

ANNUAL REPORT

April 2024 - March 2025



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years of Professional Development & Projects



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A Non-Profit Company (NPC)

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DIRECTOR'S REPORT

This year marked a monumental milestone for us, a journey of **20 years of empowering** engineers, technologist and technicians, influencing careers and a commendable contribution towards building the future.

I am deeply grateful to all those who have been part of this incredible journey. We celebrated with pomp and fanfare at the gala event held on the 25th of October 2024, where esteemed guests included the CEOs and senior officials from ECSA, SAICE, MISA, CBE, and CESA. Our stakeholders, partners, funders, sponsors, mentors, and candidates also graced the occasion, making the event truly spectacular. The night was a true showcase of our values of excellence, passion, collaboration and integrity.

We wrapped up our 20th financial year on a fairly high note, with

PROJECTS

The Gauteng Cooperative Governance and Traditional Affairs (CoGTA) technical support and capacity-building project finally came to an end this year. This was much to the disappointment of the municipalities being supported and our technical experts, who were making a tangible impact towards infrastructure delivery and maintenance. As this was the final year, there was a deliberate push to transfer skills to willing municipal personnel to at least continue with the accurate quantifying of water and electricity losses, monitoring service providers to ensure effective project delivery and consistent operations and maintenance of infrastructure.

Improved performance of our candidacy programmes continued, and a significant number of registration applications were submitted during the two ECSA submission windows for the year. CETA and LGSETA awarded us additional discretionary grants for two cohorts of 14 and 60 candidates respectively, maintaining our active candidacy programmes. In addition, we concluded the LGSETA 60 programme, and the Railway Safety Regulator mature

yet another good performance. As we prepare to enter our third decade, we are more committed than ever to expanding our reach and deepening our impact. We have therefore revived our support for students' Work Integrated Learning, thereby contributing to a robust pipeline of skilled individuals.

Our candidacy programmes and technical courses continue to perform well, with our reach now extending to municipalities where we have not previously provided training.

candidacy programme. The cohorts provided more candidates with opportunities to get the support they need to get professionally registered, as ECSA upped the ante on Identification of Engineering Work, reminding all relevant engineering professionals that enforcement of this legislation is imminent.

Our partner, DBSA, entrusted us with the opportunity to support students with Work Integrated Learning. The execution of the programme adopted a phased approach, where at the end of Year 1, we would have supported 70 students.

The students are deployed to different sites, where they are exposed to work relevant to their qualifications, enabling them to satisfy their universities' requirements for graduation. This will be a fulfilling project that will contribute to reducing unemployment, as some contractors have offered the students jobs once they qualify.

We offered our final course on the previous MISA contract in June 2024, and we were excited to deliver the first course on the new contract in August 2024. Therefore, our contribution to continuous professional development and initial professional

development through technical courses delivered through the MISA contract and our Candidate Academy was meritorious, as attested by the increased delegate attendance. Our efforts to uphold MISA's mandate to train officials from dysfunctional municipalities have seen these municipalities benefiting.

PROSPECTS

After drafting a comprehensive bid in response to MISA's call for service providers to provide mentoring to municipal officials, we were disappointed when the tender was cancelled because MISA received only two bids, and this rendered the tender non-responsive. MISA has informed us that they will re-advertise, and we are ready to submit our bid again.

We are constantly on the lookout for adverts for the SETAs' discretionary grant application windows. We have submitted applications to TETA, CETA and LGSETA, and we are hopeful that we will be allocated the funding as the SETAs' Performance Plans indicate the targets they need to achieve in the financial year. We have proven to make meaningful contributions to the targets.

The City of Cape Town awarded us the mentoring opportunity that we had tendered for. However, there was a dispute lodged by one of the bidders, and therefore the support will only commence once this has been resolved.

At the end of the previous financial year, we submitted a tender to the National Treasury to monitor the ISDG mentoring programme nationwide. National Treasury has informed us that the adjudication processes are still underway, and has requested confirmation of our tender validity. Hopefully, they will conclude the process in the next financial year.

A WORD OF APPRECIATION

I was truly humbled by the sponsorship received from our stakeholders, which made our 20th Anniversary Gala a resounding success. A big thank you to all attendees—without you, we wouldn't have commemorated this milestone joyously. My gratitude extends to Lizelle, who volunteered to organise the event, to John, who assisted, and our MC, Zan, who took the reins and led us through the programme very well, even though it was her first time. You all let your talents shine. To be the well-oiled machine that we are, it takes all the SAICE-PDP staff members, funders, technical experts, mentors, and course presenters whose combined efforts make a difference in the capacity-building space. I'm especially grateful to the Board of Directors for their faith in my leadership.



Phathi Masimirembwa
Managing Director

The Candidate Academy continued to significantly contribute to our revenue for the year as we received numerous requests for in-house courses throughout the year, thus contributing to the growth of the business as well as supplementing the projects that may not have come at the projected time.

We monitor relevant media to check for tender adverts for both mentoring projects and the provision of training for technical courses.



Effective Regulator Assuring Excellence

Policy on Registration for Practising Specified Categoriser

R-01-POL-SC

Revision No.: 3

Effective Date: 01/06/2024

Next Review Date: 01/06/2028

EC SA

Page 1 of 1

Approving Officer: Nxumalo

before completing this Application



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This year, the Candidate Academy upheld its strong track record of delivering courses that foster professional growth and technical excellence. As of March 2025, the total number of delegates trained since its inception in 2011 has risen to 16,186.

Our public courses, delivered in collaboration with Consulting Engineers South Africa (CESA) and The South African Institution of Civil Engineering (SAICE), were further bolstered by the awarding of the City of Cape Town training tender in October 2024, as well as the steady stream of in-house course requests received throughout the year. This tender allowed us to engage directly with City of Cape Town officials, following the conclusion of our joint venture with HKA in May 2024.

Our contract with the Eastern Cape Department of Transport progressed smoothly and contributed positively to the overall delegate attendance.

In late 2024, Dup van Renen, the long-serving facilitator of the Pressure Pipeline and Pump Station Design and Specification course, retired after many years of valuable contribution to the Candidate Academy's success. To ensure continuity of technical excellence, Patrick Maisiri, Pr Eng, was appointed. With extensive industry experience and subject-matter expertise, Mr Maisiri successfully delivered his first course in February 2025, maintaining the high standard of instruction expected by our delegates.

Following a change in the availability of our previous Technical Report Writing course facilitator, Susan Williams was appointed to present this course. Mrs Williams has since developed an enhanced version of the course, incorporating both technical report writing and presentation skills.



FIGURE 1: Getting Acquainted with Technical Report Writing and Presentation Skills presented online by Susan Williams on 17-18 March 2025

Feedback from delegates has been encouraging:

“The course content covers everything that I think one needs to know to be a good report writer. The presenter knows the course content very well and tried her level best to ensure that everyone in the class understood what was presented.”

~ Nangamso Cetywayo.

The practical, application-oriented nature of our courses—designed to bridge the gap between theory and real-world practice—was reaffirmed when 38 delegates from the Central University of Technology Free State's CiviLab, along with their construction partners from the Pothole Eradication Programme, attended our Getting Acquainted with Road Construction and Maintenance course. The session was met with highly positive feedback, reflecting the course's relevance and impact:

“The course is groundbreaking in my life. It changes my whole mindset towards construction.” ~ Henry Chinavamwe: Maliepo Construction.

