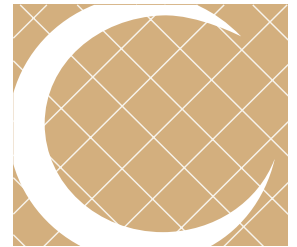


January 2018

CBE

Bulletin



C B E

COUNCIL
FOR THE BUILT
ENVIRONMENT

architecture
engineering
landscape architecture
project & construction management
property valuation
quantity surveying



WHAT'S INSIDE

01

Transformation of the built environment professions

02

Autobiography

03

"Nothing for us, without us"



Publication Team

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

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

Dear Reader

New Year greetings and a wishes for a prosperous and productive 2018 to you. While on a personal level, those New Year resolutions are most likely still uppermost in your mind with a very strong resolve to sustain them; on the work front you are back at your desk, rested and with a sense of positive energy to tackle the year ahead and make a difference.

This CBE Bulletin launched last month with the blessings of our Minister, Honourable Nkosinathi Nhleko, and its resolution is to keep you informed, stimulated and challenged through the year. As a new born, this issue aptly carries an autobiography of the CBE. The feature article by Council member, Dr ZT Mathe looks at transformation in the built environment, the proverbial 'elephant in the room' of the South African political landscape. While it frankly outlines the reasons for the slow progress of transformation, conversely Dr Mathe proposes remedial interventions that can evidence quick results.

The growth of this dialogue platform depends on a healthy diet of feedback and contributions from you dear reader, so please feel free to indulge on these.

Happy reading and warm regards,

Evelyn Bramdeow

"It always seems impossible until it is done"

(Nelson Mandela, 1918-2013)

Transformation of the built environment professions



Dr ZT Mathe
Member of the CBE Council

For many years now, transformation of the built environment professions has been talked about, but there is no clear indication of what has been achieved and the gaps thereof. This is partly because the baseline has not been agreed upon and no targets set. Secondly, very little effort has gone into consolidating and quantifying the progress made in a standardized manner across all built environment professions. CBE recently concluded a baseline study on transformation, however reporting by various professional councils (CBEP) continue to be non-standard. Thirdly, because the key performance indicators have not been defined the tendency is to reduce transformation measures to only race and gender representation.

Transformation measures must be far broader than the latter, to include the following:

- Race representation of registered professionals
- Gender representation of registered professionals
- Efforts to include any group who have been hitherto marginalized or stereotyped (such as persons with disabilities)
- Continuous improvement of standards, procedures, processes, systems and tools used to accredit built environment programs
- Continuous improvement of standards, procedures, processes, systems and tools used to register graduate candidates of accredited built environment programs
- Continuous improvement of standards, procedures, processes, systems and tools used to assess and register professionals in built environment programs
- Compulsory registration of any person who performs work designated for built environment professionals

In this article, these elements are discussed and possible ways forward proposed. It concludes by proposing tangible and very low-cost steps that can be immediately undertaken to radically transform the built environment professions.

Race and gender representation

Table 1 below is the race representation of total registered professionals per CBEP as at 31 March 2015 vs 31 March 2017.

CBEP	African	White	Indian	Coloured
ECSA	17% vs 21%	74% vs 70%	6% vs 7%	2% vs 2%
SACMPM	14% vs 19%	78% vs 72%	5% vs 6%	3% vs 4%
SACAP	14% vs 14%	72% vs 75%	7% vs 7%	7% vs 7%
SACLAP	1% vs 3%	98% vs 94%	1% vs 1%	1% vs 2%
SACQSP	20% vs 20%	69% vs 70%	8% vs 8%	2% vs 2%
SACPVP	14% vs 15%	78% vs 76%	8% vs 5%	2% vs 4%

These statistics are heavily influenced by ECSA due to the high number of its registered professionals. Nevertheless, one can observe that not much progress has been made, achieving a mere average 2.3% improvement over two years, with SACAP and SACQSP being the worst performers.

