



LOCAL GOVERNMENT PROFESSIONALISATION INDABA _____ 2023

*"STRONG PARTNERSHIPS FOR
RESTORING TRUST IN A CAPABLE AND
DEVELOPMENTAL LOCAL
GOVERNMENT: A CLARION CALL TO
DRIVE THE LOCAL GOVERNMENT
PROFESSIONALISATION AGENDA"*

STRUCTURED CANDIDACY FRAMEWORK AS AN ENABLER TOWARDS THE PROFESSIONALISATION OF LOCAL GOVERNMENT: A CASE OF THE SOUTH AFRICAN BUILT ENVIRONMENT

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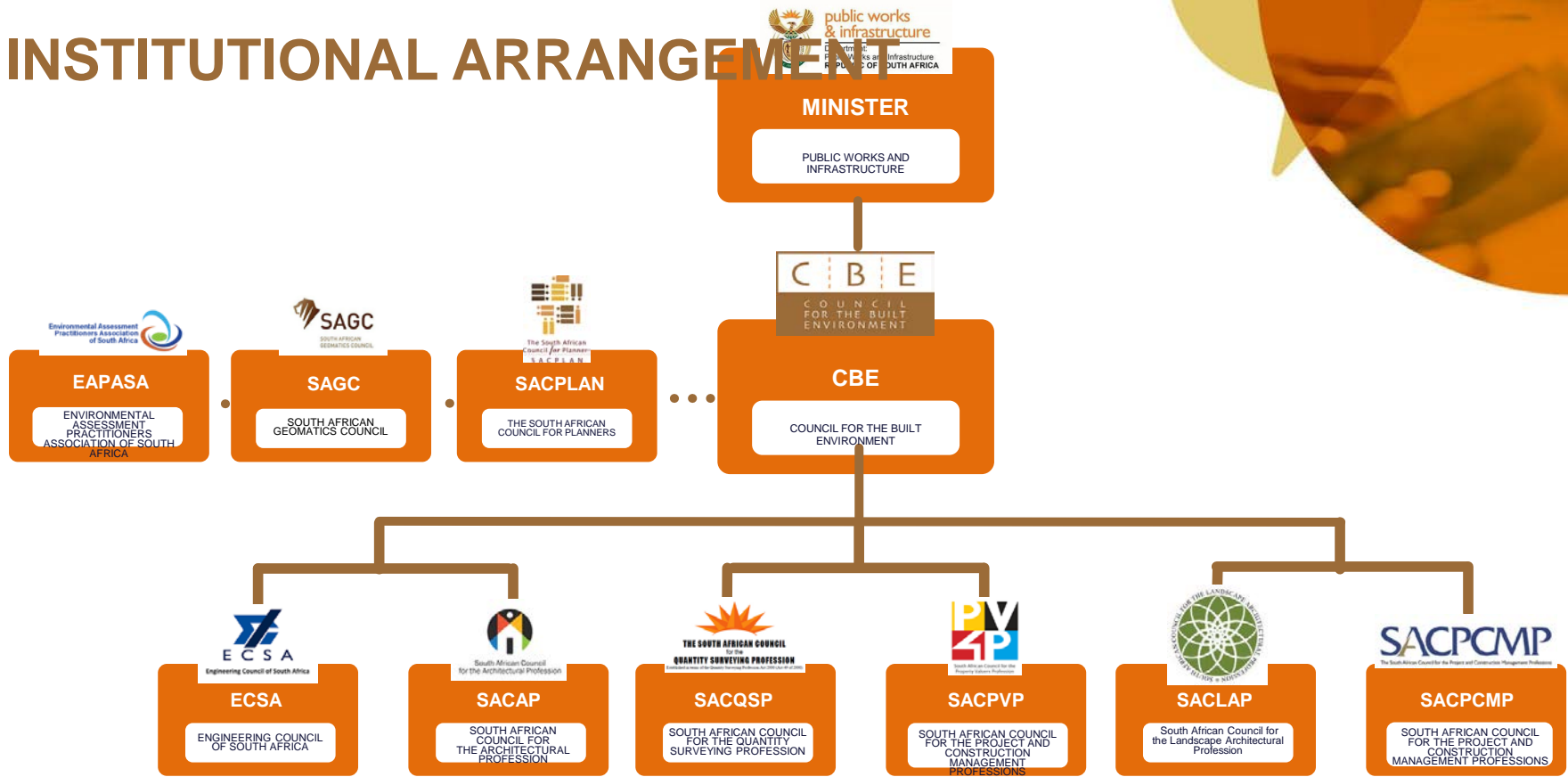
PRESENTATION

