



There is no better time for Khuthaza

Women for Housing, the non-profit organisation established in 1995, is poised to spread its wings and expand its work into the wider construction sector. Along with its new role comes a new name – Khuthaza Development Solutions.

'Khuthaza' means encourage, and was chosen to better reflect the organisation's aim of further encouraging women to develop careers and businesses within the sector as well as encouraging change and transformation in the established industry by forming win-win partnerships.

"I am very excited about our rebranding and the new direction we are moving in," explained Elizabeth O'Leary, executive director of Khuthaza. "We are building an organisation geared to drive and support transformation within all the elements of Black Economic Empowerment outlined in the Codes of Good Practice and the recently gazetted Construction Code.

"It's all about working together to create opportunities for women, who are a growing source of talent for the industry. At the same time, we are able to help established companies meet their BEE and Construction Charter objectives, not only by serving as a pipeline into the industry for women who can really contribute and add value, but

also by offering programmes that will earn Enterprise Development or Socio-economic Development points for those supporting them."

"I believe that there is no better time than now for this expanded initiative," continued O'Leary. "We want to become 'a one-stop support and transformation shop' offering a range of training – including the new certificate programmes – as well as an information and screening service to help talented contractors find employment where they will be challenged and grow. Simultaneously we are helping to drive the required transformation process for our industry."

"This really is our time. Our network needs to expand and, while our focus remains primarily on women, an increasing number of men are availing themselves of the development opportunities we offer."

"In 2008 we piloted a Talent Development Programme of Saturday morning courses for students at Tshwane University of Technology. I was immensely impressed by the enthusiasm and commitment of those attending, and also with their desire to take responsibility and really contribute. There was also a strong desire to give back to their communities, and many plan to return to their high



Mpho Modise (contractor).

schools to encourage learners to consider a career in the housing and construction industries. These impressive young people are the future of our industry."

O'Leary said that her experience is that employees are more likely to change jobs to join companies that take a longer term view to talent development, giving them challenges, responsibilities and opportunities to grow. There are numerous stories that confirm this.

"It's encouraging to see the impact of our programmes. This year we have restructured and increased our offerings for women who are developing construction businesses. The contractor development programmes range from our Excavation Programme, which provides opportunities for those exploring the construction sector, to certificate programmes for women with businesses at various levels of development. The Re a abelana Programme, for example, is a programme targeted to contractors with at least three years of experience. The programme aims to provide participants with skills, exposure, networks and knowledge that will enable them to grow their businesses and plan for the long term."

"Khuthaza can offer benefits to both individuals and established construction companies. The time to act is now, and we urge you to contact us and find out how our new direction can make a difference to your business." ■



Group of contractors on a visit to the Gautrain site.

**More information from
Elizabeth O'Leary on
Tel: 011 275 0268 or 083 766 5912**