

**2022/2023 FINANCIAL YEAR**

**TRANSFORMATION COLLABORATIVE  
COMMITTEE:**

**PROFESSIONAL SKILLS AND  
CAPACITY DEVELOPMENT**

**PROGRESS REPORT**

**JUNE 2022**

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## **ACRONYMS**

**APP** - Annual Performance Plan

**BEMC** – Built Environment Matters Committee (Council Sub-Committee)

**CBE** - Council for the Built Environment

**cidb** – construction industry development board

**DEL** – Department of Employment and Labour

**DPWI** - Department of Public Works and Infrastructure

**ISDG** - Infrastructure Skills Development Grant

**MoU** – Memorandum of Understanding

**PSCD** – Professional Skills and Capacity Development

**TCC** - Transformation Collaboration Committee

**ToR** - Terms of Reference

## 1. Purpose

The purpose of this report is to provide an overview of the activities undertaken by the Professional Skills and Capacity Development Transformation Collaborative Committee (PSCD TCC) during Quarter 1 of the 2022/2023 financial year.

## 2. Background

The Council for the Built Environment (CBE) is a statutory body established under the Council for the Built Environment Act (No. 43 of 2000). It is an overarching body that coordinates the following six councils for the built environment professions - Architecture, Landscape Architecture, Engineering, Property Valuation, Project and Construction Management, and Quantity Surveying – and through memoranda of understanding these also include Town and Regional Planning, Land Surveying and Environmental Assessment. Sections 3(a) and (e) of the CBE Act respectively, mandates the CBE to promote and protect the interests of the public and promote appropriate standards of health, safety and environmental protection within the built environment.

In line with the above, Transformation of the Built Environment Professions is one of the key imperatives of the CBE. As per the CBE Strategic Plan, the CBE is to facilitate participation by the Built Environment Professions in integrated development in the context of national goals, specifically regarding Transformation as a key priority of the sixth term government. The CBE's third Transformation Indaba, hosted in October 2019, produced a number of key resolutions, in relation to challenges impeding Transformation in the sector. The CBE expects to deliver on these resolutions to ensure transformational progress. The main vehicle for driving these activities is the Transformation Collaborative Committees (TCCs), constituted in collaboration with the Department of Public Works and Infrastructure (DPWI) to specifically address these challenges. These TCCs, with support from the DPWI, are commissioned to engage with all relevant departments and industry role players to resolve key challenges identified by stakeholders. These Transformation Collaborative Committees (TCC) comprise of the following:

- i. Health, Safety, Public Protection and Universal Access (HSPPUA)
- ii. Occupation Specific Dispensation (OSD)
- iii. Procurement, Policy, Legislation and Socio-Economic Development (PPLSED)
- iv. Professional Skills and Capacity Development (PSCD)
- v. Women Empowerment and Gender Equality (WEGE)

## **Professional Skills and Capacity Development (PSCD)**

The PSCD TCC focuses on skills development initiatives and their implementation to increase the number of black professionals in the sector. The committee considers whether programmes, intended to address the skills gap, are aligned and integrated and whether Government is deriving value for money from the investment in skills development programmes for the built environment. The committee is also to consider proposals to accelerate skills development programmes, including the possibility of establishing a single built environment skills fund. The committee should also discuss how best to establish a national skills plan that leads to artisanship as a career-choice. The section below provides an update on progress made thus far by the PSCD TCC in Quarter 1 of the 2022-2023 financial year.

### **3. Professional Skills and Capacity Development TCC Quarter 1 Progress Report**

#### **3.1 Overview**

The PSCD TCC Terms of References (TOR) and list of deliverables were revisited to ensure alignment to the CBE objects, and to incorporate the CBE Transformation Strategy. However, the CBE would coordinate a workshop in July 2022 on all the TCC TOR to ensure full alignment and accommodation of the relevant CBE objects. The PSCD facilitated presentations by key role players such as National Treasury, Construction Industry Development Board (cidb) and Construction Education and Training Authority (CETA) amongst others to detail their programmes related to skills and capacity development in the Built Environment industry. Lastly, the PSCD TCC developed a workplan for the Built Environment Matters Committee's (BEMC) consideration for continuous reference and monitoring against the goals, objectives, tasks set out by the PSCD TCC which encompassed four of the CBE's 2022/23 financial year targets.

