



REFLECTIONS & PROJECTIONS A RECAP OF 2013 AND WHAT'S AHEAD FOR 2014

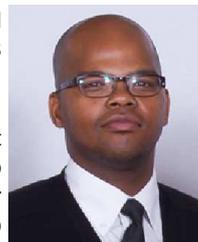
Young Professionals Forum
Consulting Engineers South Africa February 2014

Volume 1, Issue 1



MESSAGE FROM THE CHAIR'S DESK

With 2014 well underway, we take time to reflect on the year that was and ahead towards the exciting year that lies ahead of the YPs in South Africa. The year 2013 was one of the most successful years for the CESA YPF.



The first annual CESA YPF Conference (Imbizo) took place on the 13th & 14th August 2013 focusing leadership as a critical lever to sustainability. Furthermore, the Imbizo was aimed at instilling in YPs the spirit of volunteerism; develop them to volunteer in associations - CESA, GAMA & FIDIC institutions - SAICE, ECSA, Initiatives - Job Shadowing, Youth In Construction careers expo et cetera. The Imbizo was attended by 71 delegates from across the country and supported by member firms, sponsors and dynamic speakers. Following the Imbizo was the CESA Aon Engineering Excellence Awards.

The winner in the category of Young Engineer of the Year was Andreas Melusi Ndlovu from ILISO Consulting. By virtue of winning this prestigious award, Melusi joined the national executive committee member of CESA YPF and attended the FIDIC Conference in Spain sponsored by ACSA. Melusi shares his experience within the newsletter.



Other National Events for CESA YPF included:

CAREER EXHIBITIONS

CESA YPF exhibited at the Youth In Construction (YIC) exhibition, Gauteng Sci-Bono from 17 – 22 February 2013 and also exhibited at The Mittah Seperepere Convention Centre in Kimberley, Northern Cape from 8 - 10 October 2013.

GAMA 2013 ANNUAL CONFERENCE

The GAMA Conference is the biggest annual networking event for consulting engineers in Africa. It is a forum where consulting engineers, government officials, construction equipment and materials suppliers and other stakeholders in the engineering consultancy industry from the public and private sectors share and exchange ideas and methods in the provision of engineering consultancy services. GAMA is FIDIC's Group of African Member Associations or "FIDIC Africa". In 2013 Khartoum hosted the largest ever FIDIC GAMA Annual Conference, in terms of the number of delegates and high number of women who attended. The Red carpet was rolled out for the delegates and speakers who shared their thoughts and experiences in response to the twin themes: Consulting Engineers: Key Partners in Sustainable Infrastructure Development and Procurement for Partnering and Sustainability.

More importantly for the YPF, the Group of African Member Association's (GAMA's) Young Professional's Forum Steering Committee was launched at GAMA Conference in Khartoum. The following Young Professionals were elected to the founding committee: Adedoyin Obikanye of Nigeria was elected as Chairperson, Francis Kofi Yankey as deputy Chairperson and our very own Jeshika Ramchand-Moonsamy was elected as a member of the Steering Committee.



Left: Inaugural Members of GAMA YPF at the conference gala dinner

CESA YPF SPONSORS



JOB SHADOW INITIATIVE

CESA through the YPF continues to play a very active role in regard to attracting school learners to mathematics and physical science and engineering careers. The 2013 Job Shadow Initiative organised in June and July exposed 1000 learners to 'a day in a life of a consulting engineer', these young lives now stand a chance of having a better future due to the opportunity granted to them.

The following member firms took part in the poster competition: AECOM, AURECON, BIGEN AFRICA, BOSCH HOLDINGS, BVi WC, CIVIL CONCEPTS, GIBB, GOLDBER, HATCH GOBA, ILISO, INFRACONSULT, KNIGHT PIESOLD, MPA, NYELETI, PRDW, ROYAL HASKONINGDHV, UWP and WORLEYPARSONS. Many others participated but did not submit posters including Carifro Consulting Engineers. Hatch Goba was announced the overall winner, followed by Iliso Consulting, as 1st runners-up and Royal Haskoning DHV and UWP as joint 2nd runners-up.

CESA 2013 ANNUAL CONFERENCE

The CESA Conference was held at the Westin Hotel in Cape Town on the 11th & 12th November 2013. Once again, CESA has given the YP's an opportunity to share their view on the theme of the Conference "Leadership – key to sustainability". The YPF presented on the evolution of the YP to create a sustainable industry, country and world. The CESA YPF Western Cape Branch presented the findings of a survey undertaken among YP's in the Western Cape on factors affecting them in the workplace and relating to professional development.

