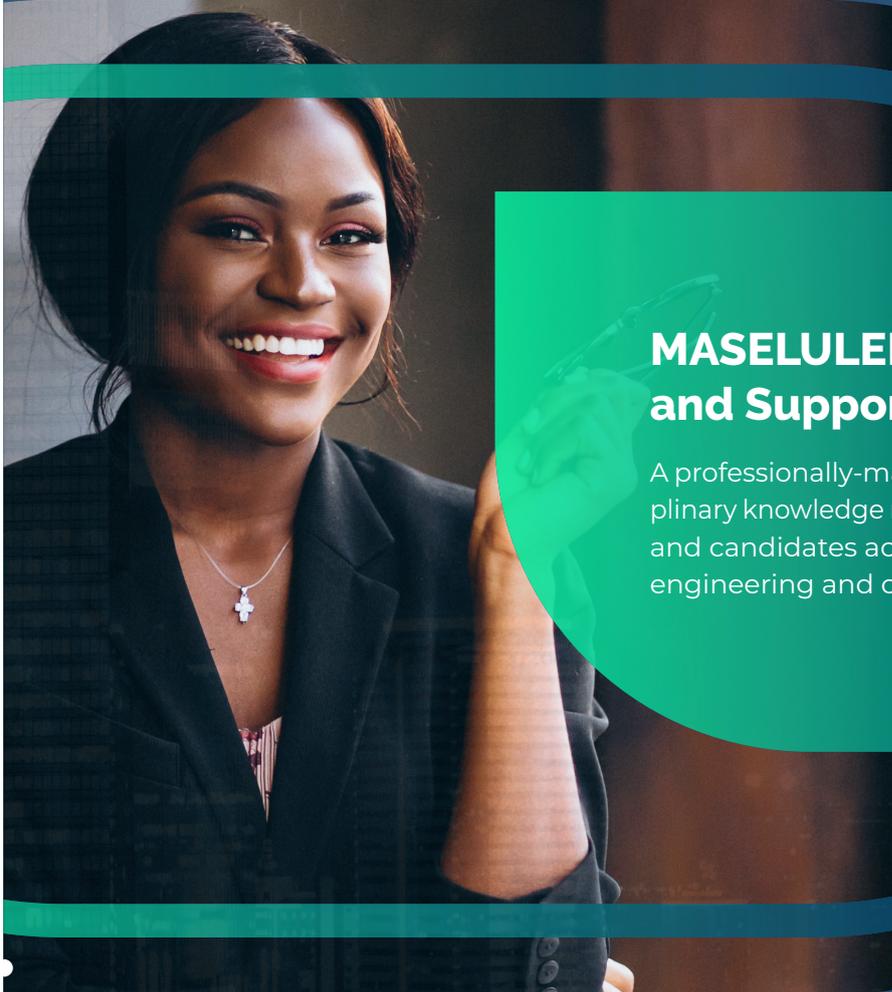




MASELULEKANE
LET'S TALK TO EACH OTHER

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MASELULEKANE Candidacy Mentoring and Support Program

A professionally-managed and technology-enabled, multi-disciplinary knowledge mentoring and support program for graduates and candidates across the Southern African and Sub-Saharan engineering and construction sectors

FAST-TRACKING THE CANDIDACY JOURNEY TO PROFESSIONAL REGISTRATION ACROSS ALL THE PROFESSIONAL BODIES THAT MAKE UP THE GREATER BUILT ENVIRONMENT



in strategic partnership with



MASELULEKANE Candidacy Mentoring and Support Program

The **MASELULEKANE Candidacy Mentoring and Support Program** is a multi-year, multi-discipline and cross-sector professional candidacy mentoring program. It will provide an affordable and enriched experiential learning and support environment for large groups of young South African graduates and candidates who may be disadvantaged by a lack of access or exposure to effective mentorship, professional guidance and appropriate work experience.

'MASELULEKANE' – is a Zulu wording meaning “Let’s talk to each other” and embodies the purpose of our program, which is to build a better future by fast-tracking the candidacy journey to professional registration through technology-enabled collaborative mentoring using our proven program methodology.

The program is based on an international award-winning model and book chapter developed and written by long standing SAICE Education and Training Panel member Philip Marsh Pr.Eng. The concept of “Knowledge Swarms and Experiential Hives” provides a nature-based model for optimising candidate access to critical context on-demand, driving rewards-based knowledge exchange and providing always-on access to the experiential wisdom of the hive. Peer-to-peer and peer-to-professional mentoring is enhanced through the management and monitoring of discipline-specific or stage-specific swarms, in a technology-enabled eco-system that offers both real-time and own-time learning.

