

12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



Future Proofing the Municipal Electricity Utility Business in SA through Generational Diversity

GLS

Infrastructure planning

CESA
Consulting Engineers South Africa

Mmaphuthi Nkwana

CESA Western Cape YPF Committee Member

YPF
Young Professionals Forum

Accelerating Energy Market



Fields of Action for Energy Transition

Promoting access to energy

1

De-risking and promoting private sector investments

2

Strengthening and modernising the grid

3

Supporting systemic innovation

4

Just energy transition

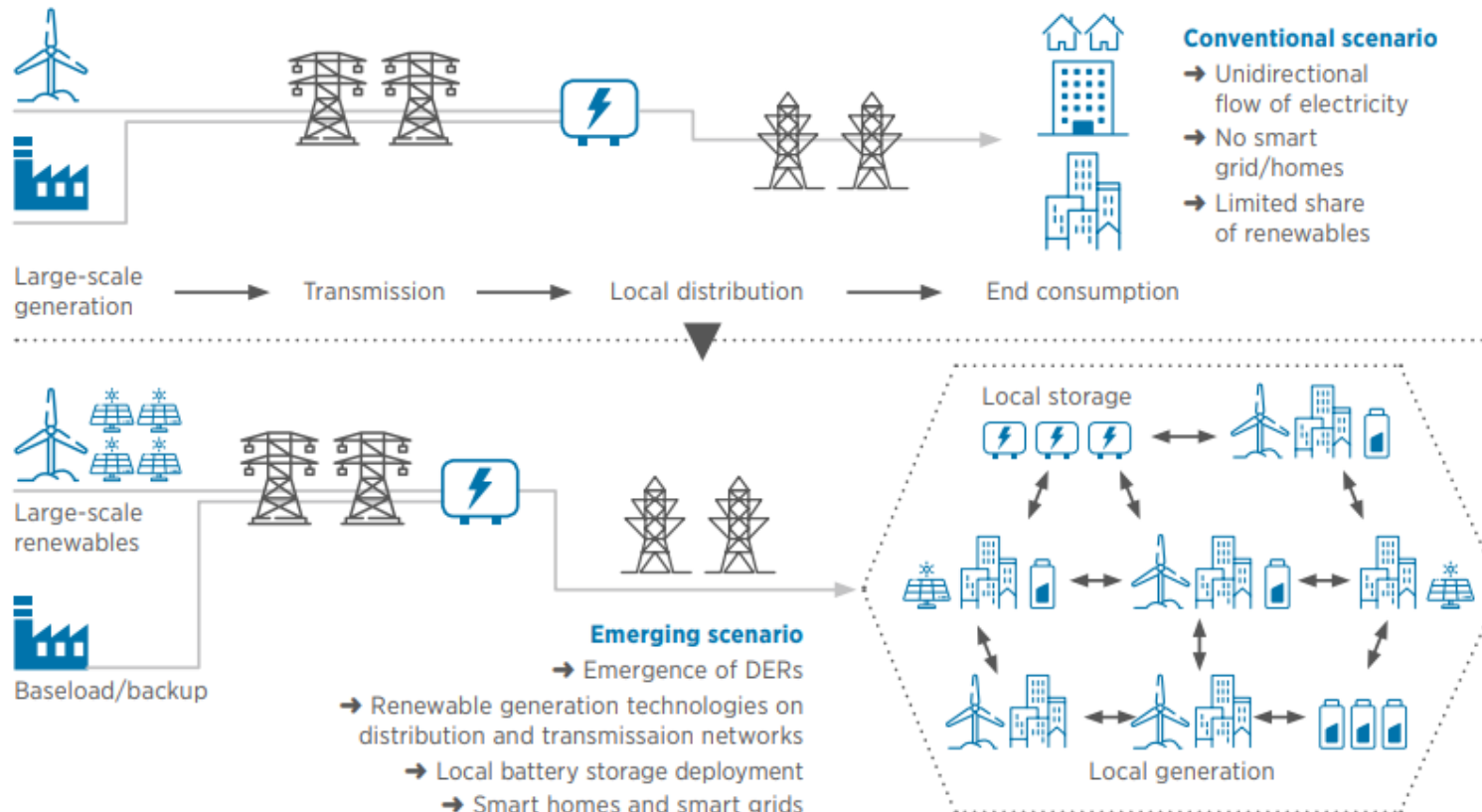
Functional and competent institutions

Accelerating Energy Market

12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND

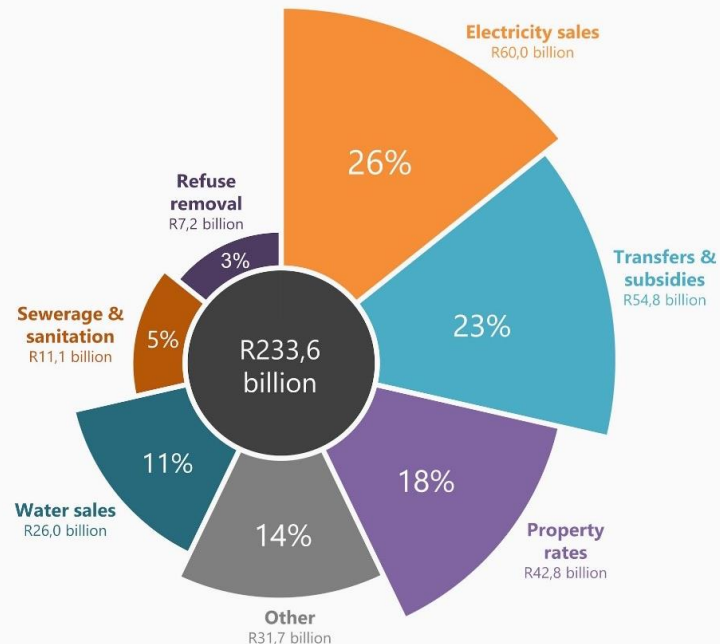
Figure 1 Conventional scenario versus emerging scenario in the power system due to the emergence of distributed energy resources



Importance of Electricity Utilities in South African Local Municipalities

Figure 1: Where does municipal money come from?

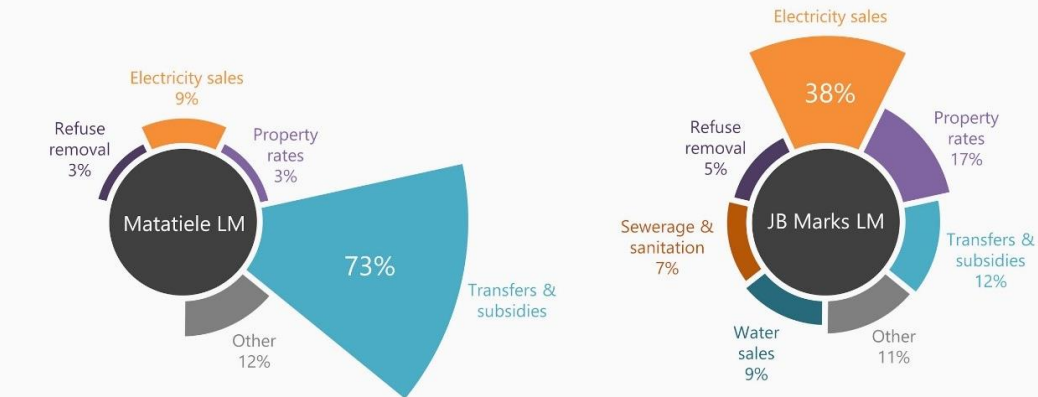
Total revenue received or generated across a sample of 130 municipalities (in the first six months of 2023)



Percentages have been rounded and may not sum to 100% Source: Quarterly financial statistics of municipalities, June 2023

Figure 2: Municipalities can exhibit starkly different revenue patterns

Predominantly rural municipalities (e.g. Matatiele) rely on financial transfers from government, while more urban municipalities (e.g. JB Marks) generate more of their own revenue (e.g. from electricity sales and property rates). Percentage breakdown of total revenue by source in the first six months of 2023



Percentages have been rounded and may not sum to 100% Source: Quarterly financial statistics of municipalities, June 2023

- ♀ Electricity Sales in most cases contributes the largest portion of service-related income for municipalities no matter the size of the municipality
- ♀ Property Rates also plays a critical role in keeping a municipality financially healthy
- ♀ Sustaining the municipal energy business is crucial to the sustainability of local municipality!!

12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



AMEU 70th
CONVENTION

Future Proofing the Municipal Electricity Utility Business in SA

20 - 23 Oct
2024

Kruger National Park
Nombolo Mdhluli Conference Centre
(Skukuza Safari Lodge)



Hosted by City of Mbombela



What is Generational Diversity?

