

# ONTRACK



**PROFESSIONAL  
DEVELOPMENT**  
Addressing skills shortages

**MASAKH'ISIZWE BURSARIES**  
Enabling students to earn their degrees

# CONTENTS

## IN THIS ISSUE



- 3 Editor's note
- 4 Students awarded Masakh'iSizwe bursaries
- 10 The journey towards professional registration
- 12 New graduates at Property Management
- 14 Mentoring and training boost contractor development outcomes
- 15 Learn more about our Contractor Development Programme



### VISION:

To lead in the delivery of government infrastructure and related services.

### MISSION:

The Department of Transport and Public Works delivers infrastructure and services to promote socio-economic outcomes and safe, empowered and connected communities.

### EDITORIAL TEAM:

**Editor:** Byron la Hoe

**Head of Communication:** Jandr  Bakker

**Design:** Sylvanus du Plessis and Hantie Engelbrecht

**Cover photo:** Zanele Jam-Jam

**Contributors:** Stephen Heyns, Carl Marx, Sophia Lourens, Siphesihle Dube, Marion de Vries, Marinda Calitz, Francois Jooste, Gail Eckhard, Una Duze, Paulet Apollis, Marcelle Modise, and Keith Rass.

### CONTACT THE ON TRACK TEAM:

**Telephone:** 021 483 9813 | **Fax:** 021 483 9851

**Email:** [Transport.Publicworks@westerncape.gov.za](mailto:Transport.Publicworks@westerncape.gov.za)

**Website:** [www.westerncape.gov.za/tpw](http://www.westerncape.gov.za/tpw) | **Twitter:** @WCGovTPW

Please send us your feedback and suggestions.

## 2019/20 BUDGET PRIORITIES

Former Minister of Transport and Public Works Donald Grant delivered the 2019/20 departmental Budget speech in the Western Cape Provincial Parliament in March this year. A total of R8,1 billion was allocated to the Department, which included R3,66 billion for transport infrastructure across the province. From a programme perspective, the allocations are as follows:

- **Administration:**  
R229 million
- **Public Works Infrastructure:**  
R1,99 billion
- **Transport Infrastructure:**  
R3,66 billion
- **Transport Operations:**  
R1,37 billion
- **Transport Regulation:**  
R775 million
- **Community Based Programmes:**  
R64 million

The Department is also the infrastructure implementing agent (capital works and maintenance) for education and health in the province. For this reason, the Department will spend a further R1,23 billion on behalf of the Western Cape Education Department, and R729 million on behalf of the Western Cape Department of Health. These amounts include funds for capital works and scheduled maintenance. The strategic decisions about these education and health infrastructure projects remain with those departments and the three departments cooperate to ensure that their budgets go as far as possible without sacrificing quality and safety standards. In the current tough economic climate, working together in this way is essential for effective service delivery.

## EDITOR'S NOTE

The stories featured in this edition focus on empowerment and skills development. They describe the good work being done by our Expanded Public Works Programme (EPWP) component in collaboration with its stakeholders.



All these programmes reflect the Department's commitment to alleviating unemployment in the Western Cape, providing short-term work opportunities, and developing the skills of participants. In addition, the EPWP provides targeted construction contractors with training and support so that they can to grow their businesses.

The Department's Masakh'iSizwe awards ceremony took place in May.

Read more about how this programme continues to facilitate the development of scarce and critical skills to meet the operational needs of the Department. In this issue, some bursary recipients for the current academic year share their delight at this opportunity for growth. Applications for Masakh'iSizwe bursaries for the 2020 academic year are now open.

**Byron la Hoe,**  
**Editor**



### WELCOME MINISTER BONGINKOSI MADIKIZELA

We are honoured to welcome the new Minister of Transport and Public Works Bonginkosi Madikizela to our Department. He was previously the Minister of Human Settlements.



# Students awarded Masakh'iSizwe bursaries

**e** The Department awarded Masakh'iSizwe bursaries to 127 students pursuing studies in the engineering and construction fields at various Western Cape universities. Former Minister of Transport and Public Works Donald Grant and Richard Petersen, Chief Director: Expanded Public Works Programme, handed over certificates to bursary recipients at a ceremony in Bellville in May 2019.