As part of the Candidate Academy's ongoing commitment to growth and innovation, four new courses were introduced during the year, namely:

- » **The ECSA Application and Forms Unpacked– A half-day workshop for Mentors and Supervisors** was presented by Allyson Lawless.
- » **Getting Acquainted with Water Reticulation Design** was developed by Phathi Masimirembwa and Andrew Brodie and presented by Andrew.
- » **Getting Acquainted with the Management and Rehabilitation Design of Urban Road Pavements** was developed and presented by Philip du Plessis.
- » **Getting Acquainted with Technical Report Writing and Presentation** was developed and presented by Susan Williams.
- » **Getting Acquainted with Wastewater Treatment Plant – Operations and Maintenance** was developed and presented by Phathi Masimirembwa and Du Toit Human.

Furthermore, in response to changes in the regulatory frameworks of the Engineering Council of South Africa (ECSA) and the South African Council for the Project and Construction Management Professions (SACPCMP), our facilitators updated their course material to ensure continued relevance and alignment with current professional standards.

ATTENDANCE AND COURSES

A total of 1,509 delegates attended 93 courses delivered during the year, including 33 in-house courses. In-house participation grew to 530 delegates, accounting for 35% of the overall attendance numbers. Reflecting a shift back toward in-person learning, thirteen face-to-face courses were delivered across KwaZulu-Natal, Gauteng, and the Free State.

The **Getting Acquainted with Basic Stormwater Design** course was the most popular technical course this past year, presented by Andrew Brodie and attended by 135 delegates.

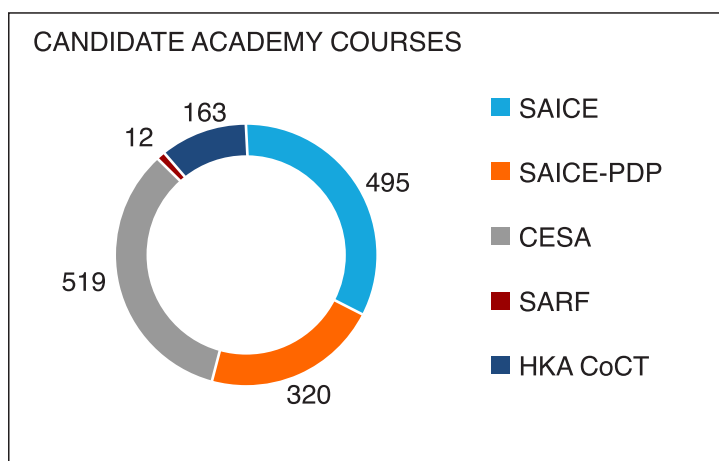


FIGURE 2: Distribution of delegates attending Candidate Academy courses organised by SAICE, CESA, SAICE-PDP, SARF and the City of Cape Town

PROFESSIONAL REGISTRATION

- » Road to Registration for Candidates
- » Road to Registration for Mature Candidates
- » Road to Registration for Mentors, Supervisors and HR Practitioners
- » The ECSA Application and Forms Unpacked – a half-day workshop for Mentors and Supervisors (new course)
- » The Direct Route to Registration as a Pr CPM or Pr CM
- » Understanding the 6 Stages of the Project Life Cycle to Register as a Construction Project Manager or Construction Manager

PRICING AND CONTRACTS

- » Getting Acquainted with Estimating, Costing and Pricing of Construction Tenders
- » Getting Acquainted with Basic Contract Administration
- » Getting Acquainted with General Conditions of Contract 3rd Edition (GCC 2015)
- » Getting Acquainted with Planning, Scheduling and Programming of Construction Tenders or Construction Management

TECHNICAL & PROFESSIONAL DEVELOPMENT

- » Getting Acquainted with being a Resident Engineer on Pipeline Projects
- » Getting Acquainted with being a Resident Engineer on Roads Projects
- » Getting Acquainted with Road Construction and Maintenance
- » Getting Acquainted with Sewer Design
- » Getting Acquainted with Basic Stormwater Design
- » How to Develop an Infrastructure Asset Management Plan in 3 Months
- » Introduction to GIS
- » Pressure Pipeline and Pump Station Design and Specification
- » Understanding the Technical Implications of Developing and Operating a Landfill
- » Getting Acquainted with Technical Report Writing
- » Getting Acquainted with the Management and Rehabilitation Design of Urban Road Pavements (new course)
- » Getting Acquainted with Water Reticulation Design (new course)
- » Getting Acquainted with Technical Report Writing and Presentation Skills (new course)



FIGURE 3: John Cato presenting the Getting Acquainted with being a Resident Engineer on Pipeline Projects at Ulundi Municipality



FIGURE 4: Delegates participating in a group exercise at the Getting Acquainted with Technical Report Writing course presented by Les Wiggill for Umngeni-uThukela Water, Pietermaritzburg

Candidate Academy courses - April 2024 to March 2025

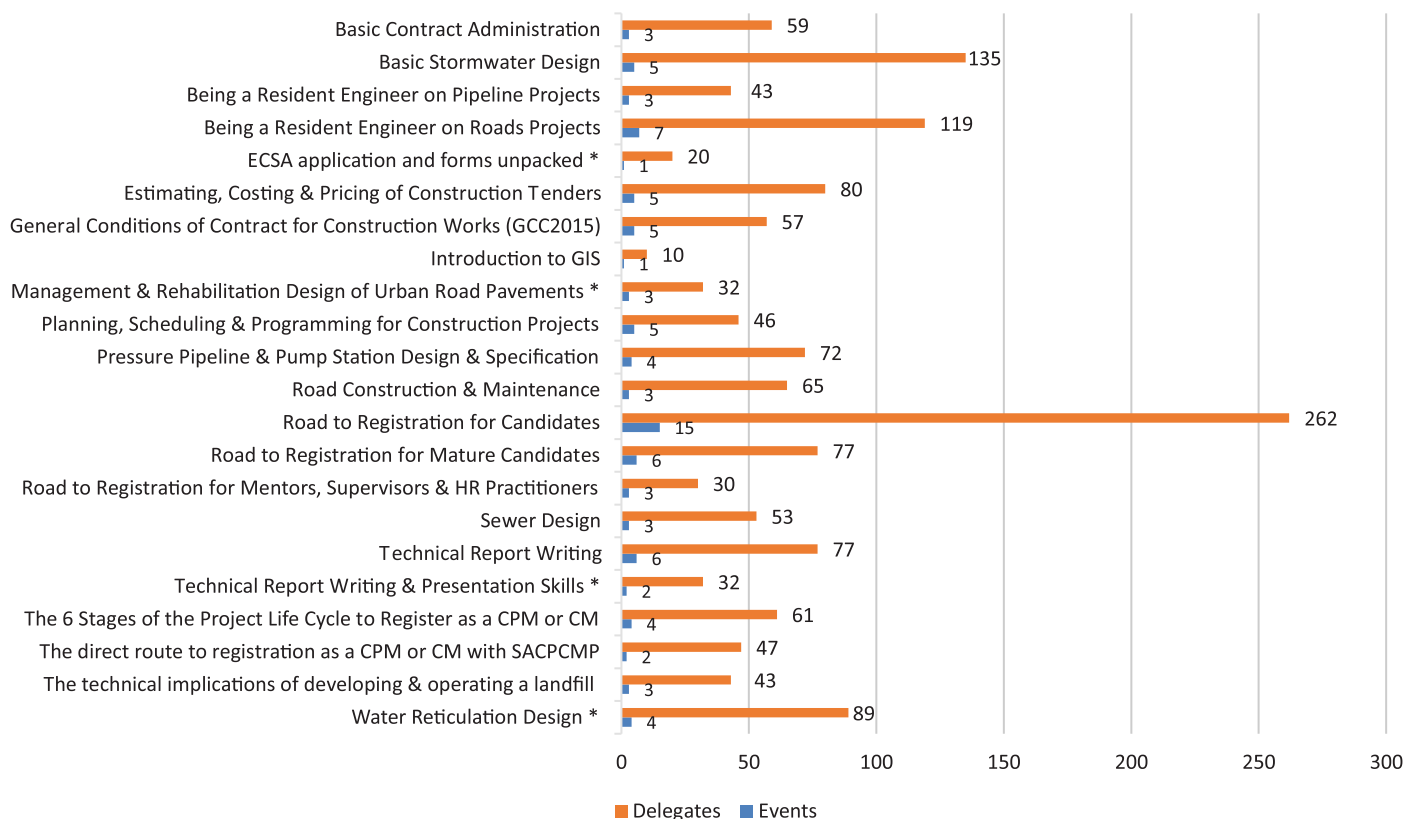


FIGURE 5: Candidate Academy courses presented from 1 April 2024 to 31 March 2025 (* New courses)