OUTLINE

- Institutional arrangement
- Barriers to professionalisation
- BE candidacy research
- CBE approach to professionalisation
- CBE skills pipeline strategy
- Structured candidacy framework
- CBE interventions



INSTITUTIONAL ARRANGEMENT



The Council for the Built Environment (CBE) is a Schedule 3A Public Entity, a juristic body established in terms of section 2 of the Council for the Built Environment Act, 43 of 2000 (Hereafter the CBE Act)



BARRIERS TO PROFESSIONALISATION OF THE BUILT ENVIRONMENT SKILLS IN LOCAL GOVERNMENT

- ❑ Lack of interest in professional registration due to perceived lack of benefits;
- ❑ Perceived lack of power and oversight of professional councils over unregistered persons and local companies employing unregistered and unregistrable individuals;
- ❑ Lack of minimal financial support for Continuous Professional Development (CPD) and annual membership fees;
- ❑ Employment of unqualified, inexperienced and unregistered political deployees;
- ❑ Removal of Project Management Unit (PMU) and infrastructure asset management functions or budgets;
- ❑ High workloads and lack of exposure to live infrastructure projects (individuals only get exposure to project management work);



RESEARCH ON THE EFFICACY OF BE CANDIDACY PROGRAMMES IN THE PUBLIC SECTOR

- ❑ BE Candidacy programmes across the public sector are not structured in terms of duration and remuneration.
- ❑ High turnover of registered professionals (internal mentors) which results in the shortage of supervisors to mentors to guide candidates towards professional registration
- ❑ Lack of structured mentorship programme to guide BE candidates towards professional registration.
- ❑ Existing infrastructure delivery model of outsourcing the technical services function within the public sector limits and hinders the candidates from obtaining the relevant work experience required for professional registration.
- ❑ Thus, individuals remain as candidates for an extensive amount of time (over ten years in some instances).
- ❑ Organisational business processes hindering secondment of candidates.
- ❑ Lack the systems and capacity to monitor the progress of both in-house candidates as well as those outsourced to private companies.
- ❑ Absence of holistic strategies to retain candidates post the candidature period.

