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CESA YPF IMBIZO 2013

A new approach to RETENTION STRATEGY FOR ENGINEERING
PROFESIONALS IN THE PUBLIC SECTOR



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REASONS WHY I CHOSE TO BE IN ENGINEERING



1. I hate sleeping
2. I can't live without tension
3. I wanted to have disturbed family life
4. I love dreaming and see clients dream come true
5. I wanted social boycott
6. I wanted to break up with my friends
7. I love to work on holidays
8. I love begging for payment



1. Current situation: Public vs Private
2. Public Sector and Engineering
3. Women Engineering
4. Challenges
5. Recommendations
6. 3 S.S.S



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Public vs Private Sector



Public Sector

Local and Provincial and parastatals; Engineers involved in provision of transportation and communication, specifically those in civil engineering are more on urban development and upgrading of infrastructure.

Private Sector

Work in consulting firms, small, medium sized enterprises and large multinational companies. Engineers involved in detail engineering designs and engineering expertise.

Other Sectors

Other engineers work in financial and general business sectors



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Public Sector and Engineering



Main engineering responsibilities

- Management
- Planning
- Design
- Construction supervision, and contract administration and
- Project management and planning



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Public Sector and Engineering



Current Conditions

- More than 2000 vacancies : shortage of skills
- Technical departments being lead by non technical managers
- Engineers working as managers
- Engineers being seconded to municipalities
- Delay in supply –chain management process
- Lack of remuneration and investment to public sector
- Workplace culture: working conditions





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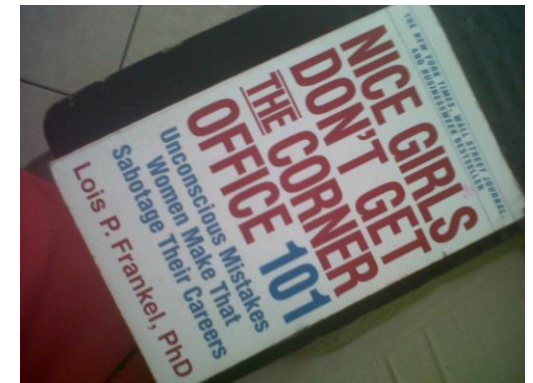


Women in Engineering



Challenges and expectations

1. Act like a man
2. Working too hard
3. Women want to be treated differently
4. Lack of Skills transfer- Male occupying senior post for as long as it takes..
5. Bemoaned by the “mystery” surrounding career advancement
6. Lack of mentors and role models
7. Lack of value and recognition
8. Discrimination
9. Recognition of skills (Identify and align the individual skills accordingly)





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Challenges

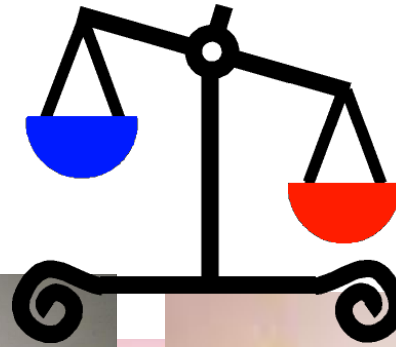
Challenges

- Increase in outsourcing of engineering services
- Engineering a support function
- Government change role from rowing to steering
- Political based decision affecting engineering outputs
- The lack of the need of the technical analysis
- Lack of networking
- Limited growth opportunities
- Rewards system, employment equity
- Limited capacity and expertise





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Challenges:- Scale balance



Younger generation vs Older Generation

- Employment Equity-Affirmative action
- Gender Equity
- Government involvement



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Recommendations



- Mobilising retired engineers: skills transfer through mentorship and coaching
- Bursaries: SAICE and LGSETA award technician's: Train and Mentor people not systems
- Create platform for competitive salaries
- Dignity to engineering profession: Lawyers and Doctors: “Engineers can only be managers”- operations not engineer
- Subsidiaries: “international exposure” : Networking and growth opportunities



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Recommendations-Continue



- Employment of dynamic engineering professionals in senior post, technicians and technologist in the government, local and provincial.
- Improve capacity and resources : Develop clear career paths
- Efficient delivery, operations and maintenance
- Other services to be support to engineering: Let engineering be the leader in service delivery
- Improve the image and work environment at government departments
- Improve systems : Quality Assurance and Control and structure in government departments
- Develop quality progression and **sustainable** succession plans



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3 SSS-Government



Stop

1. Allow technical decision be override by political decisions
2. Government change role from rowing to steering

Should continue

1. Provide budget for infrastructure development
2. Provide mentorship programmes to public sectors

Start doing

1. Improve on professionalism:
2. Allocate seats to Engineers in the Parliament



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