APPLICATION REVIEWS

Requests for application reviews are received periodically and are supported by our dedicated mentors. Historically, these reviews were limited to ECSA submissions, however, due to the inclusion of SACPCMP mentors in our candidacy programmes, we have been able to also assist candidates submitting to SACPCMP. Although most submissions are complete, candidates often seek the assurance of a final review. The support provided to the SACPCMP candidates includes mock interview preparation to ensure they are well prepared for the assessment process.

CAROLINE SHILUBANE - A ROAD TO REGISTRATION SUCCESS STORY

Caroline, HOD Civil and Structural Engineering, 2BLN (Pty) Ltd, attended a Road to Registration for Candidates course presented by Allyson Lawless in March 2023, and she recently registered as a Professional Engineering Technologist. Congratulations, Caroline!



“I am proud to say that I am officially registered as a Professional Civil Engineering Technologist. Your support and encouragement through my application journey played a significant role in this achievement, and I'm truly grateful.

I still recall one of the “Road to Registration for Professionals” training sessions, where you challenged us to build a tower using any reusable material. That seemingly simple exercise left a lasting impression on me. It taught me valuable lessons about resilience and vision—that even when we build and fall, we must continue striving and never give up.

I sincerely thank God for your presence and impact in our field.”

~Caroline Shilubane Pr Tech Eng Civil



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SAICE-PDP's three-year appointment with the Municipal Infrastructure Support Agent (MISA) to provide training to municipal officials ended in June 2024, with an impressive total of 1,548 delegates trained since commencement. Over the three years, we consistently achieved MISA's quarterly targets, much to their delight.

As MISA must have continuous training every year, they advertised for another three-year contract to provide technical training, and we submitted our response to the tender in March 2024. We were delighted to receive the appointment letter on 21 June 2024, which enabled us to continue with our course delivery. Similar to the previous contract, the technical focus areas included civil engineering, electrical engineering, town and regional planning, solid waste management, construction and project management, Geographic Information Systems (GIS) and property valuation.

The new contract provided an opportunity to include these courses, which were not in the previous contract:

- » [Getting Acquainted with Becoming a Resident Engineer on Pipeline Projects](#)
- » [Getting Acquainted with Management and Rehabilitation Design of Urban Road Pavements](#)
- » [Getting Acquainted with Water Reticulation Design](#)

The transition from online to face-to-face sessions facilitated greater interaction between facilitators and participants, as well as among the participants themselves. This enabled participants to openly discuss municipal challenges and

successes, fostering a more interactive learning environment where they could learn from each other's experiences.

In addition to the municipal officials, invitations were extended to candidates on the LGSETA and CETA candidacy programmes, which extended the footprint of these invaluable courses.

As part of MISA's mandate, dysfunctional municipalities were prioritized for attending the courses. Significant efforts were made to ensure meaningful participation from delegates representing these municipalities in the training courses. However, similar challenges to previous years persisted, including delayed responses to invitations, travel restrictions due to budget constraints, and many vacant technical positions, which limited the availability of officials to attend courses.

One notable success from the technical skills training programme was a SACPCMP candidate who used insights from the Project Life Cycle course in Groblersdal to complete her registration process and successfully achieve professional registration.

A participant of the Getting Acquainted with Stormwater Design course in Queenstown shared that the knowledge she gained was instrumental in completing a key project for her ECSA professional registration application, significantly contributing to her professional development.

ATTENDANCE AND COURSES

From 1 April 2024 to 31 March 2025, 501 municipal officials attended the range of courses as listed below.

TECHNICAL

- » Developing, Testing and Strengthening of Capital Investment Frameworks as part of Municipal Spatial Development Frameworks
- » Township Establishment: How to formulate compliant Conditions of Establishment
- » Understanding the Role of the Property Valuer in Local Government, Focusing on the Valuer's Function for Compliance with the Municipal Property Rates Act
- » Understanding the Six Work Stages in the Project Life Cycle
- » Substation Design, Operation and Maintenance
- » Enhancing the Municipal Electricity Revenue Value Chain
- » Getting Acquainted with Basic Stormwater Design
- » Advanced Topics for GIS in Local Government
- » Understanding the Concept of Labour Intensive Construction
- » Pressure Pipeline and Pump Station Design and Specification
- » Understanding the Technical Implications of Developing and Operating a Landfill
- » Getting Acquainted with Technical Report Writing

PRICING AND CONTRACTS

- » Getting Acquainted with Planning, Scheduling and Programming for Construction Projects
- » Getting Acquainted with General Conditions of Contract (2015)

COMBINED TRAINING ATTENDANCE

The training attendance for both the Candidate and Municipal Academies showed increased interest in face-to-face courses. As described under the candidacy programmes, we continued offering topical webinars included under “Webinars & Other Projects,” which have been steadily increasing each year and clearly address a skills gap.