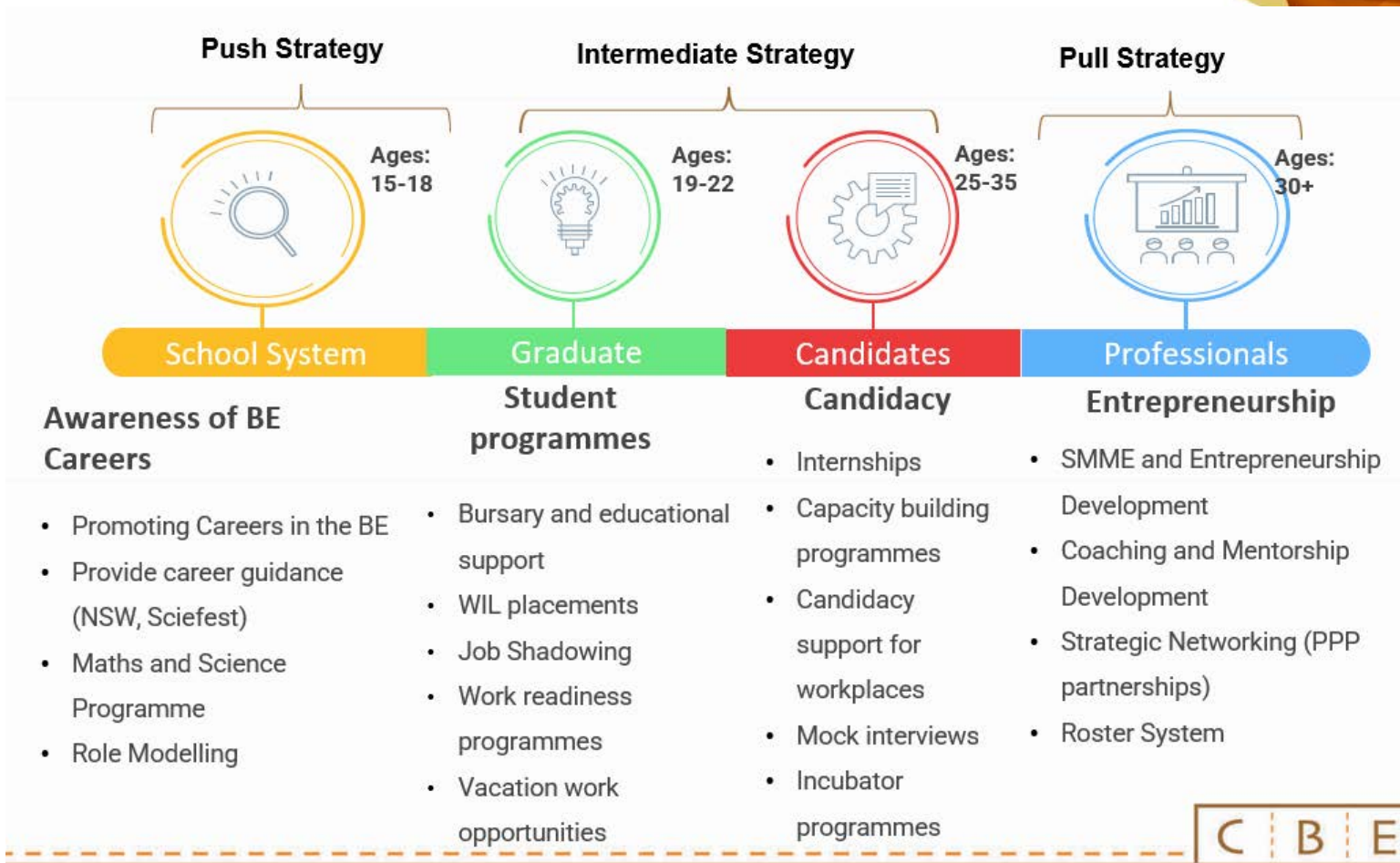


APPROACH TO PROFESSIONALISATION & TRANSFORMATION

- ❑ CBE conducted a National Built Environment Skills Audit (NBESA) of the built environment professions to address the supply and demand of built environment professionals in the construction industry. This audit highlighted critical skills shortages in all 6 CBEPs.
- ❑ It is believed that this skill shortage will impede high level planning and delivery of infrastructure development in South Africa, and also become a constraint to economic development.
- ❑ CBE had to respond appropriately to address the skills deficit with the goal to transform the built environment professions to deliver on the infrastructure needs of the country.
- ❑ The audit culminated in the CBE Skills Pipeline being developed.



