

Sizimisele

"we are committed"

Volume 1: September 2014



Bridging your expectations



*"Someone is sitting in the shade
today because someone planted
a tree a long time ago."*

Warren Buffett

STEFANUTTI STOCKS STRUCTURES AND SUSTAINABILITY



Schalk Ackerman, managing director, Stefanutti Stocks Structures

In order to fulfill the true objectives of Sustainable Development one must ensure that the person or body being developed will one day be able to operate successfully, at full capacity and independently of the developing body. This is the mindset being driven by key individuals in our business unit, in particular by Charles Wright, our enterprise development director and our division's managing directors. It is also being embraced increasingly by our staff further down the line as we change some of the ways we operate in order to implement our development strategies.

In terms of Enterprise Development, until relatively recently we were not truly creating the full essence of the concept of sustainability. It's impossible to pass on sufficient knowledge on a one-project basis, and although we still do this to benefit in particular local communities, our business unit's focus over the last four to five years has shifted to developing long-term strategic partners who remain under our wing far longer than on a single project basis. These are partners who want to grow their businesses into a business like Stefanutti Stocks, who are willing to expand their skills set and geographic footprint, and who are prepared to put in the effort, dedication, patience and risk required to do so.

We have chosen our strategic partners based on selection criteria that include the right mindset, a desire for growth, commitment to the long run, a passion for construction, a high work ethic and who are trustworthy enough to be brought into the inner fold of our business. In addition to financial support (in terms of loans or construction guarantees) and skills development we also give them access to our knowledge, experience and have invited them to participate in our divisional and business unit forums in order to expose them to the full spectrum of our operation.

Our relationships with our strategic partners are at different stages and the articles contained in this Sustainability Focus will demonstrate the strength of these partners, who are already making their own mark within the construction sector. Our strategic partners may have had little to start with, but each relationship began with an intention to succeed, and today Stefanutti Stocks Structures is in the position where our partners are providing us with much more than we could have anticipated – their insight, knowledge and access to their assets.

Skills Development is important to the survival of our business – and in addition to ensuring that we share the knowledge within our organisation through various training initiatives and mentoring, it is also important that

we continue introducing new blood into the industry via graduates, internships and skills development programmes. We have them in our fold, it's important to continue to develop them to their fullest potential – our continued success and growth is entirely dependent on the people who drive the business.

Through our Socio-Economic Development initiatives we aim to assist in laying foundations at education level by getting involved with both educational facilities and educators. Whilst we cannot solve the education challenges our country faces, we can contribute in ways that we will believe will make a difference to a mammoth task.

It's truly exciting to be part of this period of growth. Stefanutti Stocks is no longer driving transformation because it a legislative requirement, we are doing it because it is the right thing to do. It is imperative to the future generations of South Africans that we keep the wheel of sustainability and growth turning.

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"I'm inspired every time I meet an entrepreneur who is succeeding against all odds."

Cyril Ramaphosa, Deputy President of South Africa



Charles Wright, enterprise development director, Stefanutti Stocks Structures

Welcome to the first issue of the Stefanutti Stocks Structures Sustainability Focus *Sizimisele*.

The word *Sizimisele* is taken from the isiZulu language and echoes the sentiment that we are committed, dedicated and determined to achieving transformation results through our sustainable development strategy.

Our aim is to keep improving our performance in this arena, however facts and figures aside this publication also focuses on the personal stories and relationships we are building with businesses, associations and individuals that are part of Stefanutti Stocks Structures Sustainable Development programme.

We are often asked what we are achieving, or hope to achieve, and this publication provides a snapshot, not only of the status quo, but also of the possibility and enormous potential contained in our partnerships and initiatives.

In the previous financial year, ending February 2014, the Stefanutti Stocks Structures business unit spent R6,8 million on skills development and training. Participation in our university bursary programme increased year-on-year from 38 to 45 bursars in 2013. Since its inception in 2012 our graduate academy has delivered 68 young professionals; 18 bursars graduated at the end of 2013, of which 14 (78 per cent) are from designated groups including four (22 per cent) black women. This is an improvement from the start of the programme when 33 per cent were from designated groups and only four per cent were black women.

In addition:

- 16 employees registered as candidates working towards their professional registration;
- 431 delegates enrolled in the Site Leadership Development Programme (since its inception), collectively attending 3180 training interventions;
- 1092 employees have attended the Solid Foundations skills programme (since 2012);
- 26 employees enrolled in NQF2 and NQF4 learnership programmes;
- Nine FET students participated in the Stefanutti Stocks/CIDB pilot internship programme; and
- 47 mentors and 47 mentees have been paired across all divisions.

In terms of Enterprise Development our efforts are focused on developing a relatively small group of strategic enterprise development partners (construction and procurement partners), working with them in all areas of our respective businesses to ensure their ability to become self sufficient and sustainable. We have three models of enterprise development – strategic partner, enterprise development and supplier development.

In the *Strategic Partner* model high potential businesses are developed within a sustainable model that offers benefits to both parties. Our primary aim is to provide a sustainable workflow through partnering with these businesses in joint ventures and we have forged successful partnerships with Axsys and Oro Projects.

The *Enterprise Development* model is an incubator model that provides significant mentorship and development to emerging contractors. Our primary aim here is to assist contractors within the communities and regions of our operations. A secondary aim is to identify high potential contractors to develop into Strategic Partners. However, due to the amount of time and effort that goes into our strategic partnership development, our capacity is limited to a relatively small number. An emerging contractor who is benefiting from this relationship and is earmarked for strategic partnership is Mathomomayo Investments.

The *Supplier Development* model focuses on the development of companies that do not qualify for a CIDB grade but that provide goods or services to the construction industry. Here we aim to provide opportunities for companies, such as Bella M, ProcureHub, Illembe Concrete, Sibaya Asphaltting and Ikhaya Reinforcing to enter into the project supply chain.

In terms of our Socio-Economic Development, there are countless opportunities in South Africa to assist disadvantaged communities. We hope that our efforts in addressing the educational challenges within historically disadvantage communities will make a difference to the individuals whose lives we touch, and play a part in nurturing them in their ability to embark on a career and become self-sufficient members of our society.

I trust that *Sizimisele* throws some light on what Stefanutti Stocks Structures has focused its development efforts on, and that it inspires you to become involved.