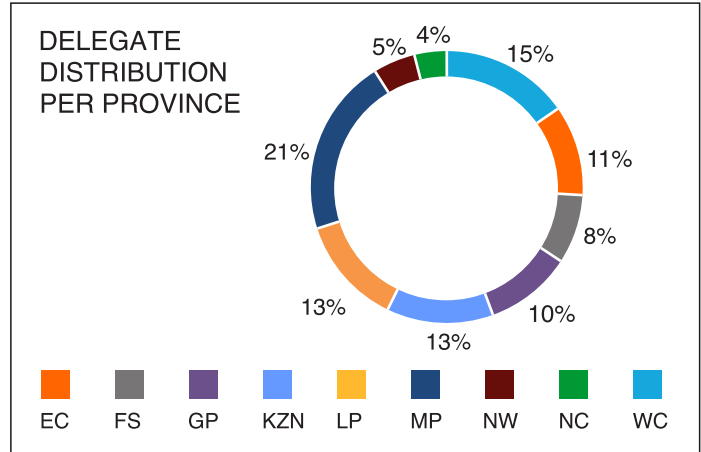


FIGURE 6: Attendance of delegates per province

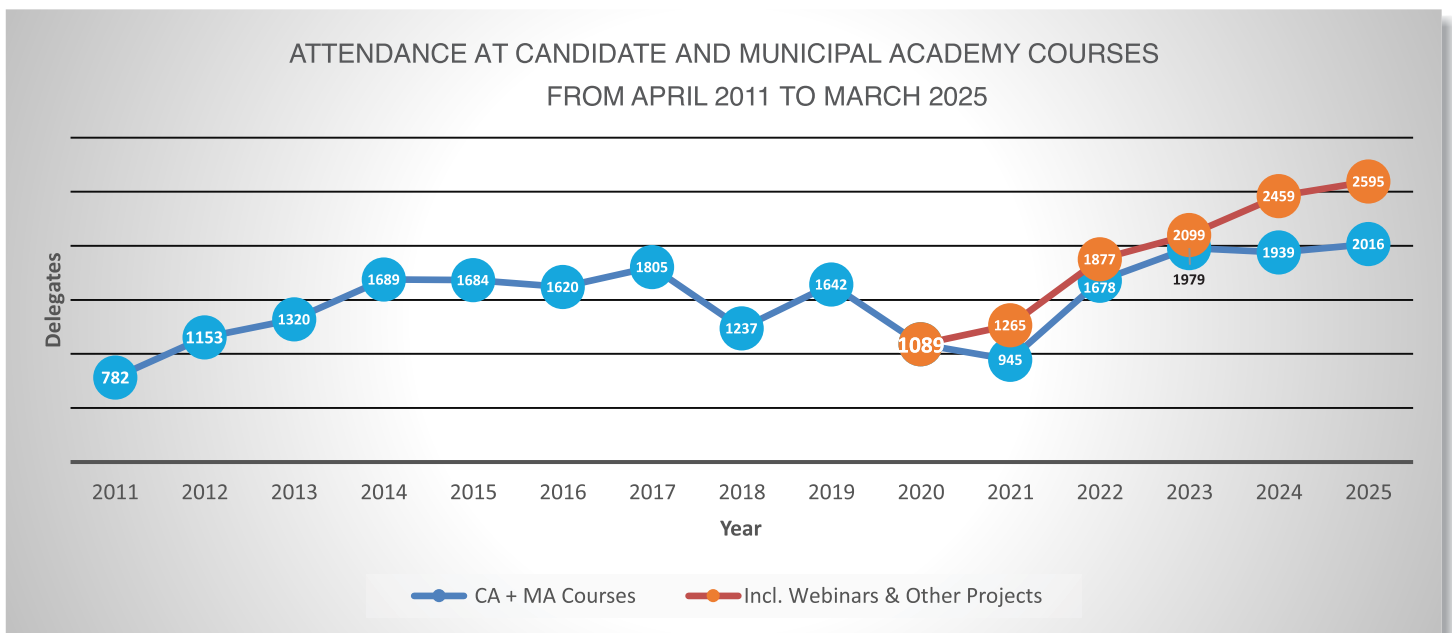


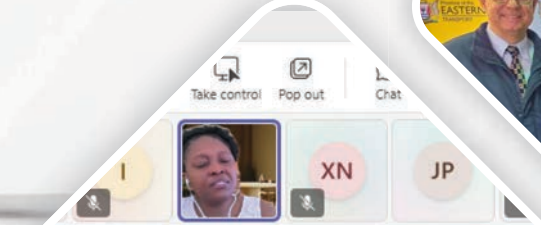
FIGURE 7: Attendance of Candidate and Municipal Academy courses from April 2011 to March 2025 (including Webinars and Other Projects: CETA; DBSA BECBPP; DBSA WIL; Epitome; LGSETA; TETA)



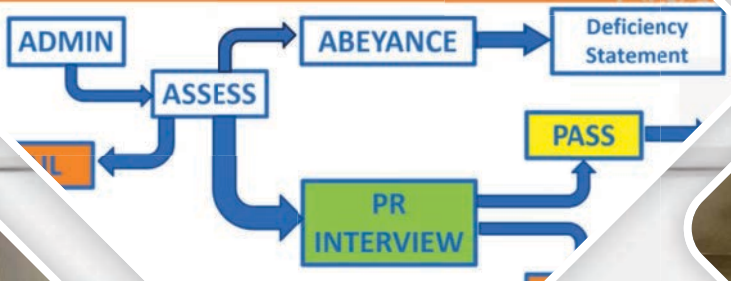
FIGURE 8: Ronnie McKenzie presenting the MISA Pressure Reducing Valves course in Rustenburg



FIGURE 9: Janet Channing presenting the Understanding the Role of the Property Valuer in Local Government. The course was interactive with numerous group activities and discussions



New ECSA Assessment Process



is no longer an Experience
al Interview option



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Activity

$a \times 0.270 \text{ m}^2 \times$
 $(o/2)$
 126 kN
 $= F_p - \text{balance forces}$
 $= P \times A$
 $/ P \text{ (if } P \text{ not known, } 100$
 $\text{a safe assumption)}$
 $/ 150 \text{ kN/m}^2$

- Height = 630 m
= 0.945 m
- Minimum length = 0.945 m = 0.89 m.

Thrust Block: Answer





professional development

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THE LOCAL GOVERNMENT SECTOR EDUCATION AND TRAINING AUTHORITY (LGSETA) CANDIDACY PROGRAMMES



SAICE-PDP continued to manage seven candidacy programmes during the financial year, with a total of 216 candidates being mentored.

Focused, hands-on workshops were conducted with the candidates and their mentors to help with completion of their Training and Experience Reports, Training and Experience Outline Reports and Engineering Reports for those ready to submit.

In September 2024, additional discretionary grant funding was awarded for 60 candidates.

CANDIDATE DISTRIBUTION PER PROVINCE

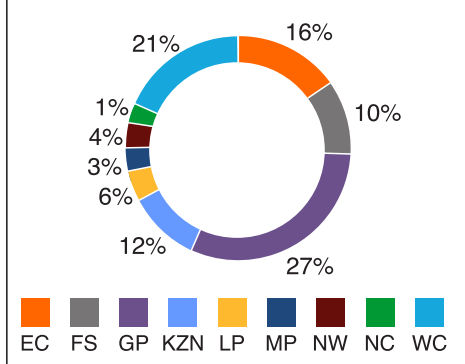


FIGURE 10: Geographical spread of the candidates across all the LGSETA cohorts

Challenges consistent with previous years persist, including candidates not operating at the required level of complexity and responsibility, as well as limited opportunities for gaining design experience within the municipal environment.

PROGRESS OF THE 50 COHORT

The programme officially ended in June 2021, but we continued our mentoring support to improve the submission rate of this cohort, for candidates who were committed and ready to submit. To date, thirteen applications have been submitted, and eleven have resulted in successful professional registrations.

This approach of assisting identified candidates to submit their applications

even after the programme has ended will continue as we endeavour to contribute to the professionalisation of local government. The partnership with LGSETA is invaluable as they have shown their commitment to candidacy programmes by continuing to award discretionary grant funding.

Phindile Memela registered as a Pr Techni Eng (electrical). She expressed her appreciation:

"I am pleased to inform you that my registration was successful. Your guidance and assistance throughout the years have been invaluable in making this application successful. I am truly grateful for all your help and support."

PROGRESS OF THE 49 COHORT

This programme officially ended in September 2022, but LGSETA granted extensions, with the final extension until 30 November 2024.

To date, out of twenty-one application submissions, fifteen candidates have successfully registered: two Professional Engineers, nine Professional Engineering Technologists, and four Professional Engineering Technicians.

Following her successful registration as Pr Techni Eng, Gugu Nhlane shared these words of advice:

“What I have learned in the process is that anyone can register if they possess the required qualifications and experience, regardless of the sector. What is key, though, is applying engineering knowledge. It is also important to have a supervisor or a mentor who is qualified, to provide guidance to ensure one is on the right track.”

PROGRESS OF THE 16 COHORT

This programme is in the final year of a three-year programme, which ends on 30 September 2025. To date, out of eight application submissions, one candidate has successfully registered as a Professional Technologist.

The hands-on reporting workshops were particularly useful to the candidates and resulted in seven application submissions for the programme.

