

OUR SPONSORS:

A CESA YOUNG PROFESSIONAL'S PUBLICATION



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New CESA faces to note:



New CEO Mr. Chris Campbell (2<sup>nd</sup> from left) and New President Mrs. Lynne Pretorius pictured here with Past President Mr. Abe Thela (Far Left) and former Acting CEO Mr. Wally Mayne (Far Right).

MESSAGE FROM THE CHAIR:



On this day of the 2016 Budget Speech, we wait to dissect the budgetary allocations for the 2016/2017 financial year to find out what it means for all of us. As a significant contributor to our GDP, the construction sector is a large economic driver, poverty alleviator and employment creator. The CESA Bi-Annual Economic and Capacity Report for June 2015 ([www.cesa.co.za/beccs](http://www.cesa.co.za/beccs)) gives us an indication of the issues facing our member firms.

CESA Confidence Index (weighted measure based on companies' staff component) weakened to 44.5% in June 2015 from 46.3% in December 2014. With a positive outlook toward 2016 (59.4%) the industry is still largely depressed with levels of confidence only lower in the recession of 1998/99. Capacity utilisation of technical staff is only at 87% despite infrastructure service delivery remaining a challenge for South Africa. Strong leadership, job satisfaction and holistic development are key factors to YP development and retention within firms. With business confidence being impacted by electricity supply interruptions, poor economic growth, expectations of monetary policy tightening, the procurement of consulting engineering services and long overdue fee accounts, is it all doom and gloom? Despite the extremely difficult economic conditions, the demand for experienced technical staff is on the rise. Shall we let this valuable opportunity pass us by whilst we cross our fingers and hope for an unblocking of the project pipeline and allow the migration of talented technical staff to non-technical careers away from engineering and construction? Who will deliver the infrastructure requirements set out in the National Development Plan at Client, Consultant and Contracting organisations? On Leadership, Forbes reported that the average employee stays at his or her jobs for 4.4 years. [Continued on the next Page]

BRANCHES:

Eastern Cape Boarder Kei | Free State | Gauteng North | Gauteng South | Kwa-Zulu Natal | Limpopo | Mpumalanga | Northern Cape | North West | Port Elizabeth | Western Cape

CONTACT US:

Join the YPF:  
<http://www.cesa.co.za/node/105>  
Contact the Chair:  
[ramchundj@boschstemele.co.za](mailto:ramchundj@boschstemele.co.za)  
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## MESSAGE FROM THE CHAIR CONTINUED:

[CONTINUED FROM PAGE 1]:

This number reduces to less than three years for millennials, who would have 15 to 20 jobs over the course of their working lives. Should employers, then invest as little as possible in us because they assume we will leave anyway? How satisfied are you, with your career choice in engineering?

Research has shown that there are three must-haves of Job satisfaction:

- a) *Passion*: This is where it begins. What do you care about? What moves you? What problems do you want to solve? Is this a job or your passion?
- b) *Competency*: Passion alone is not enough. You have to be good at what you do. Being technically qualified will get you TO the door. Getting the right training and learning the right tactics will allow you to keep moving and open new doors or the converse will see you stagnating in your organisation.
- c) *Market*: To enjoy a successful career, people must be willing to pay you for what you do. The better you are at what you do, the better you should be rewarded.

For some time, CESA YPF has been focusing its activities and interests in elevating the role of YP's in capitalising on holistic development. We advocate for the Pillars of Holistic Engineering Development:

- a) *Technical Pillar* – Current technical qualifications and on-the job technical project work and problem solving.
- b) *Professional Pillar* – Understanding the consulting engineering profession, obtaining Professional Registration and accepting professional responsibility for work done.
- c) *Business Pillar* – Understanding global economics, the dynamics of the, the industry, your firm, business development and client liaison.
- d) *Personal Pillar* – focusing on soft and social skills – communication, teamwork, decision-making and professional etiquette.

Collectively these pillars are interconnected and work in harmony where individuals develop each of these 4 pillars at a different rate in an integrated system, in conjunction with a Career Framework along with ironing out issues such as those written about in our Burning issue feature (Titled: 'Lost in translation', See Page 4), create a road map for development.

Let's not take capacity building lightly – developing into a good engineer has the potential to impact and improve thousands of lives through our work in our lifetime. Join CESA YPF and participate actively in our activities, as we strive to develop YP's and to make meaningful contributions in our profession. I leave you with a quote on why we do what we have been doing since 2004 ...