INTERVENTION 1: CBE SKILLS PIPELINE

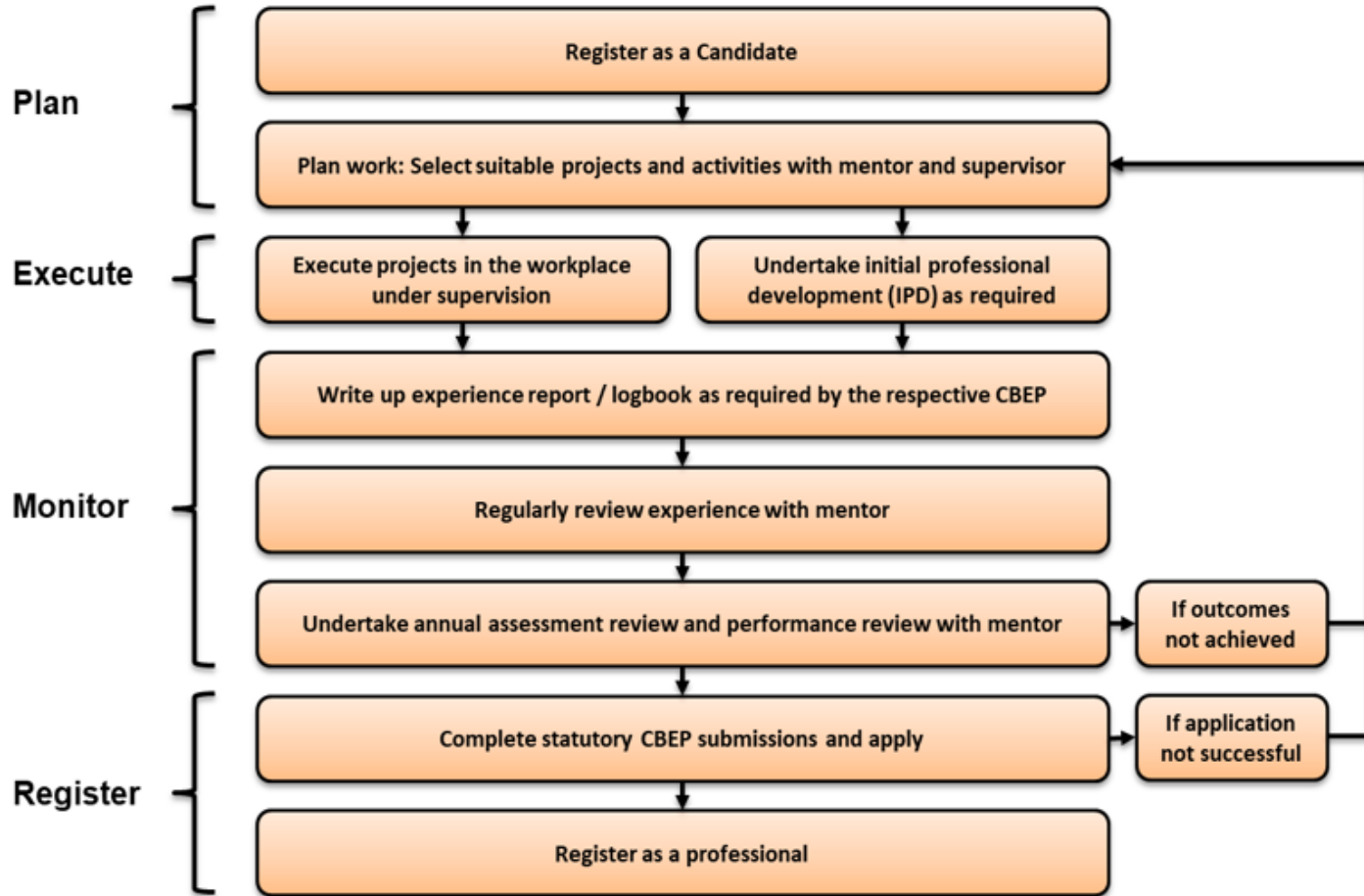


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INTERVENTION 2: CANDIDACY FRAMEWORK



INTERVENTION 3: STRATEGIC PARTNERSHIPS

❑ CBE has partnered with CBEPs, GPF, CIDB, CETA, MISA & National Treasury ISDG :

-Systematically unclogging possible bottlenecks and addressing challenges in candidacy, and mentorship programmes across the three spheres of government, SOEs, and private sector (including artisans

-Ensuring uniformity, pooling of financial and human resources and improve professional registration outcomes of candidates.

--Collating statistical data of the number of built environment professionals in each category and discipline in the country.

-Established unemployment BE graduate database to place them in approved CIDB contracts for WIL and Candidacy.



INTERVENTION 4: CBE-NSG RESKILLING AND UPSKILLING PROGRAMMES

Identified Upskilling and Reskilling Programmes





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THANK YOU