As with the previous programmes, an extension of the contract will be requested from LGSETA to assist the remainder of the candidates who are close to completing their applications.

PROGRESS OF THE 30 COHORT

This programme is in the final year of a three-year programme, which ends on 30 September 2025.

To date, nine applications have been submitted. This number includes five electrical candidates from uMhlatuze Municipality who submitted their applications this year. One of these candidates, Isaac Ngubane, expressed his gratitude:

“I reserve a special gratitude to my mentor, Mr Fred Fryer. Thank you so much for the support you've given me throughout this journey. You went beyond just being a mentor and offered me support even in difficult times, and for that, I will forever be grateful.”

As with the previous programmes, an extension of the contract will be requested from LGSETA to assist the remainder of the candidates who are close to preparing their applications.

PROGRESS OF THE 60 COHORT

This programme officially concluded in February 2024, but LGSETA granted an extension until March 2025. This provided an opportunity to strategically engage candidates who were nearing submission readiness for their applications to ECSA and SACPCMP, respectively.

To date, thirty-eight applications have been submitted, resulting in fifteen successful registrations: eight Professional Technologists, six Professional Technicians, and one Professional Construction Project Manager, while the rest are still being considered by ECSA and SACPCMP.

Portia Malotane Pr Techni Eng shared her words of appreciation:

“I wanted to take a moment to express my heartfelt gratitude for the guidance, support, and wisdom you shared with me throughout our mentoring journey. Your expertise, encouragement, and belief in me have made a significant impact on my professional growth.”

PROGRESS OF THE 30A COHORT

This programme is in the final year of a three-year programme, which ends in March 2026.

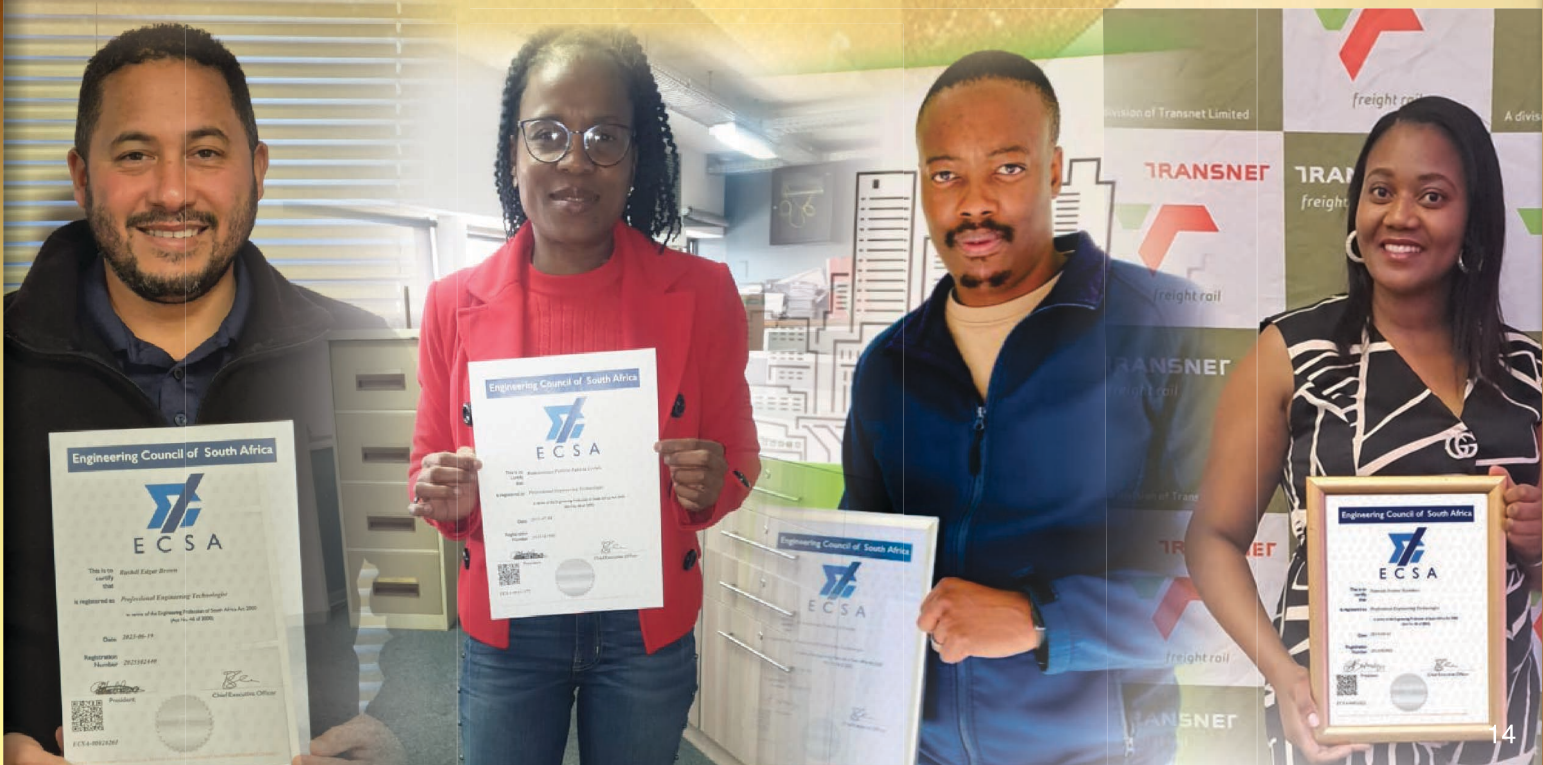
To date, out of ten application submissions, Joel Mangena has registered as a Professional Technologist.

Joel expressed his gratitude:

“To Phathi Masimirembwa, I just want to express my appreciation for your guidance and support. Thank you for being an incredible mentor. Ke leboga go menagane.”



CONGRATULATIONS ON YOUR SUCCESSFUL
PROFESSIONAL REGISTRATION!
WE ARE PROUD TO HAVE BEEN PART
OF YOUR JOURNEY.



PROGRESS OF THE 60A COHORT

This programme officially commenced in September 2024. Due to the number and geographic spread of the candidates, four inductions were held: one online and three face-to-face (in Gauteng, Eastern Cape and KwaZulu-Natal).

This programme has progressed well, with most of the candidates actively participating and engaging with their mentors.



FIGURE 11: LGSETA 60A Induction for the Zululand District Municipality candidates at Ulundi Garden Court

PROGRESS OF THE 20 COHORT

This programme commenced on 20 March 2024. Three inductions were held for this cohort: one online and two face-to-face (in Mpumalanga and Gauteng).

The programme is progressing well, with the candidates benefiting from the mentoring support to gain the requisite experience.

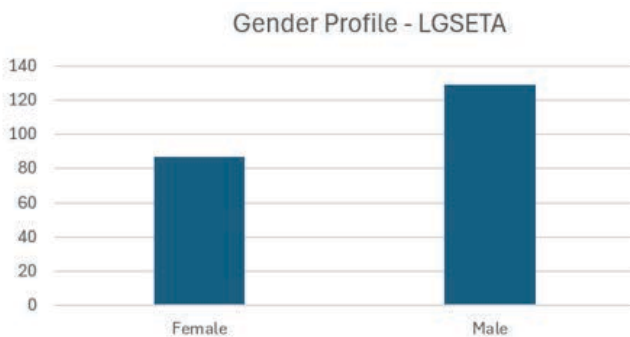


FIGURE 12: LGSETA cohorts: The gender distribution of all the cohorts which shows an encouraging number of females who have entered the engineering profession

CONSTRUCTION EDUCATION AND TRAINING AUTHORITY (CETA) CANDIDACY PROGRAMMES



The mentoring efforts for the two CETA programmes have progressed well. The hands-on reporting workshops were also offered to the CETA-funded candidates.