*“We cannot always build the future for our youth, but we can build our youth for the future.” ~ Franklin D. Roosevelt*

- Jeshika

**Committees**

Branch Chairpersons

<p>Mrs J (Jeshika) Ramchund-Moonsamy CESA YPF National Chairperson Email: <a href="mailto:ramchundj@boschstemele.co.za">ramchundj@boschstemele.co.za</a></p>	<p>Mr T (Tshego) Treasure <i>Free State Chair</i> Email: <a href="mailto:tshegman@yahoo.com">tshegman@yahoo.com</a></p>	<p>Mr MDT (Mosa) Tsoai <i>Gauteng North Chair</i> Email: <a href="mailto:mosa.tsoai@bigenafrica.com">mosa.tsoai@bigenafrica.com</a></p>
<p>Mr EH (Erick) Mulaudzi <i>Gauteng South Chair</i> Email: <a href="mailto:erickm@uwp.co.za">erickm@uwp.co.za</a></p>	<p>Mr Y (Yolan) Pillay <i>Kwa-Zulu Natal Chair</i> Email: <a href="mailto:yolanp@ssi.co.za">yolanp@ssi.co.za</a></p>	<p>Mr T (Tendani) Ramutsindela <i>Limpopo Chair</i> Email: <a href="mailto:tendani.ramutsindela@aurecongroup.com">tendani.ramutsindela@aurecongroup.com</a></p>
<p>Mr NF (Nicky) Joubert <i>Mpumalanga Chair</i> Email: <a href="mailto:nicky.joubert@mottmac.com">nicky.joubert@mottmac.com</a></p>	<p>Mr T (Tshifhiwa) Booie <i>North West Chair</i> Email: <a href="mailto:tbooie@lotshephe.co.za">tbooie@lotshephe.co.za</a></p>	<p>Mr M (Mahlomola) Letele <i>Northern Cape Branch Chair</i> Email: <a href="mailto:mahlomola.letele@aurecongroup.com">mahlomola.letele@aurecongroup.com</a></p>
<p>Mr J (Jacques) Jordaan <i>Port Elizabeth Chair</i> Email: <a href="mailto:j.jordaan@lukhozi.co.za">j.jordaan@lukhozi.co.za</a></p>	<p>Mr T (Tian) Lamprecht <i>Western Cape Chair</i> Email: <a href="mailto:tian.lamprecht@bigenafrica.com">tian.lamprecht@bigenafrica.com</a></p>	<p>Mr K (Khulile) Siqiti <i>Eastern Cape Border Kei Chair</i> Email: <a href="mailto:siqitik@boschstemele.co.za">siqitik@boschstemele.co.za</a></p>

VISIT THE WEBSITE:  
<http://www.cesa.co.za/node/105>  
  
TO JOIN



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CONSULTING ENGINEERS SOUTH AFRICA

# Burning Issue

An opinion piece for you by you.

**NOTE:** Please note that the articles under this segment do not necessarily represent the views of CESA YPF

To contribute articles for this section please contact the editor on: [kmmekwa@phb.co.za](mailto:kmmekwa@phb.co.za)



By: Sisanda Dyubhele  
(Jeffares & Green)



## Lost in Translation

**"If you speak to a man in a language he understands, that goes to his head. If you speak to him in his language, that goes to his heart" ~ Nelson Mandela**

I remember the first time it happened to me, my mentor took me along to a site meeting and with it being my first ever, I was naturally excited. I sat down for the meeting, with my pen and pad seething for action. Then the facilitator proceeded to greet and introduce everyone in a language that was foreign to me. Initially I thought this was being done to ween everyone into the formalities of the meeting, but after the first hour, I started to realise that this meeting was going to continue, with or without my full comprehension. In my relatively short career, this has happened to me many times and each time the repugnant feelings of alienation and disregard proved to be too much to bear. Initially I would raise my hand and nervously ask that we converse in the Queens language, if not for decency, at the very least for my own personal sake. The response was always the same, the first two discussions points would be in English and by some Freudian slip we would land slap bang back in that puddle of misunderstanding and hand gestures. I now handle those scenarios by incessantly asking that the chair accommodate my "disability", failing which I just excuse myself. However I must admit that I was only able to do this later on in my career and as a youngster, my dignity was in my mentors hands as I would have not yet found my voice at that point in my career.

