

2019 TRANSFORMATION INDABA FOR THE BUILT ENVIRONMENT

Igniting the Possibilities...



PRISCILLA MDLALOSE: CHIEF EXECUTIVE OFFICER
07 February 2019

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TRANSFORMATION

“A profound process of change, emanating from a need to redress historical disadvantage with a specific focus on the improvement and provision of equal opportunities and access to quality education, training, mentorship and skills development in an effort to drastically increase the quantity and quality of registered built environment professionals”

RECAP OF 2017 TRANSFORMATION INDABA

Indaba will be hosted annually, the events will serve as a 'past-present-future' mirror to:

- ❑ Gauge the status of transformation in the South African built environment
- ❑ Provide a platform for collaboration and sharing of knowledge among academia, the public and private sectors
- ❑ Interrogate challenges and possible recommendations / solutions from multi-dimensional perspectives
- ❑ Track the progress of overall transformation in the South African built environment year-on-year

RECAP OF 2017 TRANSFORMATION CONT'D...

Declaration of Intent

We the participants of the CBE Transformation Indaba 2017 hereby declare that we shall:

- Generate focus and synergy in developing a unified Transformation Agenda for the Built Environment sector of South Africa
- Collaboratively drive the Transformation Agenda of the Built Environment sector of South Africa
- Participate actively in joint initiatives that advance Transformation in the sector
- Coordinate efforts in transforming the Built Environment through various initiatives and actions
- Coordinate efforts to unblock the skills-pipeline and ensure a sustainable supply of aptly skilled and quality individuals to meet future demands
- Collaboratively develop a quality assured support scheme for learners and graduates
- Generate partnerships and working relationships across private and public sectors to drive Transformation initiatives

RECAP OF 2017 TRANSFORMATION CONT'D...

Outcomes of 2017 Indaba

- ❑ Mobilise more female participants in the sector at foundational learning, tertiary and employment level
- ❑ Consider innovative measures to help unblock the shared hindrances
- ❑ Collective resource mobilisation for consolidated and joint projects amongst all stakeholders
- ❑ More effort required to accommodate Universal Access and Reasonable Accommodation
- ❑ Address and upscale the issue of data/Information gaps with concrete measures for monitoring and evaluation
- ❑ Utilise the improvement of skills development in the sector (short – long term) to help influence the ownership of companies in the sector which are not currently transforming at a requisite rate
- ❑ Consider using CPD points to attract and encourage quality mentoring for candidacy programmes

PROGRESS ON 2017 TRANSFORMATION INDABA RESOLUTIONS

- ❑ **Transformation Stakeholder Road Show** with key stakeholders nationally to support the transformation agenda - specific focus on creating collaborated skills development and transformation related initiatives.
The immediate engagements were with the Provincial Departments of Public Works.
- ❑ **Engagement with Construction Health and Safety stakeholders and practitioners**
- ❑ **Think Tank with:** Public Works (Gender Unit) and its entities (Independent Development Trust (IDT), Construction Industry Development Board (cidb), Agrément SA (ASA); other Councils: Property Sector Charter Council (PSCC), Black Business Council for Built Environment (BBCBE), Green Building Council South Africa (GBCSA); Tshwane Economic Development Agency (TEDA); and Private Sector.

STATUS ON TRANSFORMATION IN THE BUILT ENVIRONMENT PROFESSIONALS: PROFESSIONALS

- ❑ Progress on Transformation within the Built Environment has been slow in comparison to other sectors e.g. Financial Sector
- ❑ Only 26% of all registered built environment professionals are from the previously disadvantaged groups
- ❑ Whites represent 74% of all registered professionals
- ❑ African professionals alone account for 17% of all registered professionals
- ❑ Women professionals account for 0.3%
- ❑ With reference to the national population, the above translates to:
 - 1 in 5000 Africans is a registered professional
 - 1 in 3300 for coloureds is a registered professional
 - 1 in 526 for Indians is a registered professional
 - 1 in 150 for white people is a registered professional

STATUS ON TRANSFORMATION CONT'D...

