomkhosi Mavundla)

24 April 2015 – Southern Region: 3 District Fora launched at Harry Gwala, Umgungundlovu and Ugu District attended by 64 Contractors. The elected Deputy District Chairpersons for Harry Gwala District (Mr Mnikazi Shoba) and Umgungundlovu District (Ms Lungile Zuma) and Ugu District (Mr Sandile Dlomo)

29 April 2015 - North Coast Region: 3 District Fora launched at Umkanyakude, Zululand and Uthungulu Districts attended by 87 Contractors. They elected Deputy District Chairpersons for Umkanyakude District (Mr Thulani Gumede), Zululand District (Mr Andre Louw) and Uthungulu District (Ms Samkelisiwe Ngcobo)

At the Provincial Forum, launched by the Honourable MEC, Mr Ravi Pillay (MPL) on the 5 May 2015, Ms Lungile Zuma was duly elected as the Provincial Contractor Forum Chairperson under Eyesizwe Contractor Development Programme.

Youth development through Departmental Bursary and Internship Programme

In responding to the challenge of scarce skills in the built environment, the Department has over the past years provided bursaries and internships to deserving students as a move to address the scarce skills problem in the critical fields. The areas identified for critical skills shortage are Architecture, Engineering (Mechanical, Electrical, Civil and Structural), Quantity Surveying, Property and Construction Project Management.



*A visible excited interns during the induction programme with
GM: Corporate Services - Mr PW Duma, Deputy Manager - HRD: Ms C. Stuart – Williams and Mr M. Nyathi: Architect (Midlands Region)
on the background welcoming interns during their induction held at Southern Region*

The Department recently conducted an internship induction programme at Southern Region where seven (7) interns gathered and learnt more about the Department. The Internship Programme is an initiative of the Department where graduates are given the opportunity to obtain practical work experience in their respective field of study.

The students began their internship programme with the department in early 2015 and they are promising to succeed in their studies. They are Ms RL Monaheng, Mr MB Chiliza, Mr SL Ndabezitha, Mr T. Dlamini, Ms N Makhaye, Ms T Mzizi, Mr D Khanyile, Ms LC Sokhabase, Ms NNF Kubheka and Ms A Chotoo.



Departmental Interns (Left): Ms Londiwe Sokhabase and (right) Ms Anisa Chotoo

Ms Londiwe Sokhabase who has Masters in Architecture which she obtained at the University of KwaZulu Natal said this programme has been very informative, and she is grateful to the Department for the bursary and the opportunity to study and to be practically exposed in your career path. She says “ the internship programme is very informative and satisfying because I can now apply construction in the field since my passion has always been to assist in construction.” Londiwe started the internship in March 2015 and is based at Head Office.

Ms Anisa Chotoo who is also an intern Civil Engineer based at Head Office sings praises about the Department for its commitment to the programme as she say "the programme is helpful and it is encouraging us to get to the higher level".

The internship programme has opened doors for these young people as Ms Dumisani Khanyile who is an Architecture graduate based at eThekweni Region said "On behalf of my family and myself I wish to express sincere gratitude for what the KZN Department of Public Works has done for me". The Department is indeed committed in improving the lives of the youth.

General Manager- Corporate Services: Mr Phiwewe Duma welcomed the interns to the Department and encouraged them to be responsible about their future and also be exemplary in what they do - "it is important to make a positive difference wherever you are, you are the captains of your own ships, respect yourselves and others – and I am very proud of you" he said.

The interns are currently placed at the Head Office and in the Regions for practical work experience. To date, the Department has assisted eight (8) interns to obtain their accredited professional registration status. Amongst them four (4) are from North Coast Region, while the eThekweni, Midlands, Southern Region and Head Office had one (1) intern acquiring professional status. Meanwhile, the Department has also awarded bursaries to 35 internal employees. Amongst them, 23 are females and 12 are males. The Department is projecting that fifty – eight (58) existing interns would have completed their studies by 2019.

Meet our young and vibrant Professional Property Valuer Mr Edwin Macrae Bath

The Property Management Chief Directorate has made history by nurturing and appointing Mr Edwin Macrae Bath as the Department's very first Professional Property Valuer. This young, vibrant and energetic employee joined the Department as an intern while studying towards the completion of an Honours Degree in Property Studies at the University of Cape Town, from which he graduated in 2011 with an A aggregate. As an intern, the Department placed Edwin with Mills Fitchet Natal, a Prominent Property Valuation and Project Management firm based at Midlands Region.



It was at this firm where he received 2 years of professional external mentoring before registering for the Board Exam accreditation at the South African Council for the Property Valuation Profession's (SACPVP) where he excelled with an 83% pass, the second highest mark in the country for such exams.

Noting his achievements, the Department appointed Edwin as a full time Professional Property Valuer on the 1st of December 2013 at Head Office. Edwin brings with him extensive experience in Property Valuation and Project Management as well as exposure from both Public and the Private Sector during his time with Mills Fitchet.