Transformation of the built environment professions (Continued)

This, however, does not mean no effort has been made. Several initiatives are ongoing and one is hoping to see progress in the next couple of years. It is a concern though that the efforts of the built environment community into transformation initiatives in the last two to three years is not yielding the desired outcomes fast enough. For 2017, Statistics South Africa (Stats SA) estimated the mid-year population at 56, 52 million, which reflected in race percentages are:

- **African: 80.8%**
- **Coloured: 8.7%**
- **Indian 2.6%**
- **White: 7.9%**

Approximately 51% of the population is female. It is therefore not sustainable to have such a low number of registered black professionals in the built environment, 23 years after the dawn of 1994 democracy! The picture looks worse if female registered professionals are considered. As at 31 March 2017, only 10.9% of the registered professionals were females, broken down as:

- **White: 6.2%**
- **Black: 3.5%**
- **Indian: 0.9%**
- **Coloured: 0.3%**

A further split of the 10.9% per CBEP is shown in the tables below.

Table 2a - Gender representation (numbers) of total registered professionals (CBE Annual Report; 31 March 2017)

	# of Registered Professionals	Total # of Females	Total # of Males	# of African Females	# of White Females	# of Indian Females	# of Coloured Females
ECSA	29340	1971	27369	1087	617	218	49
SACPCMP	2605	100	2505	56	34	6	4
SACAP	7997	1913	6084	175	1563	114	61
SACLAP	206	92	114	0	90	1	1
SACQ	2105	393	1712	127	230	30	6
SACPVP	1324	262	1062	70	162	18	12
Total	43577	4731	38846	1515	2696	387	133

Table 2b - Gender representation (percentages) of total registered professionals (CBE Annual Report, 31 March 2017)

	% of Registered Professionals	Females % of Registered Professionals	Males % of Registered Professionals	African Females % of Registered Professionals	White Females % of Registered Professionals	Indian Females % of Registered Professionals	Coloured Females % of Registered Professionals
ECSA	67.33%	4.52%	62.81%	2.49%	1.42%	0.50%	0.11%
SACPCMP	5.98%	0.23%	5.75%	0.13%	0.08%	0.01%	0.01%
SACAP	18.35%	4.39%	13.96%	0.40%	3.59%	0.26%	0.14%
SACLAP	0.47%	0.21%	0.26%	0.00%	0.21%	0.00%	0.00%
SACQSP	4.83%	0.90%	3.93%	0.29%	0.53%	0.07%	0.01%
SACPVP	3.04%	0.60%	2.44%	0.16%	0.37%	0.04%	0.03%
Total	100.00%	10.86%	89.14%	3.48%	6.19%	0.89%	0.31%

At the above average rate of approximately 2.3% improvement of race representation over two years, it would take about 50 years for the built environment professionals' demographics to reflect South African demographics. The timeframe to achieve equitable female representation will even be longer, may be 100 years! Obviously this situation is not acceptable and requires urgent and radical interventions.

There are several ways that can help change the picture above. Firstly, we must begin at the source of the skills pipeline viz. the basic education phase. More effort must be put into creating awareness amongst high school learners in order for them to choose built environment careers and programs as their first choice. This will help in changing the profile of first year intakes at universities and universities of technology. Secondly, academic support programs must be properly resourced. Students from disadvantaged backgrounds require a lot more support to make it through the first two years of tertiary studies. Thirdly, vacation work must be brought back and enhanced. This provides an excellent opportunity for students, especially from disadvantaged backgrounds, to experience real life situations and relate to their theoretical training. It is also an opportunity to create invaluable networks with professionals involved in their area of specialization or study. Fourthly, industrial mentoring and coaching programs must be reinstated. Ideally, each student should have an industrial mentor/coach two years before graduating. This will ensure a smooth transition from academic to industrial career development. The industrial mentor/coach can also assist in ensuring that the student does meaningful work upon graduating that will contribute toward professional registration. This will also require industrial mentors/coaches to be well versed with professional councils' standards and requirements for professional registration. They will also be expected to be actively involved in work-based training of the candidates.

Accreditation of academic programs

Academic institutions do not sufficiently create an awareness of professional registration objectives at tertiary level. The emphasis is always on graduating and receiving an academic qualification. However, the objective and thinking that must be infused in students is to get an accredited qualification with an objective of registering as a professional.