#### **3.2. Quarterly Progress**

The section below provides an update on progress made by the PSCD TCC in Quarter 1 (April – June 2022) of the 2022-2023 financial year.

### **3.2.1. Quarter 1 (9 May 2022)**

On 9 May 2022 the first PSCD TCC was hosted. The specific purpose of this engagement was to:

- i. finalise the refined TOR
- ii. update the report on the Database of Unemployed Graduates in the Built Environment
- iii. update the report on BE graduates/ professionals in employment of Institutions of Higher Learning to advocate for the employment of South African BE professionals

In addition, the committee received the final Throughput Study presentation and hosted presentations on the National Treasury's Infrastructure Skills Development Grant (ISDG) and the Construction Industry Development Board's B.U.I.L.D. Programme. Four Annual Performance Plan (APP) targets linked to the committee's work for the current financial year were also introduced to the committee. A summary is provided below on the areas of discussion outlined above.

#### **3.2.1.1. Terms of Reference**

The refined PSCD TOR was tabled at the meeting of 9 May 2022 for input by the committee members. This done, it would be adopted at the next committee sitting scheduled for 28 June 2022.

#### **3.2.1.2. Matters for Discussion**

##### **a) Report on the Database of Unemployed Graduates in the Built Environment**

It was reported that the data collected emanated from a google form circulated through the CBE website and stakeholder engagements for graduates to capture their information. There were gaps identified regarding the completeness of data captured by the unemployed graduates which should be deemed mandatory in the future. All required areas were crucial for the objectives of the database, which are to place unemployed BE graduates in infrastructure programmes, cidb programmes, Strategic Integrated Projects (SIPs) etc.

The data obtained indicated:

- i. 520 Unemployed BE graduates submitted their details on the database thus far
- ii. Six blanks were picked up and noted among the challenges
- iii. Gender: 340 males and 174 females,
- iv. Nationality: 473 - South African; 47 - other nationals

- v. Provincial spread: Gauteng made up the majority with 34%
- vi. Discipline: Quantity Surveyors, Architects, Civil and Structural Engineering graduates were the disciplines of majority of unemployed BE graduates

Furthermore, engagements are in progress towards a Memorandum of Understanding (MoU) with the Department of Employment and Labour (DEL) on the database of unemployed graduates. Alumni offices at BE tertiary institutions were approached and the lack of data capturing of unemployed graduates was identified. The consideration is to share the CBE database link through existing MoUs and consultations with the Head of Built Environment Departments.

The committee advised that the CBE should find alternative avenues to cover the identified gaps in the unemployed graduates survey (i.e., disability) and source the information from Alumni Offices at tertiary institutions. Additionally, the committee was to consider the interface and linkage to the unemployed graduates database of the DPWI.

**b) Report on BE graduates/ professionals in employment of Institutions of Higher Learning to advocate for the employment of South African BE professionals**

The following key highlights were provided to the committee:

- i. There was no clear indication of a majority of foreign nationals employed at tertiary institutions
- ii. Going forward, there was a need to further investigate South African nationals employed at these institutions (gender and race)

**c) *List of PSCD TCC Deliverables from the previous Financial Year***

The CBE presented the PSCD TCC deliverables which were in line with the goals of the committee for any further inputs. The committee welcomed the list and requested a final round for inputs and comments. No further inputs were received from committee members with the final version circulated.

### **3.2.1.3. Presentations by some key role players in the Industry**

#### **a) National Treasury's Infrastructure Skills Development Grant (ISDG)**

The ISDG is a conditional grant as reflected in the division of revenue bill whereby:

- ✓ Municipalities must comply with the requirements of the grant
- ✓ Noncompliance with the requirements by the municipalities result in a suspension of their participation in the programme

National Treasury provides the municipalities with business plan templates to help enable them to submit credible plans. The following critical factors was highlighted as part of the requirements:

- i. The ability to demonstrate the capability and capacity to successfully implement the programme.
- ii. The ISDG is a conditional grant, guided by its framework and the division of revenue bill, which both emphasise the obligations of the participating municipalities (must adhere and comply with the grant requirements). It was highlighted that the ISDG was different in terms of its background,
- iii. Similarities and synergies had been noted and engaged on between the CBE and National Treasury in the past
- iv. The funding mechanism was also different in that they are structured within the respective municipalities
- v. Though commonalities were identified in terms of various programmes contributing towards the built environment, the ISDG was more stringent on the road towards professional registration and geared towards supporting municipalities, with great outputs produced over the number of years

The ISDG was noted as a progressive programme which the PSDC TCC recognised as a key role player to help maximise the contribution to the built environment sector.



#### **b) Construction Industry Development Board's B.U.I.L.D. Programme**

The presentation on cidb B.U.I.L.D programme noted the following:

- The CBE and cidb need to engage closely on the learner training system with its tracking system a strength to foster collaboration and avoid areas of duplication
- The programme was a success, given the accessibility of information to monitor progress of the allocated students

The PSCD TCC agreed that the cidb should provide a more detailed presentation on the learner management system at the next sitting.

#### **3.2.1.4. 2022/23 Annual Performance Plan (APP) target**

The following targets would be part of the PSCD TCC deliverables to be monitored and reported on a quarterly basis. The CBE committed to deliver presentations at the next PSCD TCC scheduled for 28 June 2022.

- a) Forty-four districts identified in the District Development Model (DDM) supported through monitoring the implementation of the BE Structured Candidacy Programme by 31 March 2023.**
- b) Facilitate and report on the placement of 400 Built Environment students from seven Universities of Technology in workplaces for work integrated learning by 31 March 2023.**
- c) Facilitate and report on the placement of 400 Built Environment students from seven Universities of Technology in workplaces for work integrated learning by 31 March 2023.**
- d) One research report on the assessment of BE Candidacy Programmes within public sector institutions by 31 March 2023.**

#### **3.2.2. Quarter 1 (28 June 2022)**

On 22 June 2022 the second PSCD TCC was hosted. The specific purpose of this engagement was to report on matters arising from previous discussions, to adopt the committee's TOR and to recommend the workplan developed for the current financial year. A summary is provided below on the areas of discussion outlined above.

### **3.2.2.1. Terms of Reference**

It was reported that the finalised PSCD TOR would form part of the ad hoc workshop where all the TCC TORs which would be tabled with Council members and TCC Chairpersons in July 2022 to ensure alignment to the CBE objects and standardisation.

### **3.2.2.2. Matters arising for Discussion**

#### **a) Throughput Study**

The committee noted that the study was finalised, and recommendations were being submitted to Council as per the last sitting. The intention of the study was initially to observe and note the level and number of people in the built environment skills pipeline.

- Vigorously pursue career awareness initiatives with the Department of Basic Education at national and provincial levels.
- Continue to foster partnerships with key role players in career development such as the National Research Foundation (NRF) through the South Africa Agency for Science and Technology Advancement (SASTA) driving the Science, Technology, Engineering and Mathematics (STEM).

The committee resolved that the Throughput study remains as a standing item to help address issues emanating from the initiatives undertaken.

#### **b) National Treasury's Infrastructure Skills Development Grant (ISDG)**

It was reported that the following issues would be considered in relation to the requested coordination of a broader engagement in relation to the Built Environment:

- Funding criteria
- Candidate support by the institutions identified (capacitated and those not capacitated)

#### **c) Construction Industry Development Board's B.U.I.L.D. Programme**

The cidb presented the Learner Training Management System to the committee on 28 June 2022.

- The CBE and cidb to engage and work closely to avoid duplication on the aspect of training systems (in relation to the Built Environment, and to obtain the list of

projects for engagement with clients for compliance with the cidb standard for skills development)

**d) Report on the Database of Unemployed Graduates in the Built Environment**

It was reported that engagements with employers to help place Work Integrated Learning (WIL) students and unemployed graduates were in progress. It was also noted that the cidb was assisting with placing students with contractors on their database. Moreover, MoU to be signed with DEL to access the Built Environment unemployed database from their ISSA platform.