This has started off as an incredibly busy year for the CESA YPF. Activities at Branches across the country have commenced. The FIDIC-GAMA Conference is set to take place in March 2014 in Maputo, Mozambique.

We wish YPs in South Africa the very best for 2014 and every success in your professional and academic endeavours!

Message from CESA Young Engineer of the Year 2013—Andreas Melusi Ndlovu

I, Andreas Melusi Ndlovu, am deeply humbled by being awarded the prestigious award of Young Engineer of the Year in 2013. All the other nominees I believe were excellent professionals.

Myself being chosen as the winner among the other nominees was very humbling to me and my family and my company ILISO Consulting. I am happy to say I will do my best in the time given to me to represent young professionals in the consulting engineering industry. This Awards category serves as motivation to young, up and coming engineers like myself as it brings to light the new breed of future engineers i.e. my competitors in the business world.

The award that I was honoured with, is a testament to the projects that I have been involved with and the experience I have gained in my professional career. Education has always been a key factor in achieving my goals and as a registered Professional Engineering Technologist with ECSA, I am proud of my educational achievements despite the disadvantaged start to my education. However I do believe that with hard work and determination anyone can achieve their life goals.

During my participation on the CESA YPF National Committee, I hope to engage the YPs of South Africa and together with the CESA YPF spread the word of Engineering especially to previously disadvantaged schools which is close to my heart as I am a product of such a school myself. I would also like to introduce a CESA YPF initiative to engage the National Higher Education Department and Built Environment industries and tackle issues facing the industry to raise the status of the engineering profession and technical field employees in the industry to encourage young pupils from the lower grades to high schools to join this industry. I would like to highlight the role of the consulting engineering industry in regard to driving the economy of South Africa and at the head of service delivery in our country.

Being the winner I was afforded a wonderful opportunity by the Airports Company South Africa (ACSA), as the sponsor of the 2013 CESA Young Engineers Award, to attend the 2013 FIDIC Annual Conference in Barcelona, Spain.

I hope that I will work well with the young leaders of CESA YPF committee. I encourage YP's to read up on the work of a young business man, Randal Pinkett. He has established himself as an entrepreneur, speaker, writer, scholar and community servant. He is the Co-Founder, Chairman and CEO of BCT Partners, a multimillion-dollar management, technology and policy consulting firm based in Newark, NJ. A sought after public speaker and advocate for numerous corporate, youth and community groups."



THE WHO'S-WHO OF CESA YPF 2014

CESA YPF NATIONAL COMMITTEE

Name	Contact Details	Position
Mr L.L. (Likhaya) Nkonki	Email: likhaya@carifro.com	National Chairperson
Ms J (Jeshika) Ramchund	Email: jeshika@iliso.com	National Vice-Chairperson
Mr G (Godfrey) Ramalisa	Email: godfreyr@cesa.co.za	Official from CESA Management
Mr T (Tafadzwa) Mukwena	Email: tmukwena@gibb.co.za	Treasurer
A M (Melusi) Ndlovu	Email: melusi.n@iliso.com	Young Engineer 2013 & Member
Miss N (Noqobo) Bongoza	Email: NBongoza@hatch.co.za	Member

CESA YPF BRANCH CHAIRPERSONS

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Mr S (Sechaba) Kou	Email: sechabak@uwp.co.za	Free State
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Mr M (Michael) Vice	Email: vicem@jgi.co.za	Western Cape

RECAP OF 2013 ACTIVITIES

PORT ELIZABETH CHAPTER

FINANCIAL PLANNING FOR ENGINEERS

A workshop on Financial Planning for engineers, took place on the 24th of June 2013 at Aurecon Offices in PE where 25 YP's were in attendance. The workshop was presented by Mr Bantu Bam, a financial adviser from Alexander Forbes. Mr Bam is also a YP himself, which was a great thing to have a YP from a different industry sharing some knowledge with us. Mr Bam shared advice on how to manage finances and better ways of making money work for us. He covered topics such as long and short term investments, insurances and how to choose a financial planner. YP's who attended the event gave positive feedback.

VODACOM CORPORATE TRIATHLON CHALLENGE

PE CESA branch and YPF, participated in the Vodacom Corporate Triathlon Challenge, where the main Branch worked together with the YPF to get the support of CESA member firms to participate. YPF also assisted with securing sponsors for the event including R2000 from Supa-Crush and R500 from Ibis, a civil engineering supplier. The YPF also manned the CESA gazebo. The event went very well and participation from the YP's was exceptional.

