



Building On Change

2009 is without a doubt, a year of change. Across the world and here at home, we are experiencing changes in leadership, politics and the economy. US President Obama's election has inspired many of us and challenges us to change the way we approach the future and interact with each other.

It is coincidence, yet appropriate, that Women for Housing is also evolving in 2009 - both undergoing and leading great change. Significant work is going on behind the scenes and we look forward to sharing this with you.

Over the next several weeks and months we will introduce you to our:

- Expanding scope of work
- Programmes that support the development of women's careers and businesses within the housing and wider construction industries
- Offerings that will provide industry role-players with approaches to earning BEE points while investing in the future of the industry; and
- Our new branding which will include a new website!

New company name

We are pleased to introduce you to our new, registered company name - Khuthaza Development Solutions! As Khuthaza (encourage) we endeavour to drive change that will add value to the industry and further encourage women to develop careers and businesses within the sector. Our programmes, services and new areas of business all interlink to build a strong foundation for change ~ change that will contribute to prosperity within the industry.

Working closely with industry role-players

The rebranding reflects our expanded scope of work into the wider construction sector and the role we aim to play in encouraging change, partnerships and transformation in the industry.

We will work more closely with industry role-players to create and facilitate opportunities for women. As Khuthaza we will build on our lessons learned and our successes working with women in the industry.

We will no longer have "membership" as such! We aim to serve as a pipeline into the industry and will partner with industry bodies to maximise women's access to opportunities with the established sector. Integration into the industry and cooperation with a wide range of role-players are key to our success. We aim to continuously inspire the women we come into contact with to aspire to new and greater standards of excellence within their careers and businesses.



Our programme areas include:

- Contractor Development
- Talent Development (Students, Professionals, Leaders)
- Bridge Building (Industry Facilitation, Communication, Advocacy and Support)

During March we introduce our new Contractor Development Programmes.

Contractor development

We are pleased to announce that our Contractor Development offerings have been expanded and restructured. Over the next three months we will roll-out new certificate programmes aimed at providing women with a stronger foundation for the development of construction businesses. The programmes are being launched in Gauteng and we aim to expand thereafter.

Standard Bank provides a grant that serves as a foundation for these programmes. Additional financial support and partnerships enable us to offer unique, comprehensive programmes. Industry role-players are invited to invest their Socio-economic Development (SED) and Enterprise Development (ED) contributions in Khuthaza's programmes.

Khuthaza Contractor Development Programmes 2009

The Excavation Programme (Open registration to ongoing activities)

Are you exploring the construction sector and considering starting up a business? These workshops are for you! The activities will assist you in deciding whether or not construction is the right industry for you and help you think through the pros and cons of running your own business. This programme will also assist you with the market research you should undertake before starting any business.

The Khuthaza Cornerstone Programme

Entry level certificate programme 9 May - 28 November

If you have decided that you are ready to begin developing your own business but need a solid foundation upon which to build, consider applying for the Cornerstone programme. This programme will provide you with a base of knowledge, skills and networks to build upon.

Information and applications for this programme (Joburg) are available from Monday 30 March.

The Khuthaza Connection Programme

Intermediate level certificate programme 18 April - 21 November

Do you have at least a year's experience running a construction company? Learn how to improve your industry relationships, improve operations and distinguish yourself with clients. This programme will build upon your existing knowledge and experience. It focuses on improving business success through efficient and effective operations as well as maximising your professional ability to interact with industry role-players and position the business for the long term.

Information and applications for this programme are available from our office from Monday 16 March.

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Advanced level certificate programme 28 March - 4 December

We will offer Phase 2 of this programme which was piloted last year. The programme aims to take experienced contractors to the next stage of business development. It is done by creating opportunities for strategic planning, increased interaction with industry decision makers, access to business tools, linkages to Enterprise Development and business opportunities. Participants from Phase 1 are encouraged to register for Phase 2 but a limited number of spaces are also available to other contractors with a minimum of three years' experience and who are actively working to expand and improve their businesses.

Applications now open!

Registration: Space limited - please book with Cindy 011 275 0268 cindy@womenforhousing.org.za

Mrs Catherine Mahamo has joined Skills On Site to assist with research, e-mailing and as the contact person for any enquiries.



Errata

Apoligies to Graham Hannah of Afrisam who was incorrectly named in the Jan/Feb 09 issue as Dave King.



Graham Hannah