Even though the CETA 11 programme ended in June 2024, SAICE-PDP continues to assist candidates who show dedicated commitment in compiling their registration applications. Out of five application submissions, three candidates have successfully registered: one Professional Engineer and two Professional Technologists.

PROGRESS OF THE CETA 14 PROGRAMME

This programme commenced on 1 April 2024. Mentors continued to support their allocated candidates, enabling effective project planning and execution.

Although some candidates faced challenges in meeting engagement requirements due to demanding work schedules, they maintained open communication with their mentors to address these difficulties.

Despite these obstacles, many candidates made concerted efforts to reconnect with their mentors and participate in online webinars and meetings whenever possible.

PROGRESS OF THE CETA 14A PROGRAMME

This programme commenced in February 2025. The candidates from Zululand District Municipality, the Eastern Cape Department of Transport (ECDoT), and Johannesburg Water were invited to participate in Road to Registration induction workshops.

The inductions were attended by representatives from CETA, who outlined the Training Authority's role and reaffirmed their commitment to professionalisation within the broader built environment.

The candidates are progressing well in accordance with their established training plans.

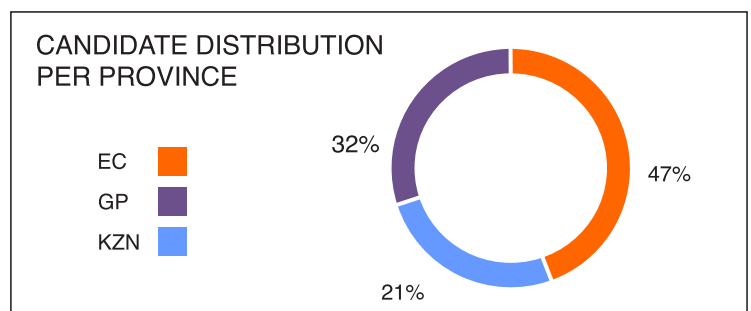


FIGURE 13: CETA 14 and CETA 14A: Geographical spread of the candidates

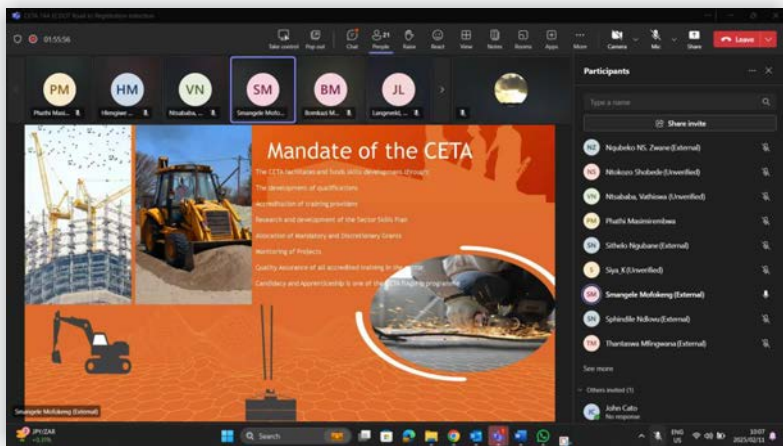


FIGURE 14: Ms Smangele Mofokeng from CETA delivering CETA's mandate at the online induction workshop



FIGURE 15: Ms Smangele Mofokeng from CETA delivering CETA's mandate to the delegates at the JRA induction workshop

TRANSPORT EDUCATION TRAINING AUTHORITY (TETA) CANDIDACY PROGRAMME



The programme commenced in April 2022 and is in its third year of a three-year programme, which ends on 31 March 2026. There are seven active candidates.

A hybrid mentoring approach has worked well for these candidates, combining regular online sessions with focused face-to-face workshops aimed at progressing candidates towards professional registration with ECSA.

It is with sadness that we recognise the passing of civil engineering candidate, Minenkosi Ntshanga, on 17 December 2024. He was dedicated and had made steady progress. His contributions to the programme are respectfully acknowledged.

To date, 62.5% of candidates have completed 100% of their TERs, while 25% have started drafting their engineering reports. One candidate has submitted to ECSA, and we await the outcome.

The programme continues to make a meaningful contribution by accelerating candidate readiness for professional registration. It also strengthens the technical capacity of public sector engineering teams through structured mentoring and skills development.

RAND WATER

We continued to interview identified employees in civil and mechanical engineering, as well as water scientists, to assess their readiness for promotion within the Rand Water system.

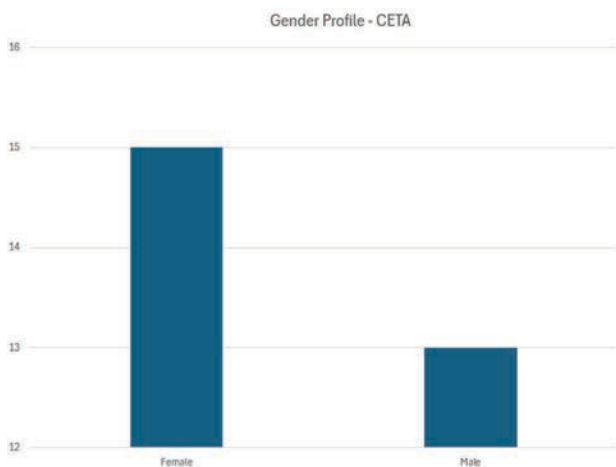


FIGURE 16: CETA 14 and CETA 14A: The gender distribution which shows a substantial number of female representation split between these two programmes

MENTORS

Due to the addition of numerous programmes, geographic location of the candidates and discipline-specific requirements, sixteen new mentors were appointed during the year!

Our mentoring footprint extends across all the provinces as indicated in the graph below. The SAICE-PDP management team ensures that the quality of the reporting submitted to the Funders, ECSA and SACPCMP, is consistently upheld by our mentors.

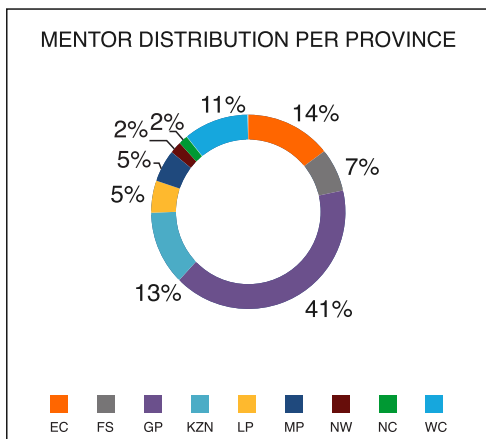


FIGURE 17: Mentor distribution per province

DEVELOPMENT BANK OF SOUTHERN AFRICA (DBSA) CANDIDACY PROGRAMME



The contract for the Built Environment Capacity Building Professionalisation Programme (BECBPP) to provide mentoring to identified candidates towards registration with SACPCMP commenced in September 2023. The appointment was due to end in February 2025, but DBSA is in the process of preparing an Addendum to extend our mentoring support.

We provided mentoring support to 31 mature candidates, 28 of whom are pursuing registration as Professional Construction Project Managers (PrCPM) and three as Professional Construction Health and Safety Agents (PrCHSA).

To date, a total of 22 applications have been

submitted to SACPCMP, and seven candidates are awaiting interview dates. One candidate has successfully registered as a Professional Construction Project Manager.

Face-to-face workshops with mentors are ongoing to prepare candidates adequately for their interviews.