The spoken language is only one form of alienation I have observed in my career as a human being, I have heard accounts of how my female colleagues would get to meeting and the attendants would let out a sigh of relief, because now tea and cookies could be served. How many times have we as men sat in a setting where we are the majority and started informal conversations over how "special" women are? How many times have you been at your organisation's Christmas party and after suffering through a Credence/Queen/Eagles revival, you knew that your only solace would come in the form of Mandoza's "Nkalakatha"? How does your organisation accommodate women who show potential for growth in the corporate structure but would also like to start a family? When in casual conversation, do you always assume that all your colleagues are in heterosexual relationships or identify with a binary sexual orientation?

I believe that as human beings, we have a fundamental responsibility to improve the existence of our fellow beings or at the very least, to not make it any worse than it already is. Whether we alienate people out of intent or ignorance is irrelevant, as the result is all the same. Furthermore to simply ask "What should I do to make a more inclusive environment for others" is a lazy grasp at a solution, as it seeks to burden the victims of your own discrimination with responsibility of formulating solutions for a problem which you in part contributed to. A more appropriate response is one of self-acknowledgement, not only of ourselves and our actions, but more importantly how our actions make other people feel. If I had to sum up the intent of this piece in one word, it would be compassion. We need to be more than providers of technical solutions, we need to be compassionate human beings who actively acknowledge the presence of others in whatever space we may momentarily share with them. We need to acknowledge that even when words are not being spoken, we are constantly communicating with those around us and we need to be cognisant of what message we are sending out. When we communicate our being to the world, let us each try and ensure that our humanity does not get lost in translation.

## YPF 2016 EVENTS:

### January

Vacation Recovery period  
Rude awakening...it's 2016!!

### February

Presidents Media Breakfast

### March

Youth in construction expo  
WC&KZN Presidential visits

### April

Gauteng North, South & George  
Presidential visits

### May

Job Shadow Starts  
EC (Boarder Kei & PE)  
Presidential visits

### June

Job Shadow  
FS &NC Presidential Visits

## WHO'S CHIRPING?

Our most recent favourite Tweets



Following

Consulting Engineers has to look at innovative approaches to deliver more with less.  
[#CESAPMB](#)



[#YPsEngineeringJobs](#)  
[@CESA\\_YPs](#)

Following

'Engineers shape the environment for society to live in' - [@The\\_CESA](#) President Lynne Pretorius. [#CESAPMB](#)



[#YPsEngineeringJobs](#)  
[@CESA\\_YPs](#)

Following

Upcoming Events: Youth in Construction and Engineering Expo - [youthinconstruction.co.za/index.php?ct=e...](http://youthinconstruction.co.za/index.php?ct=e...)  
powered [@The\\_CESA](#) [@saice\\_civil](#)  
[@SAFCEC](#) [#MBSA](#) Sci-Bono

What are  
**YOU**  
Tweeting?

# Business of Consulting Engineering (BCE) Certificate Programme

Equipping future leaders in the business of Consulting Engineering.



### Benefits:

- Accelerate the ability of young professionals to add value to your company
- Industry specific and developed by senior expert Consulting Engineers
- Developing business proficiency and competencies
- Becoming a holistic professional, in the field of consulting engineering

This development programme consists of three trimesters / block weeks (Monday to Friday), taking place at the CESA Training Centre in Bryanston. In the time between each block week (approximately 12 weeks) students complete 2 assignments each week with a final assessment / exam at the end of the year.

A dedicated Facilitator supports each student throughout the programme.

Students have access to CESAnet - an interactive Student and Facilitator online facility where all reading, reference and resource documents are accessible, assignments are uploaded and results and feedback are provided to the student. CESAnet also facilitates communication with Facilitator as well as classmates.

### Entrance Requirements:

- BSc/BTech degree with a minimum of 2 years' experience in a CESA Member firm or
- Technical Diploma with a minimum of 5 years' experience in a CESA Member firm or
- Non-engineering tertiary education with a minimum 3 years' experience in a CESA Member firm Supported by a 'letter of motivation' from applicant's employer

\* All applications will be evaluated and approved by CESA Education & Training Committee

**\*\*\* 100% of all students that have completed the Business of Consulting Engineering Development Programme, stated that they would 'Definitely' recommend this programme \*\*\***

**ONLY 20 PLACES AVAILABLE**

For more information and to register go to the School of Consulting Engineering website:  
(011) 463 2022  
[www.cesa.co.za/sce](http://www.cesa.co.za/sce)