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Socio-Economic DEVELOPMENT



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STEFANUTTI STOCKS PROVIDES AXSYS WITH PLATFORM FOR GROWTH



A strategic partnership that
is making a difference

Halga Ninow-Cohen, a successful entrepreneur and corporate executive approached Cheslyn Mostert with a view to establishing a fully-fledged black female owned construction company that could meaningfully contribute to the infrastructure development of South Africa. Cheslyn Mostert, having been involved in establishing numerous empowerment ventures in South Africa, with a particular flair in the ICT industry, facilitated discussions with Schalk Ackerman, managing director of Stefanutti Stocks Structures. The discussions culminated in Halga Ninow-Cohen forming Axsys Projects with Cheslyn Mostert providing strategic input and assisting with business development.

A relationship between Axsys and Stefanutti Stocks presented a desirable business partnership for both companies. Stefanutti Stocks' broad spectrum of construction capabilities, its decades of industry experience and its willingness to invest both financially and through development and mentorship initiatives made it an ideal partner to Axsys. Forming and actualising a strategic partnership with a business based on the Axsys principles presented a desirable scenario for Stefanutti Stocks. The two formed a mutually beneficial partnership.

The company's first contract was at the Komati Pipeline Project in Mpumalanga where it worked for Stefanutti Stocks Pipelines. As a subcontractor Axsys undertook clearing overburden to spoil and excess material, as well as cleaning up the pipeline after completion.

A loan of R1.3-million from Stefanutti Stocks Structures afforded Axsys the financial support to purchase its own equipment and vehicles, thus also increasing its ability to contribute as a more independent partner in projects it pursued with Stefanutti Stocks.

Following the completion of the pipeline project in Mpumalanga, Axsys subcontracted to Stefanutti Stocks Civils KZN on the North Eastern Waste Water Treatment Works (WWTW) project. This project saw it take on more responsibility and expand its skills set to include concrete work, the construction of three sludge lagoons (the size of football fields), pipework and building work.

AXSYS

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SUMMARY OF ENTERPRISE

Construction company Axsys Projects. was founded in October 2011. It is wholly black women owned (BWO), has a Level 1 B-BBEE rating and is currently registered as a Grade 6 contractor with the Construction Industry Development Board (CIDB). AXSYS is a strategic Enterprise Development Partner to Stefanutti Stocks and is currently working on projects in partnership with the Structures business unit divisions. Since its inception it has grown in stature, services and capabilities and aims to attain a CIDB Grade 9 by 2015. The company currently employs 50 people.

Axsys' scope of work on the North Eastern Waste Water Treatment Works (WWTW) project included building work.

The project represented an intense and challenging learning curve for the young construction company.

“Our relationship with Stefanutti Stocks has allowed us to create this business by putting the required formal structures in place right from the start,” explains Halga Ninow-Cohen, shareholder and founder of Axsys. “Having a ‘big brother’ who in addition to financial support, grants us access to industry knowledge, management, procedures, among others and which demonstrates an active interest in our development, has been instrumental in our growth to date.”

In addition to the information and technology transfer that is taking place, a few Axsys site employees are participating in the three-year Stefanutti Stocks Site Leadership Development Programme (see page 21). This Stefanutti Stocks training initiative aims to give participants the competitive edge in the work place by equipping them with the fundamentals of the construction business, increasing their knowledge and skills and teaching them how to interact with peers and clients in a professional manner.

In early 2014 a joint venture between Stefanutti Stocks and Axsys secured the R760-million contract to reconstruct the sheet-pile quay walls at six berths on Maydon Wharf in Durban Harbour. The contract was awarded by Transnet Capital Projects (on behalf of Transnet National Ports Authority) to the joint venture on the back of a strong local spend commitment and Axsys’ BWO structure. “The Maydon Wharf contract is our first integrated project and sees us stepping out of the subcontractor role,” says Ninow-Cohen. “As a 26 per cent shareholder in the joint venture we will be playing our part in bringing both plant and resources to the project.”

The contract entails the reconstruction and deepening of berths one to four and 13 and 14 which started in May 2014 and marks the second phase of the overall project. The first phase began in July 2011 with the reconstruction of berth 12 by Stefanutti Stocks Marine. This was completed in November 2012 and completion of phase two is scheduled for December 2016.

As Axsys adds marine capabilities to its growing skills set, its vision of becoming a fully-fledged construction company with expertise in multiple construction disciplines is starting to be realised.



The Marine Wharf joint venture contract entails the reconstruction and deepening of berths one to four and 13 and 14. Work commenced in May 2014 and is scheduled for completion in December 2016.

“The long-term vision is of course to one day become leading partners in joint ventures such as the Maydon Wharf project,” concludes Ninow-Cohen. “In the interim, our focus is on learning the trade and we are grateful for the interest and effort our partner Stefanutti Stocks is investing in our growth.”



The North Eastern Waste Water Treatment Works (WWTW) project saw Axsys take on more responsibility and expanding its skills set to include concrete work, the construction of three sludge lagoons (the size of football fields), pipework and building work. The project represented an intense and challenging learning curve for the young construction company.



Foreman Allifas Kgomo has 35 years of industry experience

"Since joining the construction industry many years ago I've gathered a lot of experience, in particular in civil construction where I've worked on projects including in the transport, power and mining sector.

I now have a diverse experience base, however the marine environment is new to me and presents an exciting challenge. I am looking forward to this opportunity of learning from the marine experts at Stefanutti Stocks, and would be happy to share my knowledge with the youngsters at Axsys.

Because I am joining a small company, I know they will look after me. We'll progress, we'll produce, and we'll form teams that deliver quality results. I hope for a bright and sustainable future with Axsys and know we're all determined to make it work."



Quality site engineer Yolanda Fisher has five years of industry experience

"It's exciting coming to work for a young company with so much potential for growth, both on a business and personal level. We also get to influence the corporate culture, which is already warm, welcoming and inclusive.

The Stefanutti Stocks Axsys joint venture here at Maydon Wharf is definitely the right environment for growth. Every day is different and the skills and varying levels of experience that I am exposed to are as good as attending a daily master class.

My role here entails quality control and I'd like to implement a company-wide ISO accredited quality system for Axsys. I'm passionate about quality – not only is the quality of your structures an extension of your brand, it's important from a financial perspective to get it right the first time. And who doesn't want a good quality product?"

General foreman Simon Komane has 34 years of industry experience

"During the seventies and eighties the reason many of us ended up in construction was that it was quick to register and get a pass for a specific area if you worked for a construction company. Thus we were safe from the police checking our passes. We started learning construction, nothing else, and then we began to enjoy and like it. The ability to do something with my hands became exciting and now construction courses through my veins.

I came to work for Axsys for a number of reasons. It's not the first time I have joined a new company and I'm excited to be part of the team that will make it grow. Personally, I'm also looking to grow; I've been in the same position for a while and need a challenge. Marine work is totally new to me - the methods are the same but sometimes the results are different.

