

June 2018

CBE Bulletin



C B E

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Publication Team

Evelyn Bramdeow (Editor): evelyn@cbe.org.za

Lulu Dube (Photography & Design): lulu@cbe.org.za

Dear Reader

June ticks a number of boxes – it's full blown winter... brrrr; and it means that half of 2018 is done and dusted. However, turn the half-empty glass to see a half full glass – 'half-time' presents an opportunity for you to re-calibrate and revisit the first half of 2018. Ponder your mistakes and the lessons learnt, the things you would have done differently. The positive moments and what made you happy. Realign your goals for the year, re-commit to projects that stimulate your creativity or intellect, decide to create change and step out of your comfort zone to explore uncharted personal territory.

We observe Youth Month in June. In line with this theme, CBE Council Member Mr ZMC Mvalo has contributed a very informative feature article on career decision-making from the insights of his position as Deputy Director-General: Skills Development Branch in the Department of Higher Education and Training (DHET). Decisions on career and vocation are not limited to youth in their teenage years, but can happen at any point of adult life too. And, we all know of someone in our circle who can benefit from sound career advice. So please feel free to share.

Some exciting news for built environment professionals is the digital Privyseal® authentication, introduced by the South African Council for the Project and Construction Management Professions (SACPCMP) to endorse the integrity of their registration process.

Our Chief Financial Officer, Lindy Jansen van Vuuren is the latest kid on the block at CBE. Lulu Dube finds out what makes this bean counter tick.

The out-and-about section captures CBE in pictures on out-of-office engagements.

**Enjoy your read,
Evelyn Bramdeow**

"A person who never made a mistake never tried anything new."

(Albert Einstein)

Let's honour and preserve the legacy of our 1976 generation



Mr Zukile Mosheshe Christopher Mvalo
CBE Council Member

Forty-two years ago, young people across the country stood together and laid down their lives fighting for freedom and the right to education. The class of 1976 played a key role in our struggle – let's preserve their legacy. Every year on June 16, South Africa commemorates the 1976 Soweto uprising to pay tribute to learners who stood up against the apartheid government. In 2018, Youth Month takes place within the same year that South Africa marks 100 years (centenary) for both Nelson Mandela and Albertina Sisulu.

The Quarterly Labour Force Survey released by Statistics South Africa (Stats SA) on 15 May 2018 for the first quarter of 2018 presents us with challenges and opportunities, especially in the context of the government's 2018 theme **"Live the legacy : towards a socio economically empowered youth"**. To note, this Stats SA Survey indicates there is just over 1.2 million (over 1.3 million unemployed) young people between the ages of 15-24 years employed, and over 4.8 million (over 2.4 million unemployed)

young people between the ages of 25-34 employed. The cohort of young people who are not in education, employment and training (NEET) for the ages between 15-24 years stands at 3.3 million, and between the ages of 25-34 years stands at 4.6 million, with the total of more than 7.9 million for the entire cohort between the ages of 15-34 years old.

Some good news though is that the more educated a person is the better his or her chances of employability, as the 2018 Quarterly Labour Force Survey indicates in summary:

Level of education	Unemployment rate
Without grade 12	31%
With grade 12	28%
Tertiary qualification	15.6%
Graduate	7.9%

This tells us that we need to intensify efforts to educate especially our young people, so that they can become socio-economically empowered.

For the first time in South Africa, from 2018, we have fully subsidised bursary funding for poor and working class students in public universities and colleges. This is very exciting news. First-time entry students from families with an income up to R350 000 per annum are eligible to apply for the new Department of Higher Education and Training (DHET) bursary. This new bursary scheme will phase in over five years. The bursary conditions will include academic performance requirements as well as future community service. Significantly, government has converted returning students' National Student Financial Aid Scheme (NSFAS) loans into grants. This is very exciting news for students and for the country.

One of the most important milestones for a young person is choosing a career, as the decision they make now will have significant impact on the rest of their personal and professional life. DHET encourages young people to start thinking about exciting opportunities available for young people within the post school education and training sector. The scope of opportunities that exist include 26 public

Let's honour and preserve the legacy of our 1976 generation (continued)

universities, 50 Technical and Vocational Education and Training (TVET) colleges, and learnerships and artisanal trades opportunities facilitated through Sector Education and Training Authorities (SETAs).

GETTING STARTED: CHOOSING A CAREER

Decisions about choosing a career are very important and must be taken with care and consideration wherever they occur throughout life. In order to make informed career choices, one needs to know and explore a number of areas, namely:

- Self-knowledge;
- The World of Work; and
- Education, Training and Learning Opportunities.

