

CESA YPF Western Cape

Young Professional's Survey 2012/2013

BACKGROUND

2006/7 SURVEY

In 2006, the CESA YPF WC (founding branch) conducted a survey of Young Engineering Professionals (YP's):

- To determine what **issues** YP's in the industry were facing
- To determine, and later implement, **measures to address** these issues
- Defined the **mandate** for the YPF branch going forward

BACKGROUND

GOLDEN THREAD ISSUES (2006)

- Large age gap between junior and senior engineers
- Remuneration
- Recognition
- Mentorship

SURVEY METHODOLOGY

STAGE 1: ONLINE SURVEY

- October 2012
- **Unbiased** and **anonymous**
- Re-evaluating the old ***Golden Thread Issues***
- Investigating issues that are **well-established**

SURVEY METHODOLOGY

STAGE 2: DISCUSSION FORUMS

- July 2013
- **Company based** discussions (headed by MYP's)
- Focusing on issues identified in the **online survey**
- Reinforcing **critical viewpoints** expressed in the online survey
- Remove **uncertainty** and **individual bias**
- Opening **discussions** around, and **informing** YP's of, the issues

ONLINE SURVEY

DEMOGRAPHICS

- **174** respondents
- 210 **registered** YP's in the WC (registered with CESA)
- **300** YP's on the YPF WC distribution list

ONLINE SURVEY

DEMOGRAPHICS

GENDER	%
Male	79%
Female	20%

ENGINEERING DISCIPLINE	%
Civil/Structural/ Geotechnical/Transport	76%
Electrical	9%
Marine/Coastal	6%
Environmental	4%
Mechanical/Mechatronics	3%
Industrial/Process	1%

ONLINE SURVEY

DEMOGRAPHICS

QUALIFICATION	%	EXPERIENCE	%
BSc / BEng	48%		
N Dip	18%	0-3 years	38%
B Tech	18%	4-7 years	37%
MSc / MEng	11%	8-12 years	20%
Other	5%	12-17 years	5%
M Tech	0%		
PhD	0%		

ONLINE SURVEY

NEW GOLDEN THREAD ISSUES

ISSUE/COMMENT OCCURENCE	%
Mentorship and Training	50%
Salary/Remuneration	37%
Career Development	32%
Tendering/Procurement	22%
Professional Registration	13%

ONLINE SURVEY

MENTORSHIP AND TRAINING

- **50%** of YP's feel they are not receiving the **training** they require/desire
- Lack of **structured training**
- Lack of **strong mentors**
- **Fast-track** project mindset limiting training opportunities

ISSUE/COMMENT OCCURENCE	
Mentorship and Training	50%
Salary/Remuneration	37%
Career Development	32%
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Professional Registration	13%

ONLINE SURVEY

REMUNERATION

- **50%** of YP's believe engineering professionals are not fairly remunerated
- **66%** of YP's believe that remuneration for YP's is "Below Average" when compared to other professional services
- Truth needs to be separated from perception

ISSUE/COMMENT OCCURENCE	
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ONLINE SURVEY

CAREER DEVELOPMENT

- *Exposure, Recognition* and *Responsibility*
- Not being *Exposed* to quality engineering work
- Not receiving *Recognition* for work done (**individuals** and the within the **industry**)
- Lack of *Responsibility*, or *Responsibility* given above levels of ability
- Increased responsibility is also seen as a **benefit** to Career Development

ISSUE/COMMENT OCCURENCE	
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ONLINE SURVEY

TENDERING/PROCUREMENT

- Common theme through all *Golden Thread Issues*
- **Fast-tracked** work
- Added **pressure**
- Limited **training** opportunities
- Belief that **remuneration** is affected

ISSUE/COMMENT OCCURENCE	
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ONLINE SURVEY

PROFESSIONAL REGISTRATION

- **47%** of YP's believe that the registration process is **unclear**
- **47%** of YP's believe process of registration is better defined for **other professional services** (Lawyers, Accountants etc.)
- **32%** of YP's believe that their company does not implement their **CU** to provide support and training for YP's

