



Khuthaza Contractor Development: Connection Programme 2010

The Connection programme is targeted to women with at least a year of experience running their own construction companies. Applicants should be involved in the business full time and interested in improving the efficiency, effectiveness and profitability of their operations. Applicants should have registered companies and be compliant with regulatory obligations. Applicants should be able to demonstrate their potential, commitment to business, and the appropriate level of knowledge and experience.

This is an 8 month certificate programme (March – November 2010) taking place in Joburg.

Programme Objectives

The Khuthaza Connection programme creates a forum through which programme participants are able to build upon their existing knowledge and skills. The programme will also provide participants with access to industry role-players and opportunities with the established sector. The programme aims to provide participants with skills, exposure, networks and knowledge that will enable them to improve the efficient operations of their companies and engage more effectively with the industry.

In addition, this programme sets out to:

- Enhance business, professional and technical skills
- Enable participants to have a greater understanding of the sector
- Improve the contractors' ability to access finance
- Encourage specialisation
- Improve their ability to deal with financial, commercial, and contractual issues affecting their companies
- Provide participants with access to BEE related opportunities
- Facilitate access to skills, knowledge and tools that should lead to an improvement in a contractor's ability to deliver projects on time, within budget and of good quality
- To develop the pipeline of contractors into the Re a abelana programme and the industry

Programme Components

Khuthaza's Contractor Development Programmes are unique in that they bring together a number of components and offer development through a wide variety of activities. The activities within each component vary according to the programme level.

PROGRAMME COMPONENTS	DESCRIPTIONS / ACTIVITIES
Assessments	Evaluate where you are in your personal and business development. This info will be useful in identifying areas for development, setting goals and accessing opportunities in the industry.
Career/Business Guidance	Information to enable you to consider options in terms of career development and business specialization.
Personal Development	Leadership, team building, professionalism, presentation and negotiation skills.
Training	Seminars, workshops and formal training targeting a range of skills.
Business Tools	Industry information, business systems, software, templates and other tools to facilitate business development and efficiency.
Networking	Opportunities to engage with others in the industry including SAFCEC, MBSA and a range of stakeholders.
Exposure	Site visits, exposure to specialist businesses and opportunities to interact with established industry.
Advisory	Links to advisors in various aspects of business.
Linkages	Info on and links to appropriate resources, development programmes and BEE opportunities.
Giving Back	Opportunities to share while gaining experience.

Programme Activities

The programme provides a range of Personal, Professional, Business and Technical skills.

Training

Participants will have the opportunity to register for training that suits their individual needs.

- Technology and computer skills
- Technical skills
- Cement & Concrete Institute course: SCT 10 Introduction to Concrete

Site Exposure

Site visits and volunteer opportunities to gain experience and widen exposure.

Seminars

A schedule of seminars will be available soon. Activities will mainly take place on Saturdays with a few during the week. The programme will include topics such as:

- Planning and Business Development
- Leading with Emotional Intelligence (a 2-day Leadership Programme)
- Construction Economy & Review of Regulatory Environment
- Business Finance & Accounting
- Accessing Business Finance
- Procurement and Sourcing Work
- Costing and Pricing
- Tendering
- Contracts & Legal Issues
- Construction Management
- Health & Safety
- Quality Control
- BEE
- Working with Suppliers and Subcontractors
- Project Administration and Managing Project Finance
- Communication & Presentation Skills
- Risk Management
- Leading Teams (a 2-day Leadership Programme)
- Next Steps in Developing Your Business

Expectations

Participants should be willing and able to:

- ✓ Attend at least **85%** of the set programme dates
- ✓ Demonstrate a strong ethical character and commitment to the long term development of their businesses
- ✓ Keep Khuthaza informed of all new contracts entered into while involved in the programme
- ✓ Share information on their company (including credit status) to enable Khuthaza and our partners to identify areas for development and to measure that development
- ✓ Make their company profiles available to our partners in the industry
- ✓ Be verified in terms of BEE to ensure maximum access to opportunities
- ✓ Produce annual financial statements (at least by end of programme)
- ✓ Provide company registration information and documentation required to prove that participants will qualify for Enterprise Development under the BEE Codes of Good Practice
- ✓ Demonstrate their experience and have access to critical resources such as their own transport, computer and reliable internet/email

Important Dates

Friday 26 February	Applications Close (18:00)
Friday 5 March	Successful applicants will be invited to register for the programme
Saturday 13 March	Opening Session (8:30 – 14:00)

Fee

R3600 payable in full by the end of March 2010

Application

Please note that there will be a formal selection process for this programme as we are looking for contractors with experience, drive, passion, and plans to continue developing their businesses over the next 10 years.

Closing Date for Applications: Friday 26 February (18:00)