Besides the usual visits conducted by professional bodies, each student must have an electronically-based profile to measure their progress against Exit Level Outcomes (ELOs). This must be a seamless and integrated system incorporating tutorial, test, practical and examination assessments. Each student should be able to monitor and track their progress up to graduation and beyond.

Registration processes, systems and standards improvement

The registration system and assessment methodologies used by most professional bodies in the built environment are still primitive. In this modern world of digitization, it is unacceptable that built environment professional councils are using manual methods of assessing suitability for registration. Because of the stone-age methods of assessments and registration, it takes anything between 3 - 12 months to assess and register a professional. Digitization of the assessment and registration process can reduce the registration process from start to finish to six weeks, including all committee approvals as required.

Compulsory registration of any person who performs work designated for built environment professionals

It is international best practice for professionals to be registered by a statutory body to allow them to practice their trade. This is meant to protect the public and the individual providing the service. Most professions in South Africa, like the legal and accounting practitioners, are registered to perform their work. The built environment legislation, promulgated in 2000, has a provision for compulsory registration. However, it requires that the professional councils and CBE identify the type of work to be reserved for registered professionals in the built environment. It is now 17 years later and the built environment professionals have failed to put the necessary regulations in place. This is largely because of a self-imposed requirement for the Competition Commission to approve the regulations which was never the intention of the legislation. Support in the form of guidance and intervention from the Executive Authority responsible for the built environment will assist greatly in unblocking the delays in implementing the necessary regulations.

Conclusion and Recommendations

This article has highlighted major transformation challenges faced in the built environment. One can conclude that unless there is urgent intervention, the status quo will remain for at least the next 20 years. It is therefore imperative that radical and innovative transformation initiatives are initiated and supported.

Existing programs should be enhanced and properly funded. Collaboration between government (represented by the Department of Public Works), CBE, academic institutions, voluntary associations and professional councils should be encouraged. Significant progress in transformation will unlock a number of other initiatives of the built environment professionals, including accelerating the regulations for the identified work for built environment professionals.

Some of the low “hanging fruit” are:

- Create a national database of mentors and coaches in all built environment professions, enabling candidates and students to identify and select a suitable one nearest to them and related to their field of study;
- Digitize academic programs’ accreditation process and assessments;
- Digitize the application process for registration as candidates and professionals. This will help in reducing the waiting period from months to weeks;
- Active involvement of registered professionals in academic support programs;
- Introduce a targeted bursary program for built environment students, targeting top achievers at high school and first year tertiary levels;
- Re-introduce vacation work, in partnership with private sector;
- Consider the Competition Commission’s approval of regulations for the identification of work for registered professionals in a phased approach:
 - First phase submission to cover reservation of titles and the identification of high risk work for the different categories of registered persons; and
 - Second phase submission to cover a broad range of identified work for the various categories of registered persons. This must be subject to significant progress in transformation targets for registered persons. Targets must be set in consultation with the CBEP.
- Set up a non-profit organization to drive an integrated implementation program and targets of the built environment transformation agenda. This organization will source funding from the public and private sector. It can also source funding from international donors.

Autobiography

Our roots

The Council for the Built Environment (CBE) owes its existence to the CBE Act 43 which was passed by Parliament in November 2000. Together with all the other changes that accompanied the demise of the apartheid regime in South Africa came the need to regulate, monitor and transform the building and construction sector. Thus the CBE was created as an organisation in September 2001 to carry out the provisions of this CBE Act 43 of 2000.

What's in a name?

Long names, whether of people, places or entities, have a tendency to be shortened into acronyms, and the long winded Council for the Built Environment is no exception. Thus:

***C**ouncil for the **B**uilt **E**nvironment = CBE*

Then, what we millennials knew colloquially as the building and construction sector has been formalised to the 'built environment'. So:

***B**uilding and construction (old) = built environment (neo)*

Who we are?

CBE is a government entity, attached to the Department of Public Works. It assists to carry out some of the functions of the Department of Public Works. Therefore the CBE reports to and is accountable to the Minister of Public Works. It is governed by the same rules and regulations that apply to all other government institutions.

What we do?