Masakh'iSizwe bursaries are awarded every year for degree, diploma or postgraduate studies in the transport, engineering or built environment fields. A key outcome of the bursary programme is to empower financially disadvantaged youth through access to tertiary education. The programme also boasts support services, tutoring, employment placement, and funding and placement partnerships with the private sector. These features serve to distinguish the programme from many other similar programmes

and opportunities for young people. Another key outcome is facilitating the development of scarce and critical skills. After they have graduated, bursary recipients must work for the Department for one year for every year that they received support for their studies. In this way they help to meet the operational needs of the Department and of those companies that provide support through the public-private bursary collaboration venture.

“Our commitment to capacity building and job creation for the youth is one of the Western Cape Government’s key drivers. Our aim is to ensure that new skills are available for entry-level posts in the transport, engineering and built environment fields; skills that have become scarce not only in the Western Cape, but in South Africa as a whole,” said former Minister Grant.



Over the past five years, Masakh'iSizwe Bursary Programme has awarded 350 new bursaries to deserving applicants. A total of 127 new bursaries were awarded for the 2019 academic year of which 23 are sponsored by the bursary collaboration venture partners.



**a** Die Masakh'iSizwe Beursprogram dek ondersteuningsprogramme, klasgelde, alle voorgeskrewe boeke, materiaal en akkommodasie, tesame met etes (of vervoerkostes). Beurse word vir die duur van die graad elke jaar hernu, onderhewig aan aanvaarbare akademiese prestasie en nakoming van die beurs se bepalings en voorwaardes. Masakh'iSizwe is gevestig om die tekort aan skaars

en kritieke vaardighede binne die vervoer- en bou-omgewing en die ingenieursvelde aan te pak. Deur studiegeleenthede en indiensopleiding aan studente en gegradueerdes te bied, word die jeug deur die program bemagtig en ekonomiese groei en infrastruktuurontwikkeling word ondersteun.

**x** libhasari zeSebe, iinkonzo zenkxaso, inkqubo yokubekwa kwabantu emisebenzini ethile, ingqesho nogqithiselo lwezakhono yiphakheji yeenkqubo zenkxaso nentsebenziswano ezibeka abaxhamli bezi bhasari kumhlaba omhle wokuba bagqwese ezifundweni, bazuze amava omsebenzi, babhaliswe ngokusesikweni kumaqumrhu eengcali, bakhawulelane nentsilelo yezakhono emandla kwezothutho, kwezobunjinele nakwezokwakha. Iinkonzo zethu zibandakanya inkxaso yezentlalo elungelelanisiweyo, inkxaso kwezemfundo kunye noqeqesho kwizakhono, kodwa kungaphelelanga apho, zinto ezo eziza kubanceda ukuba bagqwese emakethini yomsebenzi. Injongo yethu kukuba abo bafumene iibhasari sibaxhobise kangangoko ngezakhono eziza kubabeka phambili kunabanye abafundi abanezidanga ukuze baqapheleke lula xa kufunwa abantu bezo zakhono banazo emaketheni yemisebenzi.

# BURSARY RECIPIENTS

URhulumente  
weNtshona Koloni  
EzoThutho nemiSebenzi  
kaRhulumente

Western Cape  
Government  
Public Works

**Danielle Hill (29)** from Saron is doing a PhD in Architecture and Planning at the University of Cape Town (UCT), where is she interested in coming to grips with the realities facing contemporary African cities. “My PhD research seeks to grapple with the challenge of informal settlements in South Africa, particularly in Mossel Bay. This bursary helps fund my travelling and provides the opportunity to obtain a rich knowledge set. Furthermore, the funding enables me to both do my research and contribute to the greater body of urban planning knowledge.”



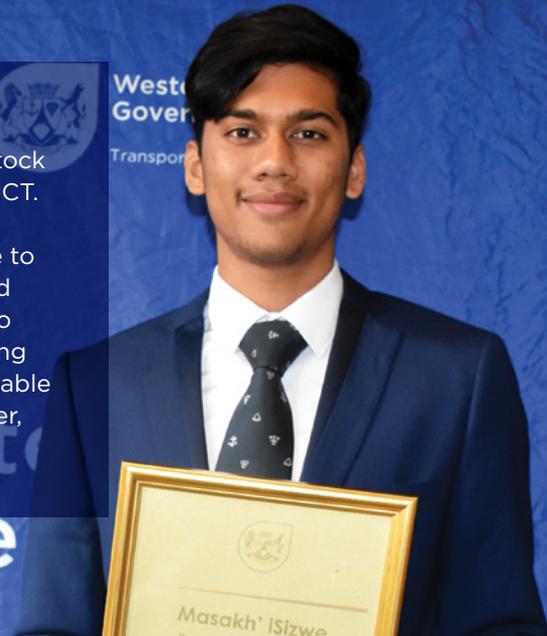
URhulumente  
weNtshona Koloni  
EzoThutho nemiSebenzi  
kaRhulumente

