



MEDIA RELEASE FOR PROPERTY 360

29 February 2020

JOB SHADOW PARTNERSHIP BETWEEN UCT AND PROPERTY FORUM IS DELIVERING RESULTS

A recent *From the Desk of the President* newsletter saw President Ramaphosa pleading for government, business and civil society to work together to “ensure young people can participate in our economy in a meaningful way.”

A partnership between the private sector and academia which began in 2017 is already delivering on this. A learner job shadow programme aimed at Grades 11 and 12 and run between the University of Cape Town’s (UCT) 100UP, the national Youth in Property Association (YIPA) and the Western Cape Property Development Forum (WCPDF), has seen the first two students take on degrees in the built environment.

With both students having attended the programme while in Grade 12 back in 2018, Ntombozuko Zothe and Sive Mankayi have successfully completed their first years at UCT, with Ntombozuko now in the second year of a BSc in Construction Studies and Sive in the second year of a BSc in Property Studies.

Dacre Hattingh, convenor of the WCPDF’s Internship Programme and a development manager with the Eris Property Group, says: “The collaboration between YIPA and the WCPDF began specifically to fast-track transformation in the industry, by exposing learners from areas such as Khayelitsha, where both Ntombozuko and Sive come from, to careers within the industry.

“It’s therefore incredibly rewarding to start to see learners who have come through the programme decide to enter the built environment. It means the objectives of the programme are being achieved, and we have no doubt that these two young adults and others who follow them will be embraced by the industry as soon as they have their degrees in hand.”

Transformation will also be highlighted at the WCPDF’s 7th annual conference from 21 to 22 May 2020, notes Dacre. To be held at the Cape Town International Convention Centre, this year’s theme will be 20/20 Vision for Growth: towards collaboration, implementation and accountability.

With Ntombozuko having been hosted by Peerutin Architects during her time on the job shadow programme, a visit to a construction site sealed her future career ambitions: “I was fascinated by the ways buildings rise and how so many teams work together to create a structure. I had no idea.”

Inspired by what she saw, she intends to become a project manager. And while many might assume that, as a female, she may still be among pioneers studying in the field of construction, she points out: “It’s not unusual at all! Out of a class of 55 of us in second year, around 20 are women. It’s not about gender roles at all.”

She does, however, believe that the biggest obstacle to transformation is the ongoing lack of knowledge among school learners in disadvantaged communities, about the many career possibilities in the industry.

Sive adds to this: “When you come from a township like I do, you just don’t know about this world. And, in particular, you don’t know what stream you should be following at school to get into it.”

Sive spent time in 2018 with Redefine Properties, and is determined to join a similar operation once he completes his degree, which will also be followed by an honours with a focus on property technology: “A field I had no idea existed before I started my degree.”

He would therefore welcome far more involvement from institutes such as UCT to engage with learners and recruit them even earlier than Grade 11: “It would be incredibly useful to know that subjects such as physics, mathematics and accounting would be particularly useful towards studying property related degrees.”

While 100UP targets school learners overall from disadvantaged backgrounds to coach them towards university access, YIPA itself was started in 2017 by six black students studying towards property-related degrees at UCT, and who realised how few students of colour were in the stream.

Zahraa Parker, currently YIPA’s Head of Western Cape and herself studying BSc Property Studies, concurs with Sive: “In their early ages, we do not discuss occupations of the built environment with kids, and do not make them aware of the significant role the industry plays in their day-to-day lives. This is still the case in many parts of the Western Cape – changing this could change the fundamental interest of youth in the built environment.”

She therefore urges companies to step up to the plate: “Although we see an increase in the interest of youth in the built environment, there is still not enough exposure to it. There must be an increased willingness of

professionals to create opportunities such as the job shadow programme in order to capture more of the youth.”

Run twice a year, the next job shadow programme will run from 25 to 26 March and a few places are still available for participating companies. The diverse cross section of companies already hosting learners include Boudry Architects and Associates, Bam Architects, Growthpoint Management Services, Prodigious Construction and Property Development Consultants, Rabie Property Group, Redefine Properties Limited, Spear REIT Limited, Swish Property Group, The Montague Property Trust and Werkman’s Attorneys.

Notes WCPDF Chairperson Deon van Zyl, CEO of Alwyn Laubscher & Associates: “We find the list of learners eager to take part is growing from programme to programme, and we’d love to accommodate every last one. This is how we truly move forward with the transformation of the industry.”

To learn more about the YIPA/WCPDF Job Shadow Programme or to participate as a host, please email Kim Kilpatrick at admin@wcpdf.org.za. For information about the WCPDF’s upcoming conference, visit <http://sbs.co.za/wcpdf2020/index.php?page=home>

Pic: Learners from the WCPDF/YIPA April 2018 intake, with Sive Mankayi (middle row, second from left) and Ntombozuko Zothe (front row, second from left), together with Deon van Zyl, WCPDF chair (top row, first left) and past Western Cape Head of YIPA, Steven Fine (middle row, third left).