Essentially the CBE is government's appointed custodian of the built environment, playing the role of public protector. The aims of the CBE are to promote the following causes:

- Historically disadvantaged individuals claim a greater share of the entrepreneurial space in the construction sector.
- Built environment fields are an attractive career choice for school learners.
- Race and gender imbalance is redressed in the sector by increasing numbers of non-white and women practitioners achieving professionally registered status.
- Life-long learning and the recognition thereof is the norm.
- Protecting the public from collusive cartels and unacceptable standards of work delivered.
- Research, policy, education, international collaboration to keep dated with best practice and a built environment relevant to South Africa's geo-political landscape.
- Overseeing Councils for Built Environment Professions. Put simplistically architecture, engineering, project and construction management, landscape architecture, property valuation and quantity surveying are the six disciplines of the built environment. Each of these disciplines are regulated by their own professional body called a council, these being:

ECSA	Engineering Council of South Africa
SACAP	South African Council for the Architectural Profession
SACLAP	South African Council for the Landscaping Architectural Profession
SACPVP	South African Council for the Property Valuers Profession
SACPCMP	South African Council for Project and Construction Management Professions
SACQSP	South African Council for the Quantity Surveying Profession

Each of these councils are constituted in terms of their individual Professions Act, and is headed by a Registrar. CBE maintains an oversight role to ensure that these councils for the built environment professions exercise integrity and compliance in all areas of their operations.

Our leadership

CBE is led by a twenty member Council to provide effective leadership for an ethical foundation of the organisation. Members, representing Public Works and relevant government departments, built environment disciplines, and the public are appointed through a formal process as stipulated in the CBE Act. The Minister of Public Works appoints the Chairperson and Deputy Chairperson. The duration of each Council's term is four years. Currently, the fourth term Council is in office.



Douglas Michell

Dr Ida Breed

Goatlthe Sefotlho

CBE Fourth Term Council

Standing from left to right: Itumeleng Kgomo (Resigned), Dr Zwanani Mathe, Neil Lombard, Sithiwe Thubane, Thembinkosi Matunda (Resigned), Zukile Mvalo, Prof Kathy Michell, Clive Mtshisa, Ancunel Steyn (Resigned), Mapula Tshangela, Anna-Marie Lee.

Seated from left to right: Gugu Makongwana, Niniza Sithole (Deputy Chairperson), Honourable Minister Thulas Nxesi (former Minister of Public Works), Isaac Nkosi (Chairperson), Jerry Margolius, Gugu Mazibuko (former CEO of CBE).

While the Council provides strategic leadership, back at the ranch the operations of CBE are headed by its Executive Team comprising the chief executive officer, chief financial officer and chief operations officer.

In a nutshell

The Council for the Built Environment (CBE), located in Pretoria, is a statutory body established in terms of the Council for the Built Environment Act (No. 43 of 2000). It is an overarching body that coordinates six Professional Councils (architecture, engineering, landscape architects, project and construction management, property valuation and quantity surveying). The Council for the Built Environment is bound by its mandate to ensure sustainable built environment professions which serve public and national interests.

“Nothing for us, without us”

The Council for the Built Environment (CBE) was recently honoured to be a part the National Department of Public Works Disability and Construction Empowerment seminar held on 28-30 November 2017 in Durban, KwaZulu-Natal. This event was part of the larger national roadshow to commemorate National Disability Rights Awareness Month. The three day seminar was representative of stakeholders from various sectors – Business, NGO, Department of Small Business Development, Government Infrastructure Departments and sister entities, and Regulatory bodies in the construction sector.

CBE's participation in this event was relevant, with its Transformation Policy and programmes aligning very much with that of the seminar i.e. to include marginalised community groups into the built environment sector and increase participation in its existing transformation and skills development programmes.

The stakeholder groups committed to creating opportunities to include the disabled community into the construction business ventures and to provide clarity on accessing such opportunities. There were also segments on registration, compliance, alignment of objectives, targets and marketing construction business ventures. Delegates also shared their challenges and milestones.

Inclusivity is the name of the game, so the seminar's theme of **nothing for us, without us** with its underlying tone of empowerment resonated throughout the discussions.



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