CANDIDATES

Candidacy registrations are used as early predictor of transformation

- ❑ At present about 71% of all registered built environment professionals are from the previously disadvantaged groups
- ❑ White candidates represent about 29% of all registered persons
- ❑ African candidates alone account for 58% of all registered persons
- ❑ Women candidates account for about 25%

STATUS ON TRANSFORMATION CONT'D...

- ❑ Industry has been the slowest to adopt new technologies
- ❑ Performance on project delivery has been poor
- ❑ This is characterised by
 - cost overruns
 - schedule overruns
 - unacceptable quality levels
 - poor health and safety performance

CURRENT BARRIERS TO TRANSFORMATION

Transformation efforts are hampered by:

- ❑ poor skills development programs
- ❑ inadequate funding
- ❑ market factors
- ❑ capacity constraints
- ❑ fraud and corruption
- ❑ data inconsistency and inaccuracy

TRANSFORMATION – AS WE ENVISION IT

Three fold:

1. Addressing historical imbalances
 - National imperative
2. Preparing industry for the uncertain future
 - Fourth Industrial Revolution
3. Making our industry count again
 - Failure to live up to people's expectation on delivery

LESSONS LEARNT FROM OTHER SECTORS

Transformation strategies implemented by identified sectors in South Africa:

- ❑ South African Institute of Chartered Accountants (Thuthuka program)
- ❑ Banking Association of South Africa (CEOs' initiative)
- ❑ Aveng and Grinaker-LTA (structured mentorship)

INDUSTRY-WIDE STRATEGY

To enhance transformation interventions we need an industry-wide strategy:

❑ **Conceptualisation**

- Use skills development process (CBE Skills Pipeline) for sustainability
- Quality is not compromised
- Redressing historical imbalances
- Focus on previously disadvantaged areas/communities

❑ **On Transformation Strategy Development**

- In depth consultations with key stakeholders is critical
- Key tools of engagements:
 - Legislation and Government pronouncements
 - B-BBEE
 - Sector specific needs and objectives defined by the industry
 - Sector input through workshops or other platforms

INDUSTRY WIDE CONT'D...

- ❑ **Implementation of the strategy:**
 - Have or establish institution with oversight role
 - Holistic human resource development from primary school to professional status – e.g. Maths and Science project
 - Sector wide approach with specific programs championed by industry partners
 - Industry should influence curricula in institutions of learning
 - Drive Structured candidacy program
 - Have or establish sustainable funding for bursary – e.g. the Thuthuka model
 - Training and university to be supported by the sector
- CBE to have a sector-wide monitoring mechanism



BENEFITS OF A TRANSFORMED BUILT ENVIRONMENT INDUSTRY

Economic and Social benefits:

- ❑ Built environment professions and skills are key in realising the planned infrastructure drive
- ❑ Transformation strategy will lead to an increase in the quantity and quality of the built environment professionals
- ❑ Safeguard previously disadvantaged individuals
- ❑ Meet future challenges in the industry

BUT.....

This Depends on Critical Success Factors:

- ❑ Buy-in from Public Sector and Private Sector Stakeholders
- ❑ Success in establishing an oversight organ / entity (CBE to strengthen its oversight role supported by changes in the legislation)
- ❑ Success in establishing and maintaining a fund to sustain transformation initiatives
- ❑ Positive participation of stakeholders in the Education and Training value chain
- ❑ Willingness of the Private Sector to fund key programmes and commitment to quality workplace training

RECOMMENDATIONS AND PROPOSED WAY FORWARD

- 1. CBE to monitor and evaluate sector-wide Transformation Initiatives/ Interventions with a focus on:**
 - Enforcement of industry agreed measures
 - Funding and usage
 - Compliance of all key stakeholders
 - Representation targets to ensure national imperatives are met
 - Curricula to meet the identified industry requirements
 - Accreditation requirements to reflect transformation agenda
- 2. All sector role players to contribute resources (financial or human) for joint/collaborative transformation initiatives/interventions driven by a communal/mutually shared funding mechanism.**
- 3. Sector wide reporting**



- 4. Making the next Indaba as self-sustainable as possible.**



*United We Stand
Divided We Fall
In Unity There Is Strength*