The B-BBEE accredited M4S “Category C” Candidacy Mentoring Program methodology will be used, which is recognised by the main B-BBEE Verification Agencies as well as the Construction Education and Training Authority (CETA). It carries 5 CPD points with ECSA as well as maximum hours across other Built Environment Professional Bodies.

This program is designed to allow the management, mentoring and monitoring of all candidates to engage in high quality knowledge mentoring activities, career-focused knowledge sharing and evidence based learning supported by the latest technology.



Our Vision

Is to build a better future fast-tracking the candidacy journey to professional registration through technology – a real sustainability-focused solution for the South African built environment.



Our Mission

Is to effectively increase the number of confident, competent, and capable candidates who can register as young built environment professionals in the shortest and most cost-effective journey possible.



A Nation Building Solution For The Southern African Built Environment

Collaboration has the power to elevate people's lives, create new possibilities and accelerate change. The South African Institution of Civil Engineering (SAICE) and Mentoring 4 Success (M4S) have partnered to reframe the candidacy journey to professional registration across the South African Built Environment through the creation of 'Maselulekane', a nation-building Candidacy Mentoring and Support Program.

The **MASELULEKANE Candidacy Mentoring and Support Program** will commence after the completion of the planning and preparation phases with SAICE and other industry stakeholders.

The digital learning enablers and the economies of scaled learning and shared knowledge exchange, make the program uniquely affordable for even the smallest emergent organisations, or for sponsors to support groups of candidates in "Nucs" (groups of 10), "Swarms" (groups of 100) and "Hives" (groups of 1000).

Understanding South Africa's Engineering Capacity

Engineering is an integral part of the South African economy, and in the past few years, the country has been increasingly faced with a debilitating shortage of engineering skills. One issue impacting the number of suitably qualified engineers is the traditional timeframe taken from student, to graduate, to candidate, to registered and competent professional has more than doubled over the last 20 years.

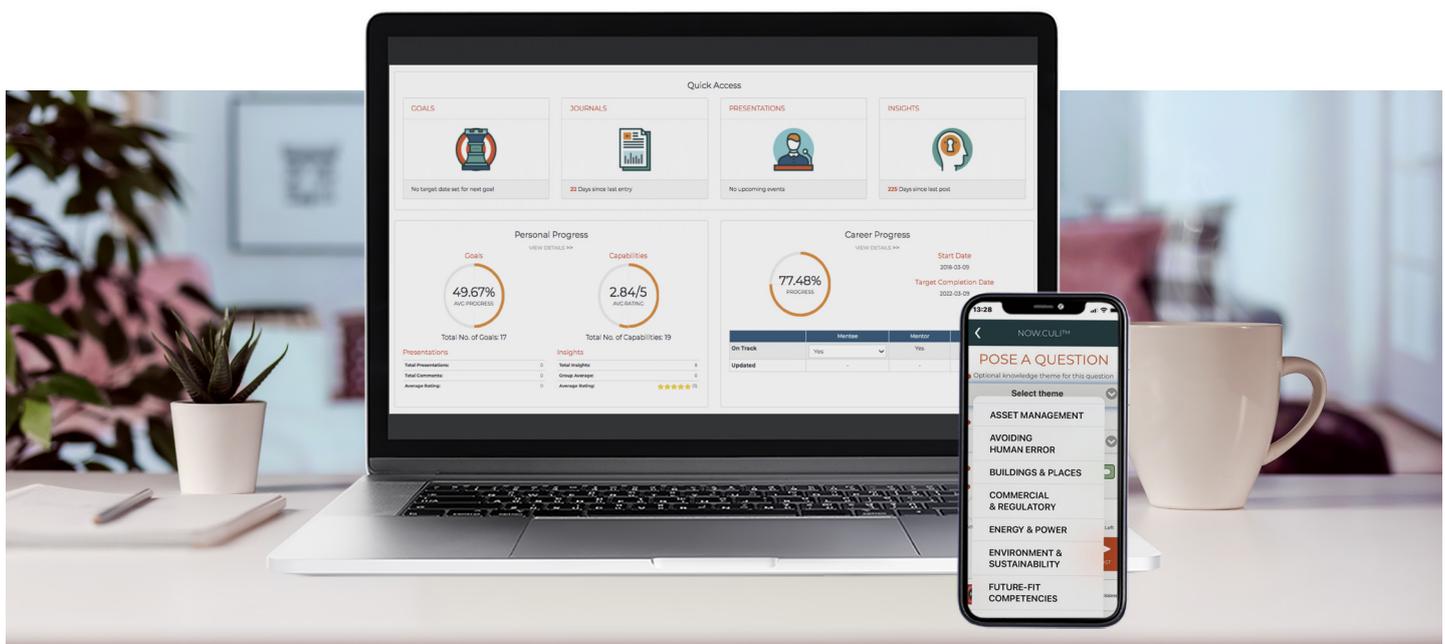
Clients across the country, either in the private or public sectors are increasingly only willing to communicate and deal with professionally registered people.