Western Cape  
Government  
Transport & Infrastructure

URhulumente  
weNtshona Koloni  
EzoThutho nemiSebenzi  
kaRhulumente

Western Cape  
Government  
Transport

**Mogamad Rylands (19)** from Woodstock is doing a BSc: Civil Engineering at UCT. “The bursary programme is going to push me to do my best and allow me to reach my full potential. Being granted this bursary really means the world to both myself and my parents. It is going to give me so much exposure and enable me to become a professional engineer, which is one of my goals.”



URhulumente  
weNtshona Koloni  
EzoThutho nemiSebenzi  
kaRhulumente

Western Cape  
Government  
Public Works

**Mihlali Msesiwe (22)** from Khayelitsha is studying for the National Diploma in Mechanical Engineering at CPUT. She will be the first woman in her family to study engineering after being inspired by her uncle, who is a mechanical engineer. “This bursary is of great help to me because it will reduce the financial strain of paying fees. It means a lot for my career as I aspire to become an engineer one day.”





**Tamlyn Okkers (20)** from Kuils River is studying BEng: Electrical and Electronic at Stellenbosch University. "I am impressed that the bursary programme prioritises awarding bursaries to females in the various fields. Without this bursary, I wouldn't be able to further my studies and step into the career I love. Since my parents can't pay for my studies, I am really appreciative of this bursary."



**Mukundi Nesngani (18)** from Bellville is doing her National Diploma in Civil Engineering at Cape Peninsula University of Technology (CPUT). "Being granted this bursary means a lot to me because now my mother doesn't have to stress about paying for my studies. Instead, she can now use the money for other important things."



**Annemie Pretorius (22)** from Parow is doing her Master's Degree in Electronic Engineering at Stellenbosch University. "I chose the field of biosensors because I would like to give hope to people who are living with or fear incurable diseases. This bursary means I can do a master's and study further in a very exciting field. It means I have job security directly after my studies and can improve this country I love."

Continued >



**Alexandra Newlands (21)** from Plumstead is doing her BSc: Civil Engineering at UCT. "Studying civil engineering gives me the opportunity to help others by providing services and infrastructure to improve their standard of living. Being granted this bursary is a massive help for me as my parents won't have to struggle to pay my university fees. It means that I am guaranteed a good job with the government when I graduate, which is an awesome opportunity to learn about the inner workings of this province."



**Maajidah Arendse (18)** from Zeekoeivlei is studying for a BSc Civil Engineering at UCT, where she aspires to make a positive contribution to both the natural and built environment. "This bursary puts me at ease in that I do not have to worry about finances to pursue the degree of my choice. It is a motivation for me to work hard and reap the benefits of all the support available through the bursary. This will help me to achieve my goal of becoming an engineer."



**Mohammed Hoosain (19)** from District Six is studying for the National Diploma in Civil Engineering at CPUT. "I see this bursary as an opportunity for me to develop myself into a professional engineer. It will allow me to focus on my studies rather than having to worry about paying tuition fees. Through this bursary I can also receive extra help with my studies."





**Mmakaepa Mayama (24)** from Gugulethu is doing her BTech in Civil Engineering at CPU. "I grew up in an underdeveloped neighbourhood and it has always been my dream to be able to help provide adequate basic services within communities with acceptable road systems. I feel very privileged to have been granted this bursary. I strongly believe being part of this programme is a stepping stone in my career journey and it will give me joy to be able to assist in planning and providing road-based systems one day."



**Michelle Goba (25)** from Salt River is doing an Honours in Geographic Information Systems at UCT. "This bursary programme helps students by providing funding to complete their studies and gain a higher qualification. Being granted this bursary means I have the opportunity to further my studies."