SELF-KNOWLEDGE

People are different and therefore look for different things in jobs. For instance, those artistic and creative in nature will thrive in environments that encourage creativity. These people tend to feel limited by rules and do not like routine. Others are exactly the opposite, preferring an environment with clear expectations and rules.

One must know one's values and interests. Values are things that are important to one and are mostly influenced by family, religion, school, etc. Some people enjoy careers that give them the opportunity to lead or guide whilst others prefer careers that allow them to work independently. Interests are those things that one enjoys and likes doing. An individual who likes working with money could consider a career in accounting whilst someone who enjoys working with their hands and machines could consider a career in engineering.

In addition, one may have skills that one has learnt from one's family like fixing cars, cooking, drawing etc. One might want to consider these when making a career choice, especially when one is good at them.

THE WORLD OF WORK

In addition to knowing about oneself one needs to know the world of work and career opportunities that exist - for example, within the built environment there are professions such as architecture, engineering, landscape architecture, project and construction management, property valuation and quantity surveying etc. This means that one needs to do some basic research to know what occupations are in high

demand, scarce and critical skills required for the socio-economic development of the country.

How and where to find information about the world of work

One may check the following:

- Employers and professional bodies (e.g. professional bodies under the aegis of the Council for the Built Environment) etc.;
- Printed publications e.g. Khetha Post School Career Guide publication and other resource publications. These may be available at one's local library, on the internet or from one's Life Orientation teacher;
- Web based resources such as websites and career related blogs; and
- People in one's community etc.

EDUCATION, TRAINING AND LEARNING OPPORTUNITIES

Now that one has explored one's interests and the type of career one is interested in, one needs to know what type of training and learning will enable one to enter that career, specifically:

- Different levels of qualifications one may pursue - certificate, diploma or degree;
- Training and learning could be academic or vocational;
- Be aware that there are different entry requirements - including subject mix and pass mark/s;
- Duration differs from qualification to qualification - from few months to few years;
- Training may be offered part-time or full-time; year course, semester or trimester; and
- May be offered through distance learning, online or contact sessions.

DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET) CAREER DEVELOPMENT SERVICES

DHET, in October 2014 established a fully-fledged Career Development Service (CDS) to offer a comprehensive and coordinated career development service for everyone in South Africa. Through Khetha's CDS, DHET promotes post-school education and training opportunities offered at universities, universities of technology, Technical and Vocational Education and

Training (TVET) colleges, Community Education and Training (CET) colleges, Sector Education and Training Authorities (SETAs) and through artisan development initiatives such as the Decade of the Artisan.

Khetha offers a national career advice helpline that learners, parents, unemployed youth, and workers can call to obtain career information and advice. This national career advice helpline can be reached on 086 999 0123. Alternatively, one can simply send a "please call me" or an SMS to 072 204 5056 and a career advisor will call one back.

There are weekly Khetha Radio Shows on 13 SABC stations, available in all 11 official languages and KhoiSan.

Additionally, Khetha reaches out to the public through a range of outreach services including career exhibitions, career information sessions for young people looking to understand the post school system and pursue their own careers, and workshops to train career development practitioners such as teachers and youth groups involved in career development services in their communities. The public can also access online services through the following platforms:

Khetha Website:

www.careerhelp.org.za

National Career Advice Portal:

<http://ncap.careerhelp.org.za>

Making sense of our rands



Lindy Jansen van Vuuren boarded the CBE liner on 1 April 2018. Lulu Dube went behind the scenes to give us the low down on the new Chief Financial Officer.

LD = Lulu Dube

LJvV = Lindy Jansen van Vuuren

LD: Tell us about yourself - who is Lindy, your previous experience and what inspires or motivates you.

LJvV: I grew up in the Free State. I studied at the University of Pretoria and completed my articles at BDO Spencer Steward. I lectured for a year at Damelin and thereafter worked at the Auditor-General's Office for eight years. Over the past 4 years I was in the Internal Audit at the Ekurhuleni Metropolitan Municipality. I am hoping that my extensive experience in the Public Sector including Provincial and National Departments, Public Entities, International Public Sector Organisations, Municipalities and Municipal Entities will hold me in good stead for my new role at CBE.

LD: What are your biggest accomplishments?

LJvV: I pride myself in always obtaining an above average performance score at work.

LD: What experience provided you with the best lesson/s for life?

LJvV: During my articles stint I had to work on a very limited budget and thus learnt to make very tough decisions with regards to time and money. This has helped me in my profession - to appreciate the importance of good time and money management. If you do your work correctly the first time, you will not have to go back to redo it. Living on a tight budget taught me to appreciate money and take care of my belongings.

LD: What are your interests or hobbies outside of work?