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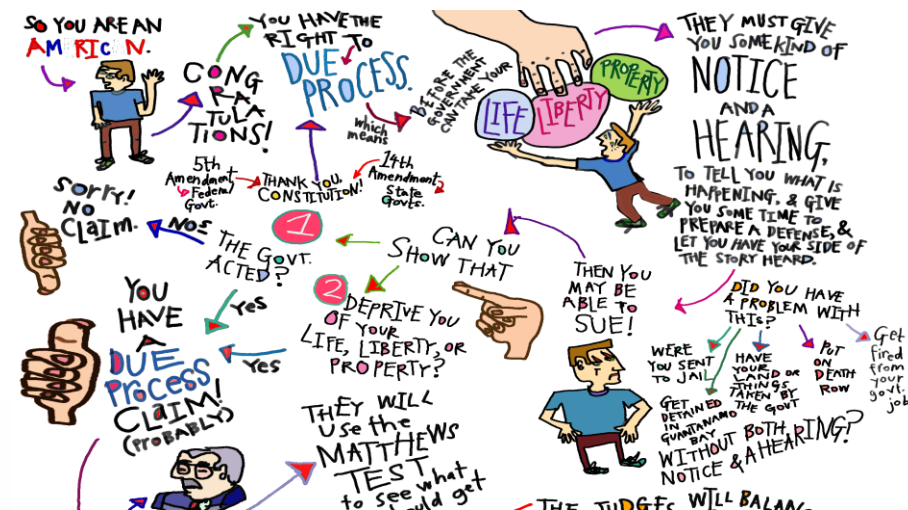
ONLINE SURVEY

JOB SATISFACTION

- **93%** of respondents are **proud** of what they do
- Only **9%** of respondents indicated that they would study towards a **different profession**, for improved remuneration, given a second chance
- **70%** believe their tertiary education **prepared** them for a career in engineering

DISCUSSION FORUMS

1. MYPs contacted and **informed**;
2. In-house **discussion forums** conducted throughout WC;
3. All results (comments/answers) were **collected**;
4. Results were **evaluated** (13 companies)
5. Standard results were **listed**; and
6. Standard results converted to a **narrative**.



MENTORSHIP & TRAINING

- Not referring to professional registration CE & CU;
- Very few formal mentorship programmes;
- Perceived up-skilling and cost risk;
- Formal mentorship should be **mandatory**;
- Mandatory mentorship to qualify Pr. Eng; and
- Potential for CESA to intervene.



REMUNERATION

- Engineers are highly undervalued in society;
- There are better opportunities in other countries/vocations;
- **Tendering & procurement** process the biggest problem;
- ECSA fee scales are not effective as a guide;
- Increased salaries does not translate into better product; and
- Increased time pressure is the problem.



CAREER DEVELOPMENT

- YPs exposed to poorer quality of work and work ethic;
- Volatile responsibility on projects;
- **Mentors/supervisors** have the greatest influence;
- YPs take on more responsibility;
- Value engineers provide society is not appreciated; and
- Long-term liability is not included.



TENDERING & PROCUREMENT

- Noted as the **single biggest problem** by YPs;
- T&P processes have crippled the industry, and caused many YPs to look for work elsewhere;
- Authorities to appoint technically competent people;
- Low weighting on experience and competency;
- Tenders far too extensive + **time consuming**;
- Industry representation poor.



PROFESSIONAL REGISTRATION

- Majority don't understand new registration requirements;
- Majority don't think the new registration system is clear and concisely defined;
- Majority unsure as to when the **new system comes online**;
- Many unsure as to whether they should register on new or old system;
- Advertisement of new system is not adequate;
- Change over to will hinder ability to register;
- Who is accountable for the online system?



A WAY FORWARD

Mentorship/Training

Institute mandatory mentorship and training

Remuneration

Hhhmmmm.... To be continued.

Career Development

Control exposure and responsibility + recognise and reward hard work

Tendering & Procurement

Discard, re-think & overhaul

Professional Registration

Simplify, simplify, simplify.... Please!

SOLUTIONS
~~PROBLEMS~~



That's all folks!