**Bonani May (22)** from Khayelitsha is doing his National Diploma in Civil Engineering at CPU. "This bursary is such an amazing opportunity for me in that it really takes the pressure off me and my parents with regards to finances. I can now focus fully on my studies. I am also grateful to have peace of mind in that I know that I will have a guaranteed job once I complete my studies."

THE DEPARTMENT OF TRANSPORT AND PUBLIC WORKS

# MASAKH'ISIZWE

BURSARY PROGRAMME





# THE JOURNEY TOWARDS professional registration

The Professional Development Programme (PDP) of the Department of Transport and Public Works is helping to create a growing pool of young, talented and registered professionals in the engineering and built environment fields. This partnership with higher education institutions and the private sector is making a significant contribution to reducing the shortage of skilled professionals in the Western Cape.

Once graduates have received their tertiary qualifications, they must meet the requirements of the relevant statutory councils for professional registration. In the 2019/20 financial year, 18 graduates in the construction and built environment disciplines joined the PDP. Six of them work in the Department's Education Infrastructure directorate, five in the Roads Infrastructure directorate, four in the Health Infrastructure directorate, and three in Property Management. These young people are receiving structured support to meet the registration requirements of the bodies that govern their professions, namely, the Engineering Council of South Africa (ECSA), the South African Council for the Architectural Profession (SACAP), and the South African Council for the Project and Construction Management Professions (SACPCMP).

The PDP has been incorporated into the Masakh'iSizwe Bursary Programme to provide a comprehensive package of training and support. Bursaries for financially disadvantaged youth make it possible for promising young people to get their qualifications. The PDP provides support for newly appointed graduates and current staff to get the exposure, experience and further training needed to meet the requirements for professional registration. This support includes mentoring with contracted mentors, and placement in workplaces which could include other government departments, private companies, and municipalities. Some of the new PDP participants have already been placed in private engineering companies to gain experience.

Tamsin Peters, Emily September and Razaan Ebrahim, graduates participating in the Professional Development Programme, joined the Department's Property Management unit in March 2019. Over the next few years, they will be gaining valuable work experience as part of their Masakh'iSizwe bursary obligations. Peters, who completed the BSc: Geomatics degree at UCT, will work for 36 months. September, who obtained a BA in Regional and Town Planning, will work for 48 months. Ebrahim, who obtained a BSc: Property Studies Honours degree from UCT, will work for 36 months.



Jessica De Villiers

## New graduates at Property Management

Several university graduates in built environment and engineering disciplines joined the Department's Professional Development Programme in March 2019. Over the next few years, they are expected to gain practical experience in the Department's infrastructure directorates, and in private engineering and architecture firms.

Jessica de Villiers holds a BEng: Mechanical Engineering from Stellenbosch University. She will be working as a candidate engineer in the Department's Health Infrastructure directorate for 60 months as part of her bursary obligation. "I am pleased to have had the support of the bursary over the years. I can now gain practical experience working on departmental infrastructure projects and systems. I am confident that I will learn and grow as a professional over the next few years. This will go a long way towards me becoming a registered engineer."

Jana van Dalen holds a Master: Architectural Studies degree from UCT. She will be working as a candidate architect in the Department's Health Infrastructure directorate for three years. "The work experience I am gaining at the Department is invaluable. I am pleased to be working with experienced and knowledgeable professionals, and to be exposed to how government infrastructure systems and processes work. This will help me to better understand how to manage health infrastructure one day, including managing design, planning and implementation processes."





Fiedouz Hendricks holds a Master: Architectural Studies degree from UCT. She is employed as a candidate architect at a private firm in Newlands where she works on infrastructure projects that include libraries and clinics. "I like the way the structured Professional Development Programme has moulded me by providing an opportunity to gain valuable experience in the architecture space, working alongside experienced professionals and learning from them and their systems. I hope this will help me to register as a professional architect soon."



*Jana van Dalen*



Nerine de Klerk holds a National Diploma: Architectural Technology from CPUT and is working as a candidate architectural technologist in the Department's Education Infrastructure directorate. "I worked for six months at Hennie de Villiers Architects in Durbanville before being placed at the Department. During this time, I gained valuable experience and knowledge in an architectural environment. Working for the Department is a wonderful opportunity for me to work on projects, with consultants, and with exposure to government infrastructure systems. I am hoping to register with SACAP (South African Council for the Architecture Profession) next year if everything goes according to plan."