LJvV: I love upscaling our furniture. Having an eye for the French distressed look, I have tried my hand with découpage on some items. Generally, I enjoy arts and crafts such as painting and drawing.

LD: If you were to be an animal, which would you choose? Why?

LJvV: I would be choose to be my German Shepherd, Troy. He is much loved and everyone adores him. He is the epitome of gentleness.

LD: Everyone has someone they look up to and want to be just like some day, and everyone has different opinions and who a true hero is. When I think of a hero, I think of someone who is brave, strong, hardworking, trustworthy, and unselfish. What is your definition of a hero, do you have one and why?

LJvV: My definition of a hero is a person noted for courageous acts or nobility of character. A hero has special achievements, abilities, or personal qualities. My earthly hero is my late grandfather. He was an extremely talented artist and musician, and had a heart of gold.

LD: It is said in life, change is inevitable. In business, change is vital. What is the one thing you would like to change about the CBE, if you could?

LJvV: To make CBE a leader in finding innovative ways, through appropriate research, to transform the Built Environment.

SACPCMP seals its stamp of approval on professionals

One of the challenges many professionals face is the high levels of competition from fraudsters who claim to have qualifications and skills they do not possess. Many fraudsters pretend to be qualified persons and steal the identity of genuine professionals. In so doing they undermine the reputation of the people whose identities they steal, and put clients and the public at risk.

In general, professionals need to showcase their expertise and build trust with their clients. Knowing that a professional is properly licensed and in good standing with their professional and/or regulatory body is key in proving their ongoing expertise and competence.

The South African Council for the Project and Construction Management Professions (SACPCMP) has contracted with PrivySeal® to provide digital seals and certificates to all their respective registrants. The PrivySeal® confirms the qualification of the holder in real-time by checking the database of the SACPCMP on an ongoing basis. As a result the PrivySeals®, which must be displayed in the registrants' email footer and

website, will build trust in the registrant by confirming that she or he is currently in "good standing" and is an accredited and regulated professional.

SACPCMP's Registrar, Mrs Nomvula Rakolote said, "We have decided to go the PrivySeal® route to ensure the credibility of the SACPCMP registration process. We are committed to streamline the registration process and ensure a professional home for registered persons - a home that is free from unethical practices."

The patented PrivySeal® process requires registrants to sign up for their PrivySeal® at www.privyseal.com. The sign-up process requires registrants to validate their email and mobile numbers, and then checks the relevant council's database to determine whether the person is a registrant. Once the applicant is identified as a registrant, the data source is also checked to determine whether they are in "good standing" and if so, a SACPCMP PrivySeal® is issued.

The SACPCMP is the first Council for the Built Environment Professions to adopt the PrivySeal Digital Accreditation process and others are in the process of considering it.

Launch of Agrément SA



INVITATION



public works

Department:
Public Works
REPUBLIC OF SOUTH AFRICA

The Minister of Public Works Mr. TW Nxesi, MP and the CEO of Agrément South Africa, Mr Joe Odhiambo, cordially invite you to the launch of Agrément South Africa. Since its inception, Agrément South Africa has been housed and managed by the Council for Scientific and Industrial Research (CSIR) as a schedule 3A Public Entity in terms of the Public Finance Management Act (Act No. 1 of 1999).

Agrément South Africa now accounts directly to the Parliament of the Republic of South Africa through its Executive Authority, the Minister of Public Works from 01 April 2017, after the promulgation of the Agrément South Africa Act (Act No. 11 of 2015).

Date: Friday, 15th June 2018
Venue: Amber Dining Room, CSIR International Convention Centre,
Meiring Naude Rd, Brummeria, Pretoria, 0001
Time: 09h00 – 13h00

RSVP details are as follows:

Name: Ms Ramona Singh

Tel: **012 841 2152** or e-mail: rsingh1@agrement.co.za

By no later than Friday, 08 June 2018.

** Please also advise on any special dietary requirements.*

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Out-and-about



CBE and the CBEP addressed professional registration at a workshop hosted by the Department of Co-operative Governance, Human Settlements & Traditional Affairs in Limpopo Province.



CBE's Transformation Roadshow dropped in at Mpumalanga Province



Ethekwini Municipality convened a Youth Employability Indaba.



The quest for information on registration and internship opportunities was evident in the attendance at the CBE/SACPCMP stall at MUT's (Mangosuthu University of Technology) BE Career Week.



Public Works Budget Vote Speech at the Parliament of the Republic of South Africa.

Council for the Built Environment (CBE)

Tel: 012 346 3985 • VOIP: 087 980 5009 • info@cbe.org.za • www.cbe.org.za

Address

Corobay Corner, 2nd Floor, Block A, 169 Corobay Avenue, Menlyn, Pretoria