A Professional Property Valuer practices by a strict ethical code laid out by SACPVP's ethical code of conduct. He/she must always act prudently and fairly with high ethical standards in all endeavours; he/she must have impeccable communication and report writing skills; be able to think logically and analytically and make sound decisions. Edwin's job profile entails amongst others the following responsibilities:

- To co-ordinate valuations of state owned properties for Acquisitions, Disposals, Hiring, Letting, Rating and Asset Register purposes
- To ensure quality control related to property valuation related projects and tasks
- To co-ordinate property verification of unverified state properties prior to the payment and rates thereof
- To co-ordinate the development of policies and strategies related to the valuation of state owned properties, to implement such policies and strategies, and ensure compliance therewith by the Regions.
- To research and determine a model for the determination of fair value/market value of state owned properties for the Department.
- To be a mentor to candidate and student valuers employed at a later stage by the Department.

Talking about his experience with the Department, he said "I have been extremely blessed from the time where Human Resource Development awarded me a bursary in 2011 and I am willing to transfer my skills and experience and integrate them with the programmes and projects of the Property Management Directorate". As he was identified and nurtured by the Department, Edwin also wants to spend time mentoring and inspiring young professionals within the Department.



While he is involved with Property Evaluation, Edwin is also studying towards a Bachelor of Laws Degree (LLB) at the University of KwaZulu - Natal. Edwin is an avid photographer and a keen traveller. As a young man, he likes to experiment everything, for example he and his friends have travelled to Northern Mozambique using only public transport.

Public Works Property Management Directorate has its doors wide open for young people to grow

The Property Management initiative aimed assisting and nurturing jobless graduates with necessary skills to become employable through Property Incubator Programme (PIP) has yielded positive results. The students who have undergone this extensive mentoring programme have since been employed in other government departments and municipalities in the Province.



One of the successful PIP graduate is a young and dynamic Simphiwe Professor Hlongwa from KwaQoloqolo at UMzinto on the south-coast, who now resides at Mpumalanga / Hammersdale Township. "Prof" as he is affectionately known in the department, is a Chemistry graduate from the University of KwaZulu-Natal (2004-2007). After graduating, he found himself adding to the statistics to the unemployed list of graduates. He says a newspaper advertisement by the Department of Public Works in 2009 changed his life for the better.

In the advertisement, the department was looking for young unemployed graduates to be nurtured under the Property Incubator Programme. Professor responded to the advertisement and was later invited for an interview with other 1200 applicants. During the interview and selection process, this number was reduced to 300 and Professor consider himself so lucky to make it to the final 72 applicants who were selected.



Professor Hlongwa and other fellow student at the PIP Training in 2012

According to Professor the PIP training expose them to a variety of Property Management fields such as Facilities Management; Property Rates Management, Property Development and Real Estate Management including Business Management skills. After this training programme, the department provided him with practical exposure for six months.

It was during this practical training in August 2012 where he met Mr Edwin Bath – a departmental intern who was also a student in Property Studies at the University of Cape Town. Mr Bath encouraged him and other PIP students to apply for a course in Real Estate, Professor took a chance and applied and in 2013 he subsequently registered for the Real Estate – majoring in Property Evaluation. For this course, the department awarded him a bursary. In May 2013, he worked as an Asset Management Clerk while studying and in September 2014 he was hired as a fulltime employee at Property Management's Acquisitions and Disposals Sub-Directorate.

Professor says he is very grateful to be associated with Public Works, especially the guidance provided by General Manager – Property Management: Mrs Sindi Linda for nurturing his skills and by exposing him to a complete new field of Property Management, a complete switch from Chemistry Degree he had obtained previously.

He said "the department has planted a seed in me and has created opportunities for me to study further and I am currently gaining experience and I will soon register as a candidate Property Evaluator and later register for a Board Exam in Property Evaluations with the help of the Department". Professor encouraged other young people to consider the Property Management route when registering at Universities as "this field is vast and there is more to learn" he said.

Izandla Ziyagezana (IZ) Programme benefits youth and women through poverty alleviation interventions

Izandla Ziyagezana (IZ) Programme is one of the positive initiatives of the KZN Department of Public Works towards addressing the pressing challenges of poverty alleviation and job creation through identification of poor households as beneficiaries. This programme – "Izandla Ziyagezana" which means "one hand washes the other" is loosely translated to refer to the existing symbiotic relationship between the department (which provides employment opportunities) and the communities as beneficiaries (who get a source of income and the transfer of skills from the programme) – thus cementing a symbiotic relationship.



The IZ Programme's main objectives among others includes - the creation of sustainable job creation opportunities to the identified poor households with special emphasis on women and mostly the youth; empowering women and youth by providing basic training on site clearance and life skills; the programme also aimed at instilling a sense of pride and ownership in the community through keeping a safe and clean environment while providing a cost effective system of maintaining provincially owned vacant sites pending the future use or disposal.

The Program is currently rolled out in 44 sites throughout the four departmental regions (EThekweni, Midlands, Southern and North Coast Regions). In the 2014/2015 Financial Year, the IZ Programme reached out to 575 beneficiaries which were 231 (46%) youth beneficiaries and 344 (69%) being women beneficiaries.

During the 2015/16 Financial Year, the department is planning to increase the number of sites in order to rollout the programme to other areas of the Province with a view of increasing the number of programme beneficiaries. The poor households beneficiaries are identified with the help from AmaKhosi traditional structures, local councillors, Operation Sukuma Sakhe (OSS) War Rooms, Community Development Workers (CDW's) as well as NGO's and Church Based Organisations.

NOTES

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KWAZULU-NATAL PUBLIC WORKS



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