*Pat Jenniker (Director: Construction Industry Innovation and Empowerment) Marcelle Modise (Contractor Development Coordinator); Thabo Matjile and Mark Moses of Masiqhame Trading in Brackenfell; and Richard Petersen (Chief Director: Expanded Public Works Programme).*

## MENTORING AND TRAINING BOOST CONTRACTOR DEVELOPMENT OUTCOMES

**e** Twenty Western Cape emerging contractors successfully completed a three-year accredited training and mentoring programme offered by the Department of Transport and Public Works. In March 2019, a certificate ceremony was held in Cape Town to recognise their contribution to the programme, which is part of the provincial Expanded Public Works Programme (EPWP) and is free to participants. It aims to equip them with the skills they need to compete effectively in the building industry.

To be considered for admission, candidates must be managing businesses classified by the Construction Industry Development Board (CIDB) as Grade 3, 4 or 5 General Building/ Civil Engineering enterprises. Training topics include construction management, surveying, and labour-intensive methods of construction. Professional mentors work with participants to assess their individual development needs and then provide targeted assistance, e.g. pre-tendering support, on- and off-site mentoring, and enterprise development advice.

Participants are required to

attend all of the training sessions, and submit all the individual assignments and class projects. Those who successfully complete the programme are given a certificate of competency. They are made aware at the start that being chosen for the programme is no guarantee of future work, and that they will not receive any special treatment if they submit bids for departmental tenders or contracts.

“Participating in the programme over 36 months has been worthwhile, and has improved my capacity to manage a construction business. The mentor who was assigned to me guided me to manage contracts and all the challenges that go with it. As a result, I moved from a Grade 4 to a Grade 6 contractor. What I really appreciated was the guidance in terms of calculating tender pricing and managing cash flow projections. Acquiring knowledge and getting assistance in the fields of finance and administration have been beneficial to me, my team and business,” said participant Mark Moses of Masiqhame Trading in Brackenfell. Moses and his team are currently working on a project to upgrade facilities at the Wellington Campus of the Cape Peninsula University of Technology,

among others. Every year, the programme adds value to the construction industry and plays a key role in the development of emerging contractors in the province. As a direct result of the Department’s mentoring and training, a number of contractors have advanced to a higher level on the CIDB rating scale, which means they can tender for larger and more complex contracts.

**a** Twintig Wes-Kaapse opkomende kontrakteurs het ’n drie jaar geakkrediteerde opleidings- en mentorskapprogram wat deur die Departement van Vervoer en Openbare Werke aangebied is, suksesvol voltooi. ’n Sertifikaatseremonie is in Maart 2019 in Kaapstad gehou om hul bydrae tot die program te erken; die program is deel van die Uitgebreide Openbare Werke-program en is gratis aan deelnemers. Dit is daarop gemik om hul met die vaardighede toe te rus wat hulle nodig het om doeltreffend in die boubedryf te kompeteer.

Om vir toegang in aanmerking te kom, moet kandidate besighede bestuur wat deur die Konstruksiebedryf-ontwikkelingsraad (CIDB)



as Graad 3, 4 of 5 Algemene Gebou- (AG)/ Siviële Ingenieurswese- (SI) ondernemings geklassifiseer word. Opleidingsonderwerpe sluit in konstruksiebestuur, opmeting en arbeidsintensiewe metodes van konstruksie. Professionele mentors werk saam met deelnemers om hul individuele ontwikkelingsbehoefes te evalueer en bied dan geteikende hulp aan, bv. voortenderondersteuning, mentorskap op die perseel en weg daarvan en ondernemingsontwikkelingsadvies.

Elke jaar voeg die program waarde tot die konstruksiebedryf en speel 'n sleutelrol in die ontwikkeling van opkomende kontrakteurs in die provinsie. As 'n direkte gevolg van die Departement se mentorskap en opleiding het 'n aantal kontrakteurs tot 'n hoër vlak op die CIDB-graderingskaal gevorder, wat beteken dat hulle vir groter en meer komplekse kontrakte kan tender.

## LEARN MORE ABOUT OUR CONTRACTOR DEVELOPMENT PROGRAMME

The Department regularly hosts information sessions on how its Contractor Development Programme (CDP) facilitates the development of emerging contractors in the Western Cape. At these sessions, participants learn about the various training interventions on offer and how these can enable them to grow their contractor businesses.