The ECSA Annual Report 2021/22, and The SAICE 2022 Infrastructure Report Card for South Africa, highlight critical facts that illustrate both the problems and hint at solutions for implementing, growing and sustaining a reliable pipeline of young professional talent in South Africa:

FACTS

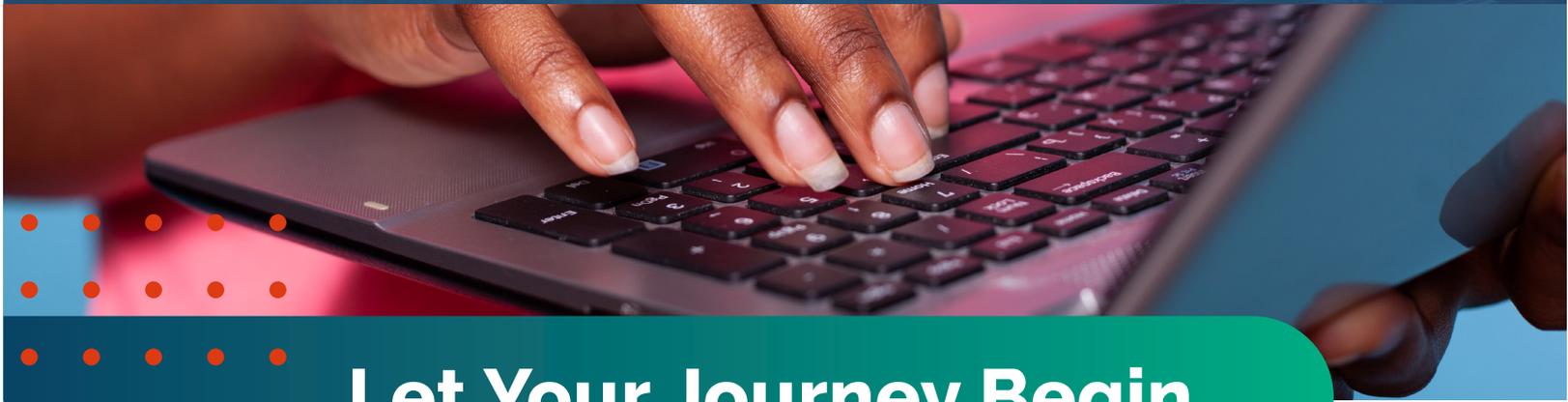


- Maselulekane is aligned to each candidate's specific discipline and to their own personal candidacy journey and progress.
- This Program is led and managed by an experienced panel of registered professionals from across the various disciplines of the South African Built Environment (CBE).
- A personalised App-enabled structured social learning and career mentoring platform from M4S.
- Expert led monthly sessions – candidacy registration process, progress and discipline specifics.
- Alignment with multiple discipline-specific built environment frameworks and each participant's unique candidacy journey and progress.
- 12 App-enabled CPD-bearing M4S-SAICE Future-fit Competencies each year.
- 17 critical App-enabled infrastructural conversation threads. Asset Management, Avoiding Human Error, Buildings & Places, Commercial & Regulatory, Energy & Power, Environment & Sustainability, Future-fit Competencies, Geomatics & Survey, Transition to Leadership, Professional Registration, Project Management, Roads & Earthworks, Solid Waste Management, Stormwater Management, Transportation, Water & Sanitation and Work Opportunities
- Mobile App-enabled and expert-led municipal and infrastructural-specific “learning simulations” to build the critical, but unavailable, contextual awareness and understanding.
- Maximum IPD and CPD points across all participating Professional Bodies (5 ECSA points etc.,).
- Access to a trained, managed and monitored expert mentor panel with quarterly check-points.
- Access to full membership of “Women in the Built Environment “ (WITBE) program for all participating women graduates, candidates, mentors and subject matter experts
- Ensures an experience that combines **career goals, functional capabilities, evidence-based journaling, experiential presentations and shared-learning insights**
- Provides contextual mentoring ‘on-demand’ with personalised evidence-based learning records.
- Caters for all disciplines across the Built Environment – engineers, quantity surveyors, architects, project managers, construction managers, town planners, land surveyors, natural scientists etc



This program offers a personalized learning journey that fosters structured social learning, professional problem solving, leadership skills and career progression. These opportunities benefit the employers, candidates and mentors, as well as to sponsoring organisations and donors seeking programs in the national interest that they can support through their CSR contributions.

Based on our international award-winning model it offers a personalized learning journey that fosters structured social learning, professional problem solving, leadership skills and career progression. These opportunities benefit the employers, candidates and mentors, as well as to sponsoring organisations and donors seeking programs in the national interest that they can support through their CSR contributions.