DOUGLAS HIGH SCHOOL—SITE VISIT

With July being CESA Job Shadow Month and 29th July to 02nd August being National Science Week, YPF PE branch took 25 Grade 12 mathematics and science learners from Douglas High School in Motherwell to a construction site at Brickfields, just outside Motherwell in PE, on the 30th July 2013. The project was for the Nelson Mandela Bay Municipality, with Lukhozi Consulting as the consulting engineers and contractor being Civils 2000. The site had a mix of road construction, water infrastructure and civil works. The site was close to Brickfields Pre-treatment Works and the Aloes Solid Waste disposal facility that was visible from the site and the learners enjoyed this aspect.

OYSTER BAY WIND FARM PROJECT SITE VISIT

In line with CESA YPF's resolve at the Imbizo, namely "Sustainability is every Young Professional's business", we have adopted a maxim of promoting sustainability and committed to playing a proactive role in spreading the message within the engineering fraternity. In line with the over-arching theme of Sustainable development, and other socio-economic factors, South Africa has begun to make great strides in the field of alternative sources of energy. Here in the Eastern Cape, The Alternative Energy buzzword has become synonymous with Wind Farms, due to the numerous sites which have been and are still currently being constructed. It was with great excitement, that the CESA YPF PE branch had the opportunity to visit the Oyster Bay Wind Farm Project. Though the project was still in the foundation phase and no wind turbines were erected yet, Jeffrey's Bay Wind Farm Project could be seen en-route. This project has turbines erected and is situated much closer to the N2 freeway. This site visit also offered a unique opportunity to get an intimate understanding of how such a project progresses through the project cycle. YP's were given an opportunity to ask questions and also network over refreshments after the presentation. The Site Visit took place on Friday 4th October 2013, and was attended by 20 YP's.





ECSA'S REGISTRATION WORKSHOP

YPF PE Branch hosted the ECSA's new registration process presentation on the 22nd November 2013. The Presentation was followed by an AGM, where new Committee members were elected.

IMESA

The IMESA Conference took place in Port Elizabeth in October 2013 and offered the additional opportunity of networking, at the conference at the Boardwalk Convention Center. CESA and the YPF were well represented, with member firm marketing their services at the conference exhibition area and linking the industry.

BORDER KEI CHAPTER



COMMITTEE : 2013 -2014

Left to Right:

Craig Hendricks (Treasurer),

Tania Seeger (Vice Chairperson),

Ntembeko Zifuku (Additional Member,

Naren Bhojaram (CESA President)

Noqobo Bongoza (YPF Chairperson),

Dave Clark (BKB Branch Chair),

Yandisa Mtotoba (Additional Member),

Lungelo Ketye (Secretary)

CHAIRPERSONS MESSAGE: NOQOBO BONGOZA

Each company employs individuals for their capabilities that contribute to the company profitability. In the tough tendering times as YP's we need to improve our **efficiency** and **effectiveness** in executing company business.

HOW ???

- A) **Get a clear brief** – ensure that you understand the required output
- B) **Time management** – do the tasks that you are forced to do and delegate
- C) **Report** – ensure that your work is reviewed at regular intervals
- D) **Communication** – communicate your challenges and successes to your superior
- E) **Relations**– enhance your relations with everyone involved in a project

Mentoring: As the YP's, we have realised that mentorship is a vital part of our career path. A questionnaire was circulated to YP's asking them of their definition and expectations of mentoring. The results indicated that there are different expectations between mentor and mentees. A meeting was organised as a platform for YP's to understand what was expected of them as mentees and what the YP's expected from mentors

ACTIVITIES FOR 2013



BOWLING :

This was a day for interaction amongst YP's at a social level. We had fun while meeting all the Young Professionals from the different firms. A couple of OP's (Old professionals) also attended to encourage YP's with participating in voluntary associations.

**BEACONHURST CAREER DAY:**

In association with SAICE Amathole, the YP's participated in a career day that was organised by the Beacon Bay Rotary Club. It was great to meet the learners and introduce them to Engineering as a career of choice.

JOB SHADOW:

On 19 June 2013 with great excitement the Branch Committee organised a combined site visit for Job Shadow day. A waste water treatment plant was chosen for the visit to expose the children to the different facets of engineering that included structures, water treatment, electrical and mechanical. Our member firms were very supportive of the initiative and most have entered the Job Shadow and Schools competition.