WALTER SISULU UNIVERSITY

The appointment by the University to provide mentoring support aimed at the professional registration of its lecturers with ECSA, commenced in October 2023. On 3 July 2024, the agreement was extended and in November 2024, ten new academic staff members joined the programme. A Road to Registration workshop was conducted to guide them through the ECSA application process.

To date, a total of sixteen applications have been submitted to ECSA, resulting in two successful registrations: one Professional Engineer and one Professional Technologist, while the rest are still being considered by ECSA.

The success of the programme is largely attributed to the dedication and responsiveness of the candidates, the commitment of the supervisors, and the unwavering support of the mentors.

DEVELOPMENT BANK OF SOUTHERN AFRICA (DBSA) WORK INTEGRATED LEARNING PROGRAMME

The programme provides students with in-service training required for their technical qualifications as mandated by their respective tertiary institution. DBSA signed an Implementation Service Level Agreement with SAICE-PDP in January 2025.

A total of 70 students will be recruited in a phased approach, with the first twenty students (ten engineers, two architects, and eight quantity surveyors) recruited in March 2025.

In a matter of weeks, twenty students were selected from 138 applications, the induction was concluded, contracts signed, laptops purchased, and PPE issued.

The students have been allocated to internal supervisors at DBSA Head Office and selected construction project sites. SAICE-PDP will provide the mentoring oversight of the experience being gained in accordance with the institution-specific logbooks.



FIGURE 18: Orientation group photo of the students with DBSA and SAICE-PDP staff at DBSA Head Office on 5 March 2025

GAUTENG COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS (COGTA) PROJECT

The contract to provide technical support to targeted municipalities commenced on 20 November 2020, initially for a duration of 36 months, ending on 17 December 2023. Following numerous budget proposals, the appointment was extended to 16 March 2025.

A budget of R5 million was initially allocated for the 2024/2025 year, but midway through the year, an additional R4 million was added.

Our support continued to focus on initiatives to mitigate water and electricity distribution losses, enhance water conservation and demand management, and project management support to the Renewable Energy Crisis Plan. Assessments of bulk infrastructure services with specific focus on human settlements, with special focus on the three metropolitan municipalities, also began.

Our close-out report outlined the impact the project had over the duration of the support. This included the completion of stalled projects, accurate quantification of electricity and water losses, identification of initiatives to reduce these losses, securing funding to implement these initiatives, and the establishment of the Sedibeng DDM Hub and a project management office within the CoGTA renewable energy team.

Many challenges were encountered, as is expected over a period of just over four years. Despite ever-changing budget allocations and the resulting reduction in our efforts—at a time when the needs of the supported municipalities continued to grow—our involvement has remained invaluable.

We are thankful to our experts for their unwavering commitment to their municipalities and the officials they had developed strong relationships with to improve service delivery.

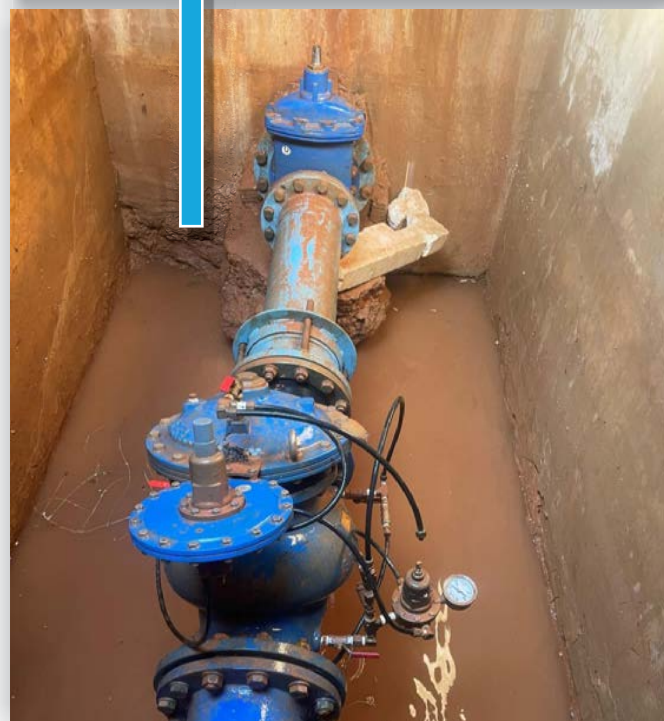


FIGURE 20: Fochville pressure reducing valve installations at reservoir complex

CIVIL DESIGNER WORKSHOP

On 19 February 2025, a hybrid approach was adopted for presenting the Civil Design Centre – Digital Terrain Model workshop. The face-to-face venue was the Focus Rooms in Modderfontein, and out-of-town candidates attended online via MS Teams.

It was a successful collaboration between Civil Designer and SAICE-PDP, which was well received by participants. A notable improvement in assignment submissions was observed post-course.



FIGURE 19: Tiisetso Nkalai, SAICE-PDP appointed renewable energy expert at Durban Street Open Cycle Gas Turbine Substation during inspections of the refurbished facilities.

Our partners, Civil Designer, expressed their appreciation in a post on LinkedIn:



Comments from candidates who attended:

“The course served as a good refresher after many years of not actively using CAD software, and was presented very well so that one can easily pick up on functions that might have been forgotten. The course was handled very well; I had expected some challenges due to the course being presented in-person and online simultaneously, but the challenges were minimal and handled extremely well. The presenter did not forget about the online audience.”

~Daniel Neethling

“It was very much informative, and it made you want to learn more.”

~Mandisa Mancam



FIGURE 21: An interactive exercise during the Technical Report Writing course



FIGURE 22: Delegates competing to build the highest tower which is always an exciting exercise in the Road to Registration courses

SAICE-PDP is well positioned to contribute or present to forums and committees, from time to time, focusing mainly on professional registration and capacity building in both the municipal space and the broader built environment.

COUNCIL FOR THE BUILT ENVIRONMENT

We were happy to assist with Council for the Built Environment (CBE) with their mentorship programme. The CBE, in collaboration with the Department of Public Works and Infrastructure (DPWI) is implementing an Infrastructure Audit Programme. As part of this initiative, graduates and candidates, together with designated mentors, were appointed to conduct infrastructure audits on DPWI buildings.

CBE requested that SAICE-PDP articulate the specific responsibilities of mentors, mentees, and supervisors to ensure a clear understanding of roles and expectations. It was noted that these responsibilities can only be successfully executed if both mentors and mentees are provided with appropriate resources, i.e. contracting forms, monitoring and evaluation documents, and reporting templates to support candidates' technical growth

and facilitate their efficient progression from candidacy to professional registration. Furthermore, access to relevant training and professional development courses offered by SAICE and SAICE-PDP was highlighted. SAICE-PDP contributed to the CBE initiative by providing our experienced internal mentors, who delivered informative workshops on the respective ECSA and SACPCMP registration processes for the appointed candidates.



FIGURE 23: SAICE-PDP mentors, Violetia Dias, Tumi Disemelo, John Cato and Given Mabaso at CBE workshop

ENGINEERING COUNCIL OF SOUTH AFRICA (ECSA) WORKING GROUP - ALIGNMENT OF EDUCATION AND COMPETENCY STANDARDS

John Cato continued his involvement with the Working Group and assisted ECSA with reviewing Discipline-Specific Training Guidelines for the chemical, mining, dam specialist, lift inspectors and industrial metallurgical disciplines.