12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



Generational diversity refers to the presence and inclusion of multiple generations within a workplace or organisation. It recognizes that different generations bring varied perspectives, experiences, skills, and values to the table. This diversity can significantly impact how teams' function, communicate, and innovate

-OpenAI (ChatGPT)



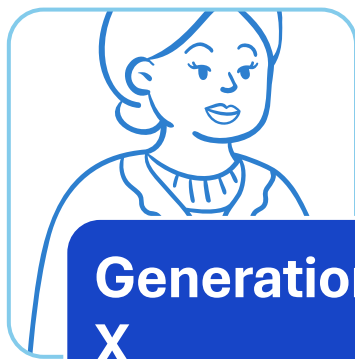
12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



Baby Boomers

• 1946-1964



Generation X

• 1965-1980



Millennials

• 1981-1996



Generation Z

• 1997-2012



Generation Alpha

• 2013-
Present



Each generation imagines itself to be more intelligent than the one before it, and wiser than the one that comes after it

-George Orwell



The key principles of Generational Diversity



1

Centered around capacity building

2

Promotes organizational adaption to market changes

3

Enables succession planning

4

Presents innovation from diversity

5

Creation of policies and procedures promoting data management and exchange of experience

Future-ready organisations



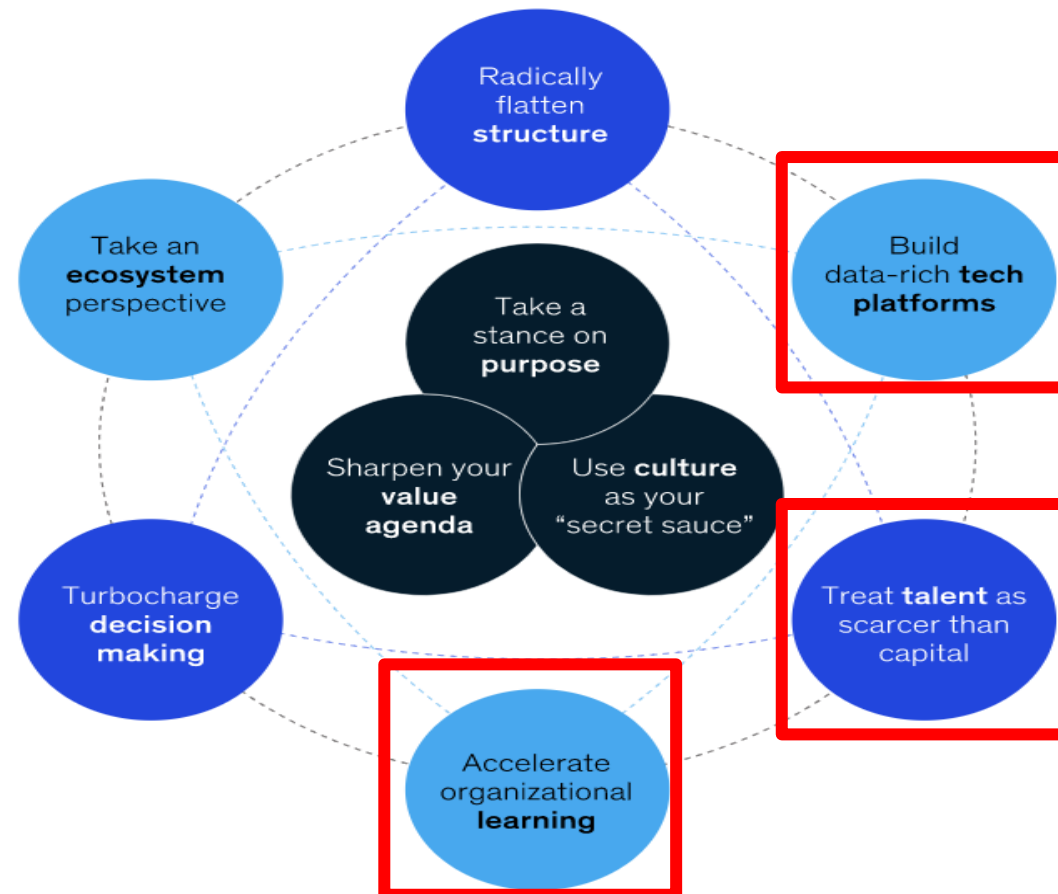
CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



Nine organizational imperatives will separate future-ready companies from the pack.



- Who we are
- How we operate
- How we grow



Why integrate Young People?