*Participants at a session held in Worcester.*

### **Municipality-based training (five weeks)**

One such intervention is the CDP municipality-based training, which runs over a period of five weeks. These sessions are usually coordinated by the municipality, which sources participants and provides a training venue. In the first week, participants learn about tendering for construction contracts. In the second week, they learn about applying the principles of costing and pricing to a business venture, and understanding and applying business finances, including project cashflow. In the third week, they learn how to apply surveying techniques on a construction site, as well as interpreting and using construction drawings and implementing construction specifications. In the fourth week, they learn about registering with the National Home Builders' Registration Council, and related legislation. In the final week, they learn about small business development.

### **Structured training (ten weeks)**

Another intervention is the accredited training for Grade 1 and 2 contractors affiliated with the Construction Industry Development Board in the Western Cape. This 10-week programme focuses on business planning, construction management, and enterprise developing and marketing. Participants also learn about labour-intensive construction and supply chain management, and the application of relevant legislation, including the Occupational Health and Safety Act, and the Compensation for Occupational Injuries and Diseases Act.

### **Advanced training and mentoring (36 months)**

The Siyenyuka advanced training and mentoring programme runs over 36 months and is part of the Expanded Public Works Programme. It links Grade 3 to 5 General Building (GB)/ Civil Engineering (CE) enterprises affiliated with the CIDB with experienced mentors who assist in identifying training needs. Programme interventions include: assisting contractors with compliance and tendering processes (pre-tender phase); legal and project-related processes (on- and off-site mentoring); and business development assistance (enterprise development). Professional mentors work with participants to assess their individual development needs and then provide targeted assistance, e.g. pre-tendering support, on- and off-site mentoring, and enterprise development advice.

Both the Department and CDP participants benefit from these programmes. Contractors gain the necessary practical skills and knowledge to operate effectively in the built environment sector. The Department expects to benefit from better quality construction and from having to spend less time managing the quality of contractors' work.

# We are offering YOU a chance to build a better future with our Masakh'iSizwe Bursary Programme

## What is the Masakh'iSizwe Bursary Programme about?

At the beginning of 2006, the Western Cape Government Transport and Public Works established the Masakh'iSizwe Bursary Programme. The vision is to make cohorts of professionals in engineering and built environment fields critical to the growth of the economy available to the province, the country and continent of Africa. These professionals are characterised by excellence in learning, citizenship and service.

## Which bursaries are offered through the Masakh'iSizwe Bursary Programme?

Masakh'iSizwe offers bursaries for studies towards a degree or diploma in the transport, engineering and built environment discipline:

- Architecture
- Construction Management
- Civil Engineering
- Electrical Engineering
- Mechanical Engineering
- Quantity Surveying
- Town and Regional Planning
- Transport Economists
- Economists
- Geomatics
- Property Studies

## What does the bursary cover?

- Tuition fees
- Support programmes
- All prescribed books and materials
- Accommodation and meals (or transport costs)

## Where can the bursaries be taken up?

- University of Cape Town
- Cape Peninsula University of Technology
- Stellenbosch University

## Will I have to pay anything back?

The bursaries are offered on a work-back basis. In other words, you will have to work in the public service for one year for every year you have received a bursary. During your studies, you will also need to:

- Attend workshops, events and meetings
- Partake in outreach programmes; and
- Undertake academic experiential training

## Who can apply for a bursary?

- A South African citizen
- Students accepted at the relevant tertiary institutions
- Preference will be given, but not limited to:
  - Persons with disabilities, the financially disadvantaged, female learners and applicants from rural areas of South Africa

## How do I apply?

The closing date for applications is 30 September every year. Application forms can be requested from:

Lazola Mtongana  
Stakeholder Relations  
Tel: 021 483 9545/0964 | Cell: 081 040 6562 | Email: Lazola.Mtongana@westerncape.gov.za  
Address: 17th floor, 9 Riebeeck Street, Atterbury House, Cape Town, 8001

**You can also download the application form at:**

[www.westerncape.gov.za](http://www.westerncape.gov.za)



Apply now and we can help make your future **BETTER TOGETHER.**



Western Cape  
Government

Transport and Public Works

**BETTER TOGETHER.**