NORTHERN CAPE CHAPTER

ANNUAL GENERAL MEETING (AGM)

As CESA YPF NC we held our AGM on the 5th September 2013. The meeting was attended by 12 young professionals from member firms in Kimberley. In this meeting the new Northern Cape Branch committee was elected. The new committee comprises four portfolios namely chairman, vice chairman, treasurer and secretary. The newly elected CESA YPF NC committee stands as follows:



Mahlomola Letele

Chairman



Eugene Hess

Vice-Chairman



Bongani Mnijana

Treasurer



Jean Dippenaar

Secretary

The meeting concluded with a networking session.



Above: Former Chairman Vincent addressing the meeting



Above: Some of the attendees

COMMITTEE HAND-OVER SESSION

The hand-over session was necessary for the out-going committee to hand over the reins to the in-coming committee. The members of the out-going who attended were: Vincent Seane (chairman), Mahlomola Letele (vice-chair), Peet van den Heever (treasurer) and Enryke Smith (member) while the members of the new committee were Mahlomola Letele, Jean Dippenaar and Bongani Mnijana. The meeting discussed what the out-going committee managed to achieve as well as the plans that they had of which some can be fulfilled by the in-coming committee.

YOUTH IN CONSTRUCTION EXPO KIMBERLEY 2013

As CESA YPF NC we took part in the Youth in construction Expo that was held at the Mitta Seperepere Convention Centre in Kimberley. Thanks to our NC committee with assistance from Godfrey Ramalisa, CESA was well represented at the expo. Pupils from all over Northern Cape visited our stand at the expo and were inspired by our YPs to consider a career in Engineering and better in Consulting Engineering.



Above: Pupils attentive to the speech delivered by Godfrey Ramalisa



Left : CESA YPF exhibition stand ready for visitors



Right: YP, David talking to the pupils about consulting engineering



Left: Pupils visiting at the CESA YPF stand

KWAZULU NATAL CHAPTER

YPF KZN CONSULTANTS SOCCER CHALLENGE 2013

KZN YPF hosted an exciting soccer tournament in April 2013 . Twelve companies participated in the action filled evening. The winners of the soccer tournament was ILISO Consulting. The tournament will be held annually in April each year.



Action Soccer 2013 Winners:
ILISO CONSULTING

CESA KZN CONSULTANTS RELAY 2013

The annual CESA KZN Consultants Relay took place on 25 May 2013 at the Shongweni Polo Club, and saw 13 companies and their families come together for a day of fun and activities.



Right: YPF KZN Committee with 2013 CESA President , Naren Bhojaram



CHARLES HUGO PRIMARY LIBRARY REHAB



YPF KZN undertook a book drive to restock the Charles Hugo school library. In addition, YP's came together over two weekends in June 2013 to refurbish and repair the dilapidated library. We handed over the remodelled library and new books to the children of Charles Hugo School on Mandela Day, 18 July 2013. Together with the CESA CEO, Lefadi Makibinyane and 2013 CESA President, Naren Bhojaram, YP's spent their 67 minutes giving career talks to the students of Charles Hugo Primary School. Above: Official handover of the Charles Hugo Primary School refurbished library



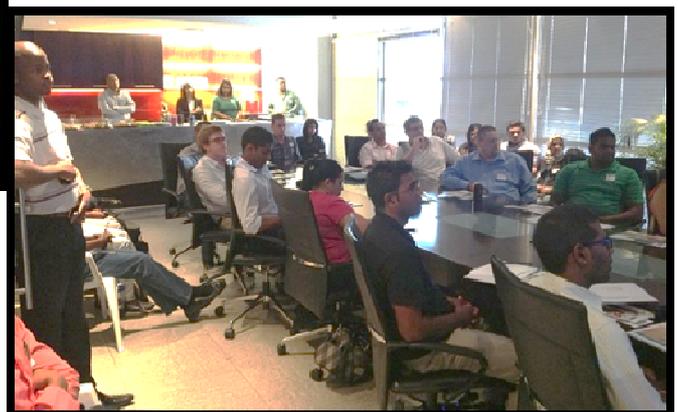
Above: Refurbished reading area

DISCOVERING YOUR ENTREPRENEURIAL SELF & MAKING YOUR MONEY WORK FOR YOU—SEMINAR

An entrepreneurial seminar was held in October 2013 at the Hatch Goba offices. Dempsey Naidoo (Managing Director of Mott MacDonald PDNA) gave an inspirational address in 'Discovering your entrepreneurial self'. This was followed by a presentation by an Old Mutual Financial Advisor on 'Making your money work for you'. The event was highly inspirational and motivating. Julian Reddy from Bosch Holdings was the winner of the School of Consulting Engineering course.