**e) Overview of CETA Flagship Skills and Capacity Development Programmes**

The Construction Education and Training Authority (CETA) presented its flagship programmes on 28 June 2022. Clarity was provided regarding the following:

- i. Functions of the CETA (NSDP Outcomes)
- ii. Allocation of Mandatory and Discretionary grants
- iii. Allocation of Discretionary Grant (PIVOTAL Programmes)
- iv. Non-PIVOTAL Programmes
- v. Eligibility to apply for Discretionary Grants
- vi. Discretionary Grant application process
- vii. Discretionary Grant Evaluation and 2022/23 funding window

**f) Southern African Society for Cooperative Education (SASCE)**

SASCE delivered a presentation to the committee on 28 June 2022 on their vision, mission, values, objectives, business model, strategic priorities and programme of action.

**3.2.2.3. Workplan**

The following deliverables were tabled for the committee's endorsement:

- a) Report on Support to 44 district municipalities on the Structured Candidacy Programme
- b) Report on WIL Placements in the Universities of Technology (UoTs)
- c) Report on NSG Reskilling Programmes for BE candidates and professionals
- d) One research report on the assessment of BE Candidacy Programmes within public sector institutions by 31 March 2023
- e) Stakeholder Engagements

The activities will be reported on a quarterly basis as standing items of the committee going forward. The committee welcomed and endorsed the workplan for recommendation at the next BEMC.

#### **3.2.2.4. 2022/23 Annual Performance Plan (APP) target**

##### **a) Districts municipalities supported through monitoring the implementation of the BE Structured Candidacy Programme**

The following engagements took place:

- i. An executive engagement held with the Director-General of Limpopo Provincial government on 7 April 2022 with the MoU being finalized for sign off
- ii. An executive engagement held with the Director-General of the Mpumalanga Provincial government on 21 June 2022 with the MoU being finalized for sign off
- iii. John Taolo Gaetsewe district municipality on 9 June 2022
- iv. Ethekewini municipality on 14 June 2022
- v. Northern Cape LGSETA SDF Forum on 7 and 8 June 2022
- vi. Northern Cape Inter-Seta Forum and SDF Forum on 22 and 23 June 2022

##### **b) Facilitate and report on the placement of 400 Built Environment students from Seven Universities of technology in workplaces by 31 March 2023**

- i. Engagements held with the following universities to understand their WIL programmes and to offer support on WIL student placements – Vaal University of Technology (VUT), Tshwane University of Technology (TUT), Cape Peninsula University of Technology (CPUT), Walter Sisulu University (WSU), Mangosuthu University of Technology (MUT), Central University of Technology CUT and UNISA.
- ii. Database of WIL students developed
- iii. Database of workplaces to place students developed

**c) Upskilling programmes for BE professionals and candidates appointed by the State**

These were the developments on this target:

- i. Meetings held with the National School of Government (NSG) in May and June 2022 to discuss the programme and the required critical path for programme development
- ii. Steering committee comprising of the CBE and NSG established to implement the programme
- iii. Survey form developed as an instrument to gather needs for programme development
- iv. MoU developed and planned to be signed on 14 July 2022

**d) One research report on the assessment of CBE candidacy programmes within sector institutions produced by 31 March 2023**

It was highlighted that a concept document was being developed for approval which would include the following intentions:

- i. Examine the nature and efficacy of built environment candidacy programmes within the sector institutions
- ii. Investigate the effectiveness of the mentorship of built environment candidates within public sector institutions
- iii. Evaluate the extent to which OSD enables or limits the implementation of built environment candidacy programmes
- iv. Examine whether the working environment within public sector institutions is conducive for built environment candidacy programmes
- v. Investigate the challenges impeding on the success of built environment candidacy programmes implemented within public sector institutions
- vi. Assess and document good practices of built environment candidacy programmes within public sector institutions

#### **4. Conclusion and Way Forward**

It was resolved that the Throughput Study item would remain on committee discussions going forward (despite the finalisation of the report) to help the committee keep track of progress in relation to the information. The workplan will be converted into the committee's standing items for quarterly progress updates. A recommendation register has been consolidated against the PSCD TCC held in quarter one for consideration by the BEMC.