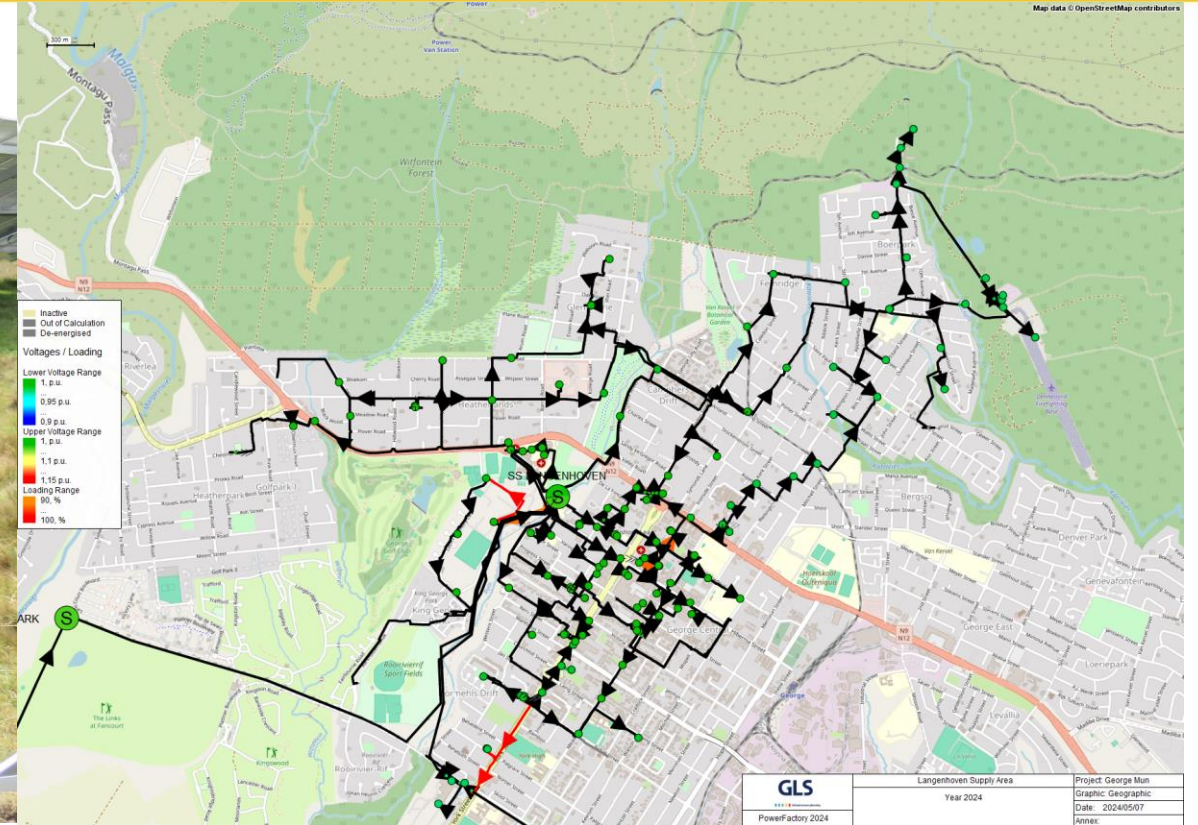


- Combats the impact of the “Brain Drain”
- Address the shortage of technical skills (engineers, technologists etc...) in South Africa’s public sector
- Reducing the age gap in the engineering field
- Promote the intentional development of quality professionals
- Create a pipeline of technical talent
- Fill the skills gap
- Contributes to organisation longevity

Generational Diversity managed right!!

12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



Aphiwe Matiwane **Pr. Eng Tech**

Aphiwe is a planning engineer within the Planning and Design department. He joined the team back in 2022 and holds his BTech in Electrical Engineering

12TH

CESA
YOUNG PROFESSIONALS
SUSTAINABILITY
IMBIZO
2024
13-14 AUGUST
PREMIER HOTEL MIDRAND



Thabo Yiga Pr. Eng
Infrastructure Projects
Manager



Courtesy of George Local Municipality website
<https://www.george.gov.za/george-on-track-with-proactive-response-to-energy-crisis-in-south-africa/>

What have we learnt?



- Rapidly changing energy sector, and the importance for municipalities to keep up.
- What Generational Diversity is?
- Succession Planning, Capacity building, Organisational Adaption, Exchange of Experience, Innovation are crucial principles of generational diversity that should be considered when future-proofing the municipal electricity business
- We cannot talk about future-proofing the municipal electricity business without integrating the youth!!



We, as leaders, can build bridges with what appeared to be chasms across generations, and with those bridges create a pathway for experience and knowledge to go down, and for an innovation, new technology and new ideas to be brought up, so we can truly empower our rising leaders to build on and carry the legacy we are building today!

- Mitch Lomazov



Thank you!!