Left: Dempsey Naidoo address YPs



Right: YPs in attendance at the seminar

UMGENI INTERCHANGE SITE VISIT



Left: YPs at the site visit

A site visit to the Umgeni Interchange was held in November 2013. The YP's that attended were taken through the construction processes of an incrementally launched bridge. The YP's found the visit extremely informative and fascinating.



Above : Ashley Sewmungal leading the site visit at Umgeni Interchange



in some Latin-American dancing. Some of the YP's proved to be quite talented dancers.

Left and below : YP's socialising at Cuba Lounge

YEAR END SOCIAL—CUBA LOUNGE MOSES MADIBA STADIUM

The KZN Branch year-end social was held in December at Cuba Lounge. Everyone had an enjoyable time networking and winding down with the evening ending



GAUTENG SOUTH CHAPTER

CESA YPF Gauteng South had a busy year, with a change of committee members, the launch of a feature in the Gauteng South local Newsletters called 'Hot Topic' an opinion piece written by a YP. The YP's of Gauteng South participated actively in the CESA events, the CESA Aon Excellence Awards and the CESA Gauteng Relay.

UWP SHOWCASE

On the 4th September 2013, UWP Consulting hosted a showcase at the luxurious Sound Room located at Liviero Office Park in Kyalami. The YP's were welcomed by UWP's Managing Director Craig Northwood.

The main speaker of the evening was Musa Kalenga – The Group Head of Digital Marketing at Ned-bank, who is an acclaimed entrepreneur and speaker. Musa Kalenga gave an entertaining yet informative presentation on "The success System" which was quite relevant, as it was directed to success both on a professional and personal level.

HATCH GOBA SHOWCASE

Rory Kirk (Global Managing Director of Hatch Goba) and Trueman Goba (Chairman of Hatch Goba) were the featured speakers; they mainly spoke about the history of the two companies before the merger and the reason for merging, what it means for the consulting engineering industry, sustainable development for YP's and leaving a legacy. Collectively, the companies that formed Hatch Goba have been serving clients for over 80 years.

Rory and Trueman shared the joy they feel when the company meet the unspoken needs of the clients after surpassing their expectations, and encouraged the attendees to challenge themselves to a higher standard of work.

Listening to the history of the two companies and the vision of Hatch Goba was enlightening and inspiring to young professionals.

Karel Rossouw (Acting PDG Engineering Manager) was the key speaker who spoke about "Engineering Your Passion". He inspired the YP's about finding passion in their chosen careers and how taking your career to be "more than just a job" is very important for success. He also spoke about the Hierarchy of Engineering Success. According to Karel "Engineering is about people wanting to make a difference...to people who need a difference; it's all about people and teamwork." Karel spoke about passion, which he describes as being the motivator to do more than just getting the job done. "Passion keeps us going when others quit..." quoted from John Maxwell; he says what will matter is creating something that we are passionate about, "it's not what you bought, but what you built." (Michael Josephsen)

YEAR END EVENT

The YP's of Gauteng South doubled up their year end event with a strategic planning session where they planned the events and activities for 2014.



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Left and below: Gauteng South YP's in action



Business of Consulting Engineering (BCE) Certificate Programme

Equipping future leaders in the business 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**.

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's 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 Facilitators as well as classmates.

Benefits:

- Accelerate the ability of your 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

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 of 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

INVESTMENT / PRICE:

R42 000.00 (Excluding VAT) – If you book and pay before 31 December 2013

R45 000.00 (Excluding VAT) – If you book and pay after 31 December 2013

Includes:

- 3 x Block Weeks at CESA Training Centre including refreshments and lunches
- Lectures by 14 Industry Specific Subject Matter Experts
- Access and Use of CESAnet
- Individual Student Facilitator Support
- Training Material
- Assessing and Moderating of Assignments, Portfolio of Evidence and Exam
- CPD Points and Certificate

Excludes:

- All transport and Accommodation Costs

For more information about the programme go to <http://www.cesa.co.za/cce> or contact Mary Maabane on (011) 463-2022

BUSINESS OF CONSULTING ENGINEERING TIMETABLE

First Contact Session

	Session 1	Session 2	Session 3	Session 4
Module 1: Consulting Engineering Environment				
MONDAY	Programme Introduction and Orientation, Talk by past student.	Consulting Engineering Overview, Role of Learned Institutions, Structure of Consulting Engineering Firms, Codes of Conduct, Business Integrity, Morals and Ethics	Communication	Communication cont.... student introductions Negotiation Skills
TUESDAY	Introduction to business economics		Economics applied to Consulting Engineering	Team Work
WEDNESDAY	Risk and Quality Management, Liability and Negligence	Sustainability	Technical and Business Report Writing	
Module 2: Project Delivery (1)				
THURSDAY	The concept of Project Delivery			The Project Cycle
FRIDAY	Performing in a Project (Planning and Programming, Project Control)	Performing in a Project (Risk and Quality Management)	Introduction to the Case Study	

Second Contact Session

	Session 1	Session 2	Session 3	Session 4
Module 2: Project Delivery (2)				
MONDAY	Review and Coaching: Individual and Group evaluation, presentations, portfolio/assignment support and reviews. Case Study.....		Performing in a Project (Project Inception, Client Relationships, Liaison, Communication and Meetings)	Performing in a Project (Problem Solving)
TUESDAY	Performing in a Project (External and Site Factors, Design Processes)	Performing in a Project (Design Changes, Document Control)	Performing in a Project (Contractual and Procurement)	Interpersonal Skills (Stress Management)
Module 3: Law				
WEDNESDAY	Introduction to South African legal system		Legislative requirements of the Public Sector	Health and Safety Issues
THURSDAY	Procurement: Professional Services	Professional Services Agreements	CIDB Prescripts and SFU for Construction	Conditions of Contract for Construction
FRIDAY	Applications of the Conditions of Contract for Construction		Introduction to South African Legal system cont.....	

Third Contact Session

Module 4: Finance

MONDAY	Review and Coaching: Individual and Group evaluation, presentations, portfolio/assignment support and reviews.	Performing in a Project: Construction Administration/Site Inspection/ Project Close-out	Stress in the Workplace/Conflict Management	
Module 2: Project Delivery (3)				
TUESDAY	Financial Accounting and Practice: Accounting Principals and Practice /Income Statement and Balance Sheet			
WEDNESDAY	Financial Accounting and Practice: Cash Flow and Working Capital/ Key Financial Indicators			
THURSDAY	Managing a Consulting Project (Income, Costs and Profitability)	Financial Administration of a Construction Project	Financial Administration of a Construction Project	Performing in a Project (Construction Administration, Site Inspection, Project Close-out)
FRIDAY	Consulting Project Financial Performance: Project Expenses KPIs, Budgets, Reports	Assignments/BCE Exam/Closing Session		

GAUTENG NORTH CHAPTER

Over the course of the year the Gauteng North YPF has been focused on delivering events to its members and reaching out to the community. We have hosted two series of presentation events:

Technical Series - focusing on subject matter relevant to work life

Life skills Series - focusing on subject matter relevant across all facets of life

We have also managed to get involved in our community, specifically reaching out to high school learners to expose them to the engineering profession and also to provide role models and some career and life guidance.

ACID MINE DRAINAGE

The issue of acid mine drainage in various mine affected basins around Gauteng has been a hot one over the past years. The Gauteng North YPF decided to bring in the people at the forefront of dealing with the problem to give us their insight. Our guest speakers were Jurgo van Wyk from the Department of Water Affairs and Dr Jo Burgess from the Water Research Commission. Both are members of the Inter-Ministerial Committee on Acid Mine Drainage.

ENTREPRENEURSHIP, INNOVATION AND LEADERSHIP

Dr Ervin Williams presented to YPs on the interrelated topics of entrepreneurship, innovation and leadership. The presentation focused on exposing engineers to entrepreneurial thought and how it can be applied in the workplace to help innovate.

PERSONAL FINANCE

The issue of money is a cause of stress to most people. Monti Coetzer, a certified financial advisor, presented a condensed overview of the critical things young professionals should be thinking about in relation to managing their money to ensure a comfortable future.

ENGENIUS TRAINING

The Gauteng YPF has partnered with the Engenius programme to help promote the engineering profession to high school learners. As part of this a small pilot group was trained by Liezel Kirten (Engenius) on how to reach out to learners and how to train others to do the same.