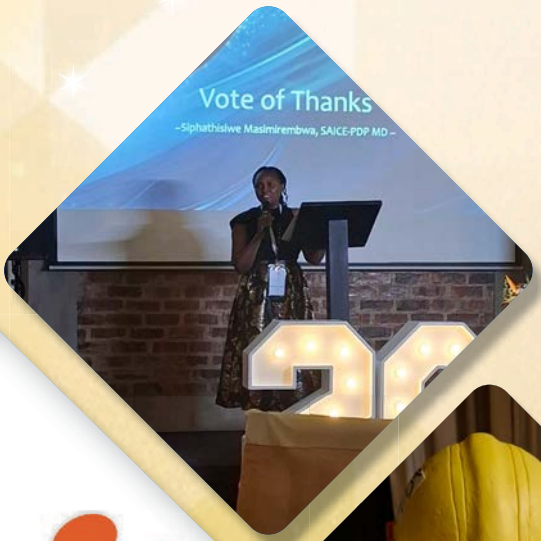
OTHER ENGAGEMENTS



FIGURE 24: Presentation by SAICE-PDP to the Eastern Cape Department of Transport on candidacy programmes



FIGURE 25: SAICE-PDP representation at the South African Road Federation engagement



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 20 Years of Shaping the Future
 2004 - 2024





STAFF APPOINTMENTS

Mpoti Machaba commenced on 1 October 2024 in the role of Project Manager (Mentoring and Technical Support). Mpoti is passionate about developing engineering skills, particularly about the professionalisation of municipal officials in local government. Having spent his career in the municipal environment, Mpoti is well positioned to appreciate the challenges and identify innovative mentoring approaches to assist his candidates.

SAICE-PDP MARKS 20 YEARS OF IMPACT: CELEBRATING SERVICE EXCELLENCE AND CANDIDACY PROGRAMME ACHIEVEMENTS.

The 20th anniversary of the SAICE Professional Development Programme was celebrated with a spectacular gala event held on 25 October 2024. Over two decades, SAICE-PDP has played a pivotal role in advancing professional development through its diverse programmes, which include structured candidacy pathways, mentorship initiatives, and technical capacity building. This milestone was celebrated alongside the achievements of candidates who attained professional registration through these initiatives.

MENTORS - THE GUIDING LIGHT

Behind every successful candidate stands a mentor - an unsung hero providing guidance, expertise, and encouragement. The gala paid tribute to these mentors, whose tireless dedication was instrumental

in preparing the candidates for professional registration.

CELEBRATING PROFESSIONAL GROWTH

A highlight of the evening was the recognition of the candidates who, through persistence and commitment, achieved professional registration. Their journey through the structured candidacy programmes showcased the value of targeted development, with technical training and mentorship tailored to meet the standards of the engineering profession.

ANIGHT TO REMEMBER

Inspiring speeches were delivered by Sekadi Phayane Shakhane (SAICE CEO), Dr Bridget Ssamula (ECSA CEO) and

Mapatane Kgomo (MISA CEO).

The gala also recognised the long-standing dedication of SAICE-PDP staff members through the presentation of the Service Excellence Awards to Zan Mlambo and Lizelle du Preez, and Certificates of Long Service to Precious Koto and Nadine Naude for 15 years respectively, and Queen Nzima for 10 years' service. This acknowledgment underscored the importance of sustained effort and collaboration in achieving the organisation's goals.

Here's to the remarkable achievements of this year's honourees and the legacy of leaders in the engineering profession. The SAICE-PDP Gala was not just a recognition of what has been accomplished, but an inspiration for what lies ahead.



FIGURE 26: Nomvula Nyambose and Vhutshilo Rambevha with SAICE-PDP Managing Director, Siphathisiwe Masimirembwa with their awards for their winning registration journey submissions



FIGURE 27: SAICE CEO, Sekadi Phayane-Shakhane and ECSA CEO, Dr Bridget Ssamula handing over the award for Excellence in Mentoring to Philip du Plessis

IMESA ENGINEERING CONFERENCE

This year, our team attended the Institute of Municipal Engineering's 87th annual conference, held from 6 to 8 November 2024 at the GrandWest in Cape Town. It was an action-packed programme of events which included insightful presentations, interesting technical papers, and an exciting raffle was held. It's always so exciting when someone from the office earns a big award! During a raffle on 8 November, our very own Mr Machaba won a gift hamper, a reward for attending all the sessions, including the site tour. He was all cheerful to share the news with us.



YEAR-END CELEBRATION

The year-end celebration at Misty Hills on 6 December 2024, a memorable experience, as the staff enjoyed activities such as archery, clay pigeon shooting and quad biking. The first-time experience as a group brought out some hidden talents of our staff members, except for some who rode the quad bikes – seemingly, their driving skills need some practice to avoid landing in the mud! Afterwards, the selection of some exotic game meats was sampled at the Carnivore Restaurant.



FIGURE 28: Serious aiming for the clay pigeon shooting and with helmets all ready for quad biking

BOARD OF DIRECTORS MEETINGS

The Board met on 26 July 2024 and 10 March 2025.

B-BBEE AND TAX CLEARANCE CERTIFICATES

In accordance with the Amended B-BBEE Codes, due to our turnover being below R50 million and being a non-profit company qualifying as a specialised Qualifying Small Enterprise (QSE), we updated our affidavit declaring the percentage of black beneficiaries who had received training or mentoring for the 2023/2024 review period. The overall percentage achieved was 82.94%, which was a substantial increase from the previous year due to our impressive training numbers, and we retained our Level 1 Contributor Score.

Furthermore, a new tax clearance certificate was received from the SARS in April 2024.

DIRECTORS

Directors and Members as of 31 March 2025 are listed in Table 1 and Table 2 respectively.

FINANCIAL REPORT

The Annual Financial Statements have been audited and are available for review. The comparison of revenue, surplus and retained income is shown in Table 3.

Director	Position in SAICE-PDP	Age	Years on SAICE- PDP Board	Other significant Board Membership/Professional positions
Mrs Phathi Masimirembwa	Managing Director	46	2½ years	
Mr Kibiti Ntshumaelo	Non-executive Director (Chair)	53	6½ years	Board member: Lekwa Consulting Engineers (Pty) Ltd and numerous other companies in the engineering industry
Mr Neil Macleod	Non-executive Director	73	15 years	Director: BORDA South Africa
Mrs Sekadi Phayane-Shakhane	Non-executive Director	46	1yr 8 months	CEO: SAICE
Mr Steven Kaplan	Non-executive Director	70	6 months	

Mr Mehboob Babamia	Mr Errol Kerst	Mr Simon Mqamelo
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Year	Revenue	Surplus/Loss	Retained income
2023/2024	R26 582 374	R1 509 450	R6 999 905
2024/2025	R24 882 253	R1 415 335	R8 415 240

B-BBEE	Broad-Based Black Economic Empowerment
BECBPP	Built Environment Capacity Building Professionalisation Programme
CBE	Council for the Built Environment
CESA	Consulting Engineers South Africa
CETA	Construction Education and Training Authority
CoGTA	Cooperative Governance and Traditional Affairs
CPD	Continuing Professional Development
DBSA	Development Bank of Southern Africa
ECDoT	Eastern Cape Department of Transport
ECSA	Engineering Council of South Africa
ISDG	Infrastructure Skills Development Grant
JRA	Johannesburg Roads Agency
LGSETA	Local Government Sector Training Authority
MISA	Municipal Infrastructure Support Agent
QSE	Qualifying Small Enterprise
SACPCMP	South African Council for the Project and Construction Management Professions
SAICE	South African Institution of Civil Engineering
SAICE-PDP	SAICE Professional Development and Projects
SARF	South African Road Federation
TETA	Transport Education Training Authority



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