I come with decades of experience, and hope to share my wisdom and transfer skills to the youngsters who are entering the construction industry. These days we have so many qualified people coming into the industry, yet we need the experienced ones just as much, if not more."



Site agent Jack Masubelele has 12 years of industry experience

"This opportunity to be part of a fledgling company where I can influence and share the growth gives me a sense of ownership. To grow you need to accumulate knowledge and at Axsys we are putting together a team of well-established, experienced industry professionals as well as young individuals who will benefit from that experience through exposure. Working in joint venture with Stefanutti Stocks and having the opportunity to work closely with people whose wealth of experience is quite humbling, in particular on the marine front, is also going to help us to build our human relationships and reach our long-term goal of becoming one of the top construction companies in the South Africa."

A photograph of a concrete batching plant. On the left, there are two large, tall, cylindrical silos with metal ladders and scaffolding. In the center, a concrete mixer truck is parked, its drum tilted. To the right, another concrete mixer truck is partially visible. The background is a clear blue sky.

BELLA M'S BOLD MOVE FROM TECHNOLOGY TO TRUCKING PAYS OFF

Bella M Ready Concrete Mix has grown its fleet since its inception in 2006 to include 42 spinner trucks, buses, bakkies and generators.

Eight years in and SMME specialising
in concrete-mixer truck supply is
starting to play in the big league

Michelle Williams, managing director of Bella M Ready Mix Concrete Supplies, first met Structures business unit managing director Schalk Ackerman in 2005 when she was looking for 2010 World Cup opportunities for Siemens, her employer at the time. She was talking to companies that were chasing stadia and World Cup infrastructure work, in the hope that Siemens would be able to quote on the lighting, power and telecommunication requirements.

"With all of the talk about infrastructure, I'd played with the idea of moving into the construction environment and in particular cement and concrete-mixer trucks," says Williams. "With my academic background and very little business or management experience the move from selling technology to owning a fleet of construction vehicles presented quite a leap." Ackerman was prepared to support Williams in her new business venture, however, was only able to offer Bella M an initial 14-month contract, rather than a five-year contract to cover the financing period. "The scariest part of this journey was taking on the financial responsibility but not having a contract to cover the financing period... but 14 months was something, and we went for it!"

Financially, Williams explains, the support received from Stefanutti Stocks through early payments was instrumental in building a good rapport with Bella M's bank. A R1-million loan from Stefanutti Stocks was used to procure more plant and when she purchased even more vehicles to grow her fleet from four to 17 trucks, Stefanutti Stocks stood surety at Mercedes Benz Finance.

Bella M's payment arrangements have been quite onerous, with payment being made over four years. Despite being difficult at times, this has certainly paid off, and at least half of the company's fleet is now fully owned.

"Every year since we established the business we acquire more equipment, most of which was initially bought to cater for Stefanutti Stocks' projects," says Williams. "As we expanded capacity, honed our capabilities and established our reputation in the industry, our client list grew to include companies like Basil Read, Aveng Mining, Group 5, Murray & Roberts as well as smaller companies like Civibuild, KDB and CSV."

By 2012 it became viable for the business to employ its own people to drive and maintain its plant. This growth brought about a whole new set of responsibilities. "Managing equipment is easy. Managing plant is easy. Managing drivers and artisans – was an entirely new and daunting area," explains Williams. "We were now faced with having to manage people including competency, testing and safety requirements. And of course dealing with human resource management and all its legal elements requires time, attention and dedication."

In September 2012 Bella M bought a property for a plant yard in Kendal, Mpumalanga. "We converted the old farmhouse and outbuildings into living quarters for our drivers and plot staff. This ensured our people had a good roof over their heads including hot water, electricity and decent ablution facilities," says Williams. A full-time housekeeper cleans the accommodation facilities and meals are provided. Two park homes were brought in and more facilities were constructed on the site including a mobile ablution block; septic tanks; a wash bay for trucks; and a basic workshop was constructed.

Staff at the Kendal plant yard includes operators and bus drivers, six diesel mechanics, a boilermaker and welder, and an auto electrician to ensure that the fleet is maintained to the standards required.

Bella M has grown to such an extent that it is now servicing the industry rather than just one company. "Stefanutti Stocks was instrumental in creating our platform for growth," says Williams. She describes the relationship as a 'tough-love' relationship – one where a strict parent offers guidance, advice, financial support and hand holding when needed... but certainly doesn't offer a free ride.



Michelle Williams consults with her mentor Rassie Erasmus (Stefanutti Stocks Structure's plant & formwork director).

SUMMARY OF ENTERPRISE

Bella M Ready Mix Concrete was established in 2006 as a concrete-mixer truck supplier. The company is 100 per cent black women owned (BWO) and 100 per cent black managed, and qualifies as a Level 1 B-BEEE contributor.

It reinvested any available funds at its disposal into expanding its fleet, which gradually grew to include buses, bakkies and generators. Initially Bella M's business model was based only on plant hire, however in August 2012 it began offering 'operator-plus-equipment' services.

The business, which currently employs a staff contingent of 50, operates from its head office in Midrand (Gauteng) as well as satellite workshop and offices in Kendal (Mpumalanga) and in Durban (KwaZulu-Natal).

Bella M is a strategic supply partner in the Stefanutti Stocks Enterprise Development programme and has partnered with Stefanutti Stocks at the Medupi-Grootegeluk Expansion project; Trekopje Mine in Namibia; Kusile Power Station; the Steyn City development and Sishen Mine in the Northern Cape. Since 2008 it also undertakes contracts for other South African construction companies.

Another vital element of Bella M's development is the company's commitment to ensuring that the benefit they receive through being part of the Stefanutti Stocks' enterprise development programme is paid forward. In addition to rigorous compliance as a good corporate citizen, and the training and skills development it provides for its employees, Bella M has paid for a young black woman to complete a three-year marketing degree, supports three start-up black companies and a small community based NGO that caters for troubled young boys. "The cycle of sustainability can't stop with us," says Williams. "Once SMMEs reach a certain level of profitability, it's vital to the future of our country that we also give back."

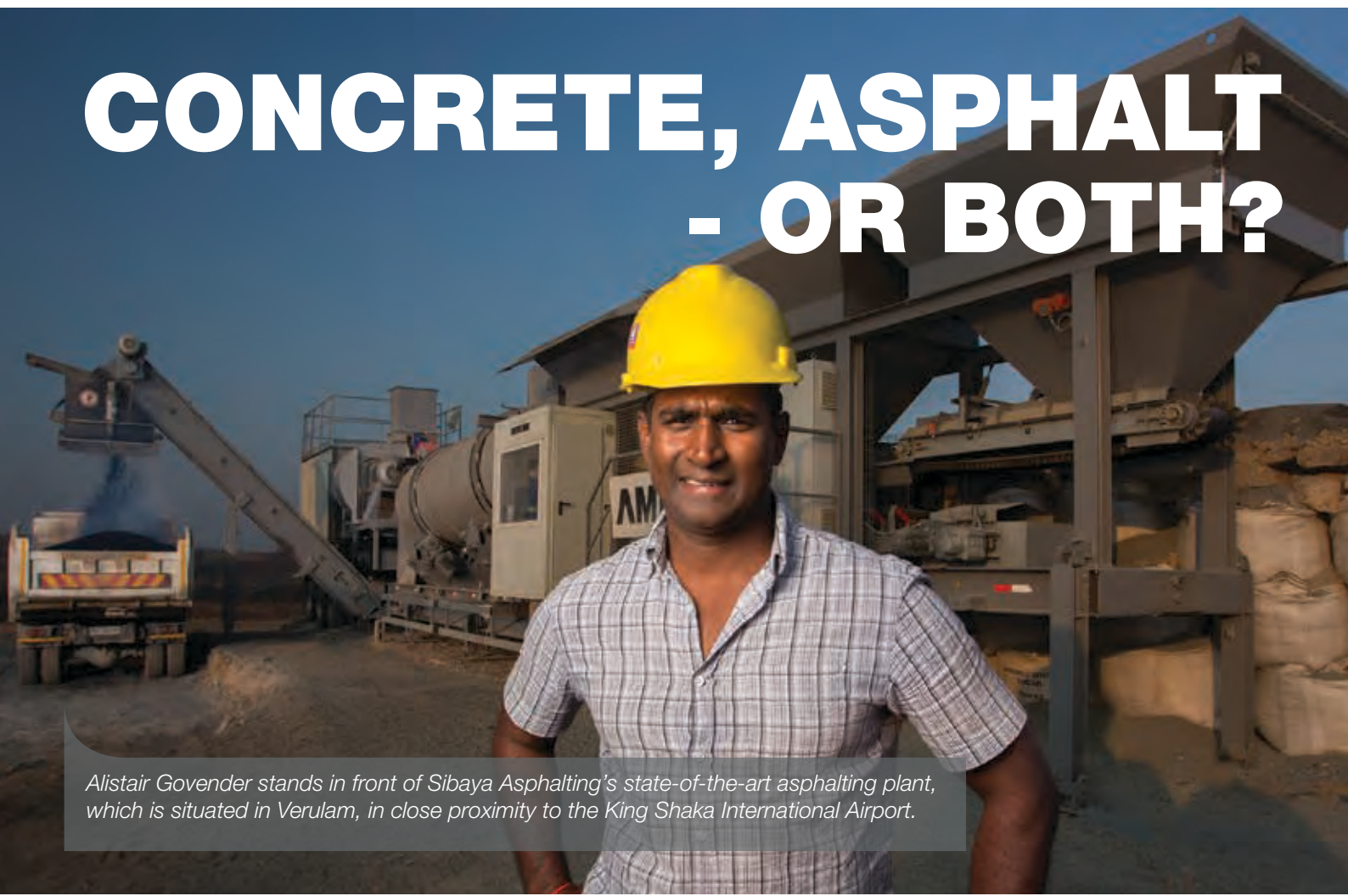
Williams admits to being disheartened when witnessing fronting and preferential treatment in the industry, as there is a lot of publicity about the commitment to increasing the participation of BWO in construction. Bella M is committed to building a business that offers value to its clients and is committed to developing its competence, capability and capacity.

"Since my introduction into the industry Bella M has evolved into a diverse team of people – black, white, male, female, graduates, general workers – all with complementary skill sets that we as South Africans need to harness and optimise," she says. "Our sustainable growth has been possible precisely because we have learned to stand on our own feet, contribute and to carry our own weight - and for that lesson, I am the most grateful!"

Bella M Ready Mix Concrete

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CONCRETE, ASPHALT - OR BOTH?

A photograph of Alistair Govender, a man wearing a yellow hard hat and a blue and white checkered shirt, standing in front of a large industrial asphalt plant. The plant has various conveyor belts and machinery. In the background, there are stacks of bags and a truck. The sky is clear and blue.

Alistair Govender stands in front of Sibaya Asphalting's state-of-the-art asphalting plant, which is situated in Verulam, in close proximity to the King Shaka International Airport.

Young entrepreneur supplies
construction essentials

In 2006 Alistair Govender started a patching company called Sibaya Asphalting. Initially the company mainly subcontracted to National Asphalt undertaking repairs to potholes and road surfaces. In 2008 Sibaya purchased a set of equipment that would enable it to undertake slightly larger projects that entailed road surfacing and asphalt overlays. Today, the B-BBEE Level 2 company employs 80 people and has set up an asphalt plant in Verulam that supplies mainly the eThekweni Municipality.

Govender's decision to expand into concrete supply was largely motivated by the fact that the local quarry was not keeping up with the demand in the area. "I had some money to invest," explains Govender, "and rushed right in, prior to having any orders." His risk paid off as local contractors and small private companies required a reliable source albeit of small quantities. After seeing a Stefanutti Stocks site board erected next to the road on the Lower Thukela project, Govender made a cold call to the Stefanutti Stocks Civils KZN office in Durban.

"I approached Stefanutti Stocks and enquired whether I could price on supplying concrete to the project, and was told that Zululand Quarries were pricing, but that I would be kept in mind," says Govender. Illembe Concrete was given the opportunity to price for the concrete supply and was successful in securing the contract to supply the Lower Thukela project. The company erected its batch plant on site and shortly thereafter Stefanutti Stocks Civils KZN contract manager Cyril Gessler approached Charles Wright, the Structures business unit enterprise development director, to talk about the possibility of Illembe Concrete (and Sibaya Asphalting) becoming an enterprise development partner.

"One of the challenges of being a young start up in the construction industry is that if and when you are lucky to get into big contracts you are expected to perform – on the production side as well as financially," says Govender. "With Illembe I am lucky that this is my first big project, where Lafarge is assisting me with mix designs and Stefanutti Stocks is providing financial backing for the materials as well as preferential payment terms."

Illembe Concrete, a B-BBEE Level 1 company employs twelve staff, which includes three drivers. The company has started building a reputation for offering a reliable supply of concrete.

Govender's vision for Sibaya Asphalting includes opening a plant near to Durban harbour, where development is set to increase the demand for asphalt. "My vision for Illembe Concrete is to keep my current batching plant servicing the district once the Lower Thukela project is complete, and open up further plants in the eThekweni area and to one day even supply outside of South Africa."

Alistair Govender

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Illembe Concrete's batching plant supplies the Lower Thukela Project.

Education lays foundation for decade of growth

Raymond Maowasha worked for Stefanutti & Bressan in KwaZulu-Natal from 1999 to 2006. His first job was as a general worker and in 2000 the company funded his National Diploma: Civil Engineering at the Durban University of Technology. During this time he worked as a foreman, until he qualified in 2003 and returned to full-time employment as a junior site agent. From 2004 – 2006 he worked as a site agent, until the desire to own his own company motivated the establishment of Maowasha Construction in 2006.

Today Maowasha Construction is a dynamic medium-sized construction company that operates mainly in the Limpopo and the Gauteng province. Although originally founded as a civil engineering construction company it has expanded its services into the housing construction sector and undertakes construction of buildings and related infrastructure including water, sewerage and sanitation; roads; structural and concrete works; project management; site supervision and the implementation of construction procedures.

Maowasha Construction currently employs 65 people, has a Level 1 B-BBEE rating; is registered as a Grade 6CE PE contractor with the CIDB and is a member of SAFCEC. It became a Stefanutti Stocks Civils enterprise development partner in 2014

and by building on the mentorship and development that forms part of Stefanutti Stocks' enterprise development programme, Maowasha Construction now aims to achieve an 8CE PE grading by 2016.

The company is registered as a vendor with ESKOM and with the Thubelisha Colliery. It has worked on projects for Eskom, Randwater, Sasol, Anglo Platinum, Coal of Africa and is currently on site at the Medupi Power Station where it is undertaking a R20-million civil and building project as a sub-contractor to Stefanutti Stocks Civils.

Approximately 90 per cent of Maowasha's work comes from Stefanutti Stocks. "My relationship, first as an employee and later as a subcontractor to Stefanutti Stocks has been instrumental in the growth of the capabilities of our company," says managing director Raymond Maowasha. "In addition to the Stefanutti Stocks' projects we work on, the mentorship we continue to receive is invaluable to our growth, professionalism and sustainability. We are incredibly thankful for the support and the relationships we have cemented over the years and are looking forward to future growth in the more formal role of enterprise development partner."



As the company has grown it has been able to purchase a fleet of equipment and plant including bakkies, trucks and TLBs.



Raymond Maowasha (middle) on site at Sasol where the company subcontracted to Stefanutti Stocks.

Maowasha Construction

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Rebar manufacturer steadily grows capacity

Ikhaya Reinforcing was established in 2011 and supplies a range of reinforcement materials to the building and construction sectors. "We saw a gap in the market for the supply of rebar," explains Shaun Kandylall, managing director of Ikhaya, "and Stefanutti Stocks Civils was one of our first customers." In 2012 the company became part of the Stefanutti Stocks Civils enterprise development programme.

Ikhaya Reinforcing's product list includes reinforcing steel bar, reinforcing mesh, brick force, hard drawn wire, nails and general plastics and spacers. It manufactures its rebar according to the South African National Standards and has worked both as a sub-contractor and as a supplementary supplier of reinforcement material to mining, pipeline and building projects.

The company employs 22 people and has a Level 3 B-BBEE rating. "We'd like to grow our business to such an extent that we are able to supply all stakeholders in the construction and industrial environments," says Kandylall. "Our enterprise development relationship with Stefanutti Stocks Civils helped us to attain a CIDB 4 grading, and we are anticipating the approval of our recent level 5 application."



The Shondoni coalbunker under construction. Ikhaya Reinforcing is supplying the rebar for the project.

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Mathomomayo impresses with diversity and vision

Mathomomayo Investments Civil was first registered in 1999 and comprises two divisions – a plant hire division and a construction division. The plant hire division owns a fleet of excavators, graders, TLBs, rollers, trucks, flat bed, low bed, water tanks and supplies trained operators to clients hiring its equipment. The construction division undertakes building and civil work including earthworks and has participated in road construction, bulk water supply and building projects across the Limpopo Province.

"Since becoming part of the Stefanutti Stocks Civils enterprise development programme in 2011 the skills development and mentorship from Stefanutti Stocks has taken my ability to run my business in an efficient and professional manner to an entirely different level," says Abram Mashabela, managing director of Mathomomayo Investments.

A few years ago Stefanutti Stocks and Mathomomayo submitted separate bids on a pipeline project, with the project being awarded to Mashabela, who continues to impress Stefanutti Stocks Civils with his entrepreneurial spirit (he owns multiple successful businesses), his professionalism, attention to detail and the quality and safety standards on his construction sites. The companies have recently commenced discussions on progressing their relationship to a strategic partner relationship that will see the two companies bidding on projects in joint

ventures. "I am excited by the possibilities that may come of our collaboration," says Mashabela.

Mathomomayo currently employs 36 people in its civils and plant hire operations; has a Level 1 B-BBEE rating and is registered as a Grade 6CE PE contractor with the CIDB. "The relationship with Stefanutti Stocks will allow us to target projects that will enable us to improve our CIDB grading," adds Mashabela.

Mashabela's son, Thabiso Mashabela, recently completed a Higher National Diploma in Business through the London School of Business and Management. Thabiso also holds a National Diploma in Network Engineering and will shortly be starting an internship at Stefanutti Stocks Civils. "As part of my succession plan I would like my son to gain experience in companies such as Stefanutti Stocks, in order to become familiar with a corporate environment; gain practical experience and insight into how to run our business according to best practices," says Mashabela.

Mathomomayo Investments

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PROCUREMENT POWER

A woman with dark hair and bangs, wearing a bright red blazer with black trim, stands with her arms crossed. She is smiling and looking towards the camera. The background features a large, textured pile of brown material, possibly sand or gravel, and a complex metal structure resembling a conveyor belt or industrial framework, set against a clear blue sky.

ProcureHub's value proposition, fresh perspective and unique solutions enhance the project procurement equation

The first project ProcureHub worked on for Stefanutti Stocks was the Komati Pipeline project in Mpumalanga. The company's brief was to supply bedding material for the pipeline and after researching all the alternatives and visiting quarries in the area, a competitive supply solution was engineered that included three sources of sand and local transporters. In order to deliver real results, stabilise costs and negotiate the best price, ProcureHub concluded bulk supply terms with its suppliers.

"When suppliers were unwilling to extend substantial credit to ProcureHub, as a small business, we were faced with cash flow challenges," says managing director Reginah Masalesa-Makola. In order to remain afloat begging and borrowing from friends and family became the norm and going without a salary month after month a given. "Many small companies in South Africa fail due to lack of cash flow, rather than lack of good ideas, hard work or initiative."

The enterprise development relationship with Stefanutti Stocks and the payment terms ProcureHub was able to negotiate were life-saving. "As our supply scope kept on growing we found ourselves in need of substantial working capital to secure product supplies for the project," says Masalesa-Makola. ProcureHub motivated for a financial solution that included receiving an upfront payment to secure supplies and was able to keep supplier price increases at bay.

Masalesa-Makola believes that astute financial support is one area where corporate companies are able to contribute to meaningful and sustainable development of small businesses. "Although we worked to the point of exhaustion to ensure we kept the supplies on track, the financial support and having Hanli du Plessis, the contract director at the Komati Pipeline project believe in our value proposition gave us incredible peace of mind."

As ProcureHub proved itself on the Komati Pipeline project, its supply scope extended to include other supply categories. For one of these, ProcureHub proposed and supplied fire engine trailers that met specifications; were practical for use throughout the project terrain; and resulted in a saving of R350 000. Further benefits to the project were visible along the supply chain, when one of the sand quarries was unable to meet the supply demand and ProcureHub assisted the owner to source plant, thereby restoring security of supply.

"My background is procurement so relationship building, organisation and problem solving come naturally to me. I'm always trying to secure the best possible commercial arrangement for my clients," says Masalesa-Makola. The ProcureHub team prides itself on its ability to bring in a fresh perspective and devise solutions that address the full scope of project supply requirements. "We look at challenges from a different angle, and at times even surprise ourselves with the perfectly workable solutions we put forward."

When asked how ProcureHub can make a difference to a company's bottom line, Masalesa-Makola explains that companies often underestimate the value of a strategic supply partner. "We offer a consolidated supply platform that enables our clients to achieve cost efficiency, access a large number of commodities under one roof and achieve 135 per cent procurement recognition level." Furthermore ProcureHub is able to bring local, on-site knowledge into the purchasing equation, assess the local supply market and gather information to enable better decision making.

ProcureHub has grown to facilitate all aspects of the project supply strategy including the management of logistics to ensure being on time, in line with the demand and availability of materials and consumables. "We are able to supply pretty much anything, from aggregates, steel reinforcement, geotextiles and construction chemicals to mention a few," says Masalesa-Makola.

Stefanutti Stocks currently represents about 20 per cent of ProcureHub's order book and in addition to the Komati Pipeline project it has been involved in Sishen's Life of Mine, Imvutshane Dam, Ugu Pipeline and the Western Aqueduct Pipeline projects.

The company has recently started working in Tanzania, Mozambique and Botswana where it supplies construction

clients involved in infrastructure development projects. It has also established a China exchange platform to assist clients looking for low-cost supply solutions in the global supply market.

"Our vision is to continue growing, to build on the foundation our partnership with Stefanutti Stocks has laid, and ultimately to become the preferred supply partner across the South African construction industry," concludes Masalesa-Makola.

The ProcureHub team prides itself on its ability to bring in a fresh perspective and devise solutions that address the full scope of project supply requirements. "We look at challenges from a different angle, and at times even surprise ourselves with the perfectly workable solutions we put forward."

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SUMMARY OF ENTERPRISE

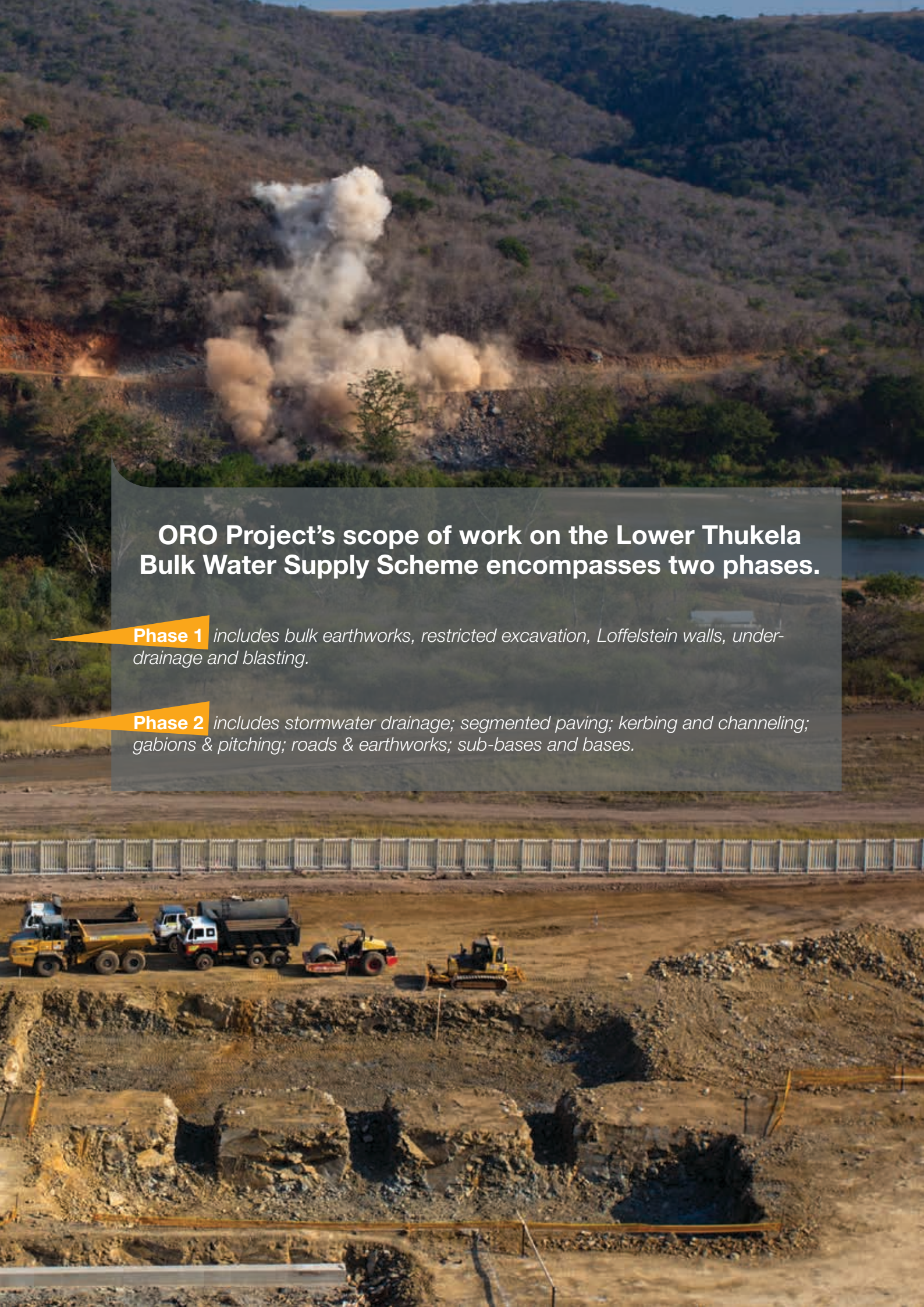
ProcureHub offers a total supply solution for all project requirements by sourcing bulk materials and general construction supplies. The company's focus is on streamlining the supply chain to realise maximum value for its clients. It offers a central point for all supply activities and leverages the combined requirements across various projects to create a powerful supply platform.

ProcureHub is the brainchild of Reginah Masalesa-Makola. Her experience in the corporate procurement field and excellent negotiation skills has helped her create a niche in the industry supply market. ProcureHub is a strategic partner in the Stefanutti Stocks Enterprise Development programme and has been Stefanutti Stocks' procurement partner on the Komati Pipeline; Sishen's Life of Mine; Imvutshane Dam; Ugu Pipeline and the Western Aqueduct Pipeline.

The company is 100 per cent black women owned (BWO), 100 per cent black managed, and qualifies as a Level 1 B-BEEE contributor. It operates from its base in Gauteng and has recently opened a branch in KwaZulu-Natal. It supplies construction materials for projects across all provinces of South Africa.

ORO PROJECTS RETURNS TO THE CONSTRUCTION GAME





ORO Project's scope of work on the Lower Thukela Bulk Water Supply Scheme encompasses two phases.

Phase 1 includes bulk earthworks, restricted excavation, Loffelstein walls, under-drainage and blasting.

Phase 2 includes stormwater drainage; segmented paving; kerbing and channeling; gabions & pitching; roads & earthworks; sub-bases and bases.





Enterprise development partnership enables participation at strategic level

Mutshutshu Nxumalo, managing director of ORO Projects knows what it feels like to have doors close in his face. However, his optimistic belief that when one door closes another one will open is the driving force behind the company that is currently making inroads on the KwaZulu-Natal construction landscape.

Nxumalo's decision to return to an operational construction environment in 2012 came on the back of a roller coaster ride of more than 15 years that started with him giving up gainful employment in the formal sector; using his pension money to set up a construction company and purchase assets; surety twice being provided by his father; working long, hard hours and during holidays; and experiencing the highs and lows of projects' profits and losses that eventually saw him turn to consulting. "Looking back we gained a lot of experience and exposure to clients, and as a consultant I was able to raise our profile, however my heart remained on site," says Nxumalo. "I wanted to build a construction company, but this game is tough when you are on your own. I knew we needed to align ourselves with one of the bigger companies in the province and after knocking on the Stefanutti Stocks' door for almost two years, the door finally opened!"

Oro and Stefanutti Stocks' paths had crossed on a few projects including at Portnet in 2000 where Oro had finished its portion of work four weeks ahead of schedule. There was also an attempt at obtaining work in Lesotho and Mozambique with Stefanutti Stocks, however this was unsuccessful. "At that time we were not an enterprise development partner, we were a targeted procurement partner which limited our ability to contribute," says Nxumalo. "Once ORO was identified as an ED partner



At the entrance to the Lower Thukela site are, from left to right, Nana Ngobese (executive director ORO Projects), Derick Goodwin (commercial manager), Mutshutshu Nxumalo (executive director ORO Projects) and Kevin Reid (Stefanutti Stocks Civils KZN business development manager).

we had to shift our mindset, develop a clear vision, understand the Stefanutti Stocks vision, and marry the two.”

The benefits of being aligned with Stefanutti Stocks include having access to a wealth of construction knowledge and being invited to participate in construction at an entirely different level. As an enterprise development partner ORO is supported by preferential payment terms; tutoring; SAFSEC membership; implementation of proven systems; improved planning and access to expertise – both on site and at boardroom level. This access extends to specialists such as quantity surveyors, estimators, contract directors and project managers. “Stefanutti Stocks’ commitment filters down from the group and regional managing directors,” says Nxumalo, “The relationship gives us courage and bolsters our self-confidence - I see this growth in my staff on a daily basis.”

Whilst Nxumalo ensures the operational side of the business runs smoothly, his partner, executive director, Nana Ngobese looks after the administrative side of the business including employee welfare and benefits which include a pension scheme, life policy and a medical aid scheme. “Our relationship with Stefanutti Stocks also adds real value to the skills development and technical growth we are able to offer our employees,” says Ngobese.

As the next step in its growth strategy ORO is in the process of acquiring its own plant and deposits have been paid for an excavator, grader, two tipper trucks, one water tanker, one roller and one TLB. The company’s long-term vision is to gain expertise in civils and concrete structures and it is in line with this vision that ORO tendered on two civil projects together with Stefanutti Stocks as a JV partner.

“The support from, and the relationship we enjoy with Stefanutti Stocks is any SMME contractor’s dream,” says Nxumalo. “We fully appreciate the learning curve we are on and are confident that this will pay off in the long run - for Stefanutti Stocks, for ourselves and for South Africa”

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SUMMARY OF ENTERPRISE

ORO Projects was first established in 2000 as one of the first African-owned engineering companies in KwaZulu-Natal. Over the years it has developed as a company grounded in the principles of offering value for money while providing training in technical skills to disadvantaged and inexperienced individuals. Its specific areas of expertise include earthmoving, materials handling, road building, manufacturing, fabrication and construction in the water sector. It is 100 per cent black owned (51 per cent black female-owned), has a Level 3 B-BBEE rating and is a member of the South African Federation of Civil Engineering Contractors (SAFCEC).

ORO is a strategic partner in the Stefanutti Stocks Enterprise Development programme. It is currently a partner of Stefanutti Stocks on the Lower Thukela Bulk Water Supply Scheme. The companies have submitted two further tenders in a joint venture for a pipeline/reservoir and an interchange (including a bridge).

ORO currently employs thirty people at the Lower Thukela Bulk Water Supply Scheme project.

INDUCTION PROGRAMME PREPARES

graduates for work place



The exuberant 2014 graduates.

Stefanutti Stocks Structures recruits its bursary candidates during their university tenure while studying for degrees in BSc Civil Engineering, B. Eng, B.Ing or NDip Civil Engineering. Once the students have graduated they enter into employment with one of the Stefanutti Stocks Structures divisions.