Let Your Journey Begin

Sign Up in 3 Basic Steps

1. Candidates are enrolled/registered by their Employers, who pay an up-front annual fee per candidate. Deserving, but financially compromised candidates will be put forward to potential funders. Participant and stakeholder briefing sessions as well as scheduled training will be held monthly as the program starts to scale.

2. Mentors are either enlisted from employer organisations, and participating partner organisations across the various industries and specialisations or are purposefully recruited from an approved volunteers pool. A full Mentors and Subject Matter Experts (SME) Briefing session will be held in early March and then monthly in the training sessions thereafter.

3. Mentors and candidates are provided with secure access to the app and web-enabled technology platform.

What can I expect?

The monthly program continues each month for 12-months rolling into a multi-year format:

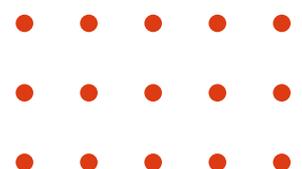
Week 1 – New M4S-SAICE Future-fit Competency Series with “Applied Learning” CPD benefits

Week 2 – Candidacy Progress and Training sessions – establishing and monitoring learning goals

Week 3 – Candidacy Process Support sessions – understanding and guidance on candidacy

Week 4 – Discipline Specific Expert sessions – real knowledge sharing and experiential learning

Quarterly employer and stakeholder sessions with feedback on progress and the analytics of the various industry specific Knowledge Swarms.



The MASELULEKANE Stakeholders

MASELULEKANE is only made possible through the generous leadership, sponsorship, endorsement and support of the following organisations and nation building people.

FOUNDING PARTNERS – THE VISIONARIES

The South African Institution of Civil Engineering (SAICE) and Mentoring 4 Success (M4S) have partnered with international technology provider Knowledge Mentoring (Global) to make MASELULEKANE happen.



PROFESSIONAL BODIES AND/OR INSTITUTIONS TO BE CATERED FOR

The Founding Partners have a vision of Nation Building at scale in order to make a meaningful contribution to capacity building and addressing the scarce and critical skills and knowledge crisis across the Southern African and Sub-Saharan Built Environments. For this reason multiple Professional Bodies will be catered for and others aligned to the Built Environment or greater Engineering and Construction Sectors can be added at any time in the future:

ECSA	SACQSP	SACAP	SACPCMP	SACLAP
SACPVP	SAGC	SACNASP	SACPLAN	CIOB
ICE	IStructE	RICS	RIBA	IET

SPONSORING PARTNERS – THE EMPOWERERS

The Founding Partners thank the following Sponsoring Partners for their generous financial support to make this important program possible and to fuel the scalability of the program to optimise beneficiary value.

YOU COULD HELP TO MAKE THIS HAPPEN

Enquire how by contacting maselulekane@m4s.co.za or visit www.mentoring4success.co.uk/maselulekane



CORPORATE SOCIAL RESPONSIBILITY & B-BBEE PARTNERS

The Inkaba Knowledge Mentoring Academy NPC/PBO/NPO and the Inkaba Education and Development Trust PBO/NPO have been established to provide important grant funding opportunities for participating organisations to use Code 400 Enterprise and Supplier Development spend and Code 500 Socio-economic Development grants and to receive Section 18(A) tax certificates. **For more information, contact maselulekane@mentoring4success.co.uk**



SUPPORTING STAKEHOLDERS – THE IMPLEMENTORS

The Founding Partners recognise the enormity of the scope and scale of MASELULEKANE and will be “partnering” with many stakeholder organisations in South Africa, across Sub-Saharan Africa as well as in the United Kingdom and other countries in order to raise both essential funding and key resources to reach the scale of transformative learning so badly needed.

Let's Talk to Each Other

THE MASELULEKANE MENTORS AND SUBJECT MATTER EXPERTS

The Founding Partners thank and welcome a growing group of dedicated professionals and subject matter experts who have either volunteered or been recruited to be part of this game-changing program as the MASELULEKANE MENTORS POOL – see more at <https://wwwmentoring4success.co.uk/maselulekane>.



Contact Us

The program offers a flexible 12 - 60-month candidacy mentoring and support solution to create meaningful career opportunities for thousands of young graduates.

We invite all South African Built Environment stakeholders from the main CBE Professional Bodies and Voluntary Associations, including all those closely aligned, as well as large and small employer organisations, local and provincial government bodies and municipalities, SOEs and national infrastructural utilities, self-employed professionals and all graduates and candidate who are not already benefiting from well-managed and monitored candidacy mentoring programs to join us in being part of this exciting journey!

Interested organisations, sponsors and candidates can register expressions of interest with louise@m4s.co.za or visit www.mentoring4success.co.uk/maselulekane