In 2012 the business unit introduced the Graduate Academy, a formal two-week university-to-work-place bridging programme attended by graduates who have qualified as engineers and quantity surveyors in the preceding year and who are now entering the work place. "The programme is well received and helps to ease our graduates into the working environment, whilst also creating a level of excitement and anticipation about their future and careers with us," says Anton Stroebe. "It also creates camaraderie amongst our new employees, and lays the foundations for the team work ahead."

The intensive two-week programme is designed to make the graduates feel welcome and introduce them to Stefanutti Stocks and its corporate culture.

The programme includes:

- Welcome and presentations by Schalk Ackerman (managing director of the Structures business unit) and division MDs and directors. These cover:
 - Company structure and market opportunities;
 - Group mission and values;
 - Financial overview;
 - Transformation;
 - Productivity;
 - Career development;

- Health and safety;
- Environmental;
- Basic principles of a construction company;
- Site roles and responsibilities; and
- Quality management.
- A site visit to Kusile Power Station in Mpumalanga;
- A site visit to the Plant and Formwork Yard;
- Working at heights training;
- A scaffold erection and inspection course at Form-Scaff;
- A two-day surveying course held at TSMA;
- A quiz night;
- Team building including a model bridge building competition; and
- Training at Bosch, Liebherr and the Cement & Concrete Institute.

A new addition to 2014 programme was an intensive practical work day at the Plant and Equipment yard where graduates were challenged to complete set manual tasks within a six-hour period. These included scaffold erection, fixing a steel reinforcing cage and constructing the formwork for a concrete base.

Since its inception in 2012 our graduate academy has delivered 68 young professionals and 2014 saw a total of 18 new graduates commence employment with the Stefanutti Stocks Civils, Civils KZN, Geotechnical and Marine divisions. Of these 14 (78 per cent) are from previously disadvantaged groups including four (22 per cent) black female graduates. This is an improvement from the start of the programme when 33 per cent were from designated groups and only four per cent were black female graduates.

“The programme is well received and helps to ease our graduates into the working environment, whilst also creating a level of excitement and anticipation about their future and careers with us,” says Anton Stroebel. “It also creates camaraderie amongst our new employees, and lays the foundations for the team work ahead.”

What the 2014 graduates had to say:

“My graduate induction experience has been awesome. I had the opportunity to learn so much from my fellow graduates, and share in their different cultures. The training courses we attended were great and enriched us with the relevant site knowledge we need to prepare us for a successful career here at Stefanutti Stocks. I am looking forward to taking everything I learned at varsity and here at the graduate induction and applying it to my career. I learnt the importance of completing a given task.”

Letlotlo Borane – Stefanutti Stocks Civils

“Over the past two weeks I have learnt a lot about construction and the business side of the company. The activities planned over the duration gave me a good oversight of what to expect when I arrive on site and work for the company. The Olifantsfontein visit was my favourite as it was a practical experience, which gave us first-hand exposure on how to fix steel and erect scaffold. Overall, I would like to thank the management of Stefanutti Stocks for organising this graduate programme which makes the transition from university to the working world much smoother.”

Mfundo Vezi – Stefanutti Stocks Marine

Q&A with graduate Akhona six months down the line...

Akhona Ntshinka graduated from UCT in 2013 and now works for the Stefanutti Stocks Marine division. She is currently on site at the Maydon Wharf project, a joint venture between Stefanutti Stocks and Axsys Projects.

Why construction?

“The seed was planted during matric after I accompanied a cousin, who is a civil engineer, to Coega on the “Take a girl child to work day”. I was sold, I just wasn’t sure if I wanted to study Electrical, Mechanical or Civil Engineering. I eventually chose Civil for a number of reasons but mainly for its diversity and permanency. I know I will always be challenged. Also every project I am part of, we will leave something visible behind. One day I can point these structures out to my children and say that their mom was part of the team that put it there.”

How are you finding your work experience so far?

“Being placed in the Marine division is exposing me to a new field of civil engineering as most of my vacation work experience has been on land. Shortly after starting formal employment I was sent to a marine project in Kenya for a month where the company is building a jetty. It was incredibly exciting to be part of a fully operational contract and having people as experienced as

“In life we learn and grow every day. Being appointed by Stefanutti Stocks was one of the greatest moments of my life. And so far during the induction week I have learned a lot of team management, working together and always aiming at delivering the best. I learned that for one to survive in this industry one has to play one’s part and always strive to get the best out of every opportunity. I also learned that every person is special in their own way and always has something that would add to the team. The induction programme has been a great experience and I am looking forward to working with everyone.”

Sally Mapholi – Stefanutti Stocks Civils

“My experiences here have been some of the best days of my life. As a graduate coming from Cape Town, I did not know what to expect. I was filled with excitement and a bit nervous. This two-week journey has been a humbling experience as we did activities such as fixing rebar, erecting scaffolds and formwork, which teaches you to appreciate the hard working general workers. The highlight for me was going to Kusile Power Station. What an overwhelming experience! Coming from the building division I was amazed at the mega structures that the civil division is constructing. In addition to the activities that we experienced, I made a lot of friends from all over the country and have created relationships that will surely last a lifetime. It has been a very exciting and awesome journey and I am very grateful for this opportunity.”

Ofentse Woco – Stefanutti Stocks Building, Western Cape



Raymond Botha and Andre Liebenberg willing to share their knowledge with me. I learned so much in just one month – and that learning curve has continued ever since.”

What is being on site like?

“I am privileged to have the opportunity to work on a project of this magnitude, technical wealth and with such an experienced team. No two days are alike and every day I learn something new. My degree certainly helps me to think quickly, I can reference my theory and writing reports and presentations come relatively easily. But in construction so much comes down to your experience and I am sure that during the past six months on site I have learned as much as I could in three years behind a desk. On site one can also see the function and contribution everyone makes in completing the project and how important it is to work as a team, stay motivated and keep the spirits up.

I am loving being involved, rather than observing from a distance.”

STRUCTURED MENTORSHIP

addresses requirement for internal knowledge transfer



"The programme gives me confidence and direction knowing that Stefanutti Stocks is willing to invest in my future and empower me with the necessary tools to excel in my field of expertise," says site agent Darian Davies, seated to the left of his mentor Derick Goodwin, alternate commercial director at Stefanutti Stocks Civils KZN.

"Participation in the programme has been hotly contested, and with our pool of eager young minds, the mentors are certainly being put to the test. Ultimately, our goal is to create a pool of well-equipped, skilled and insightful management teams who have supplemented their theoretical knowledge with the practical experience of our construction experts," says Anton Stroebel, Stefanutti Stocks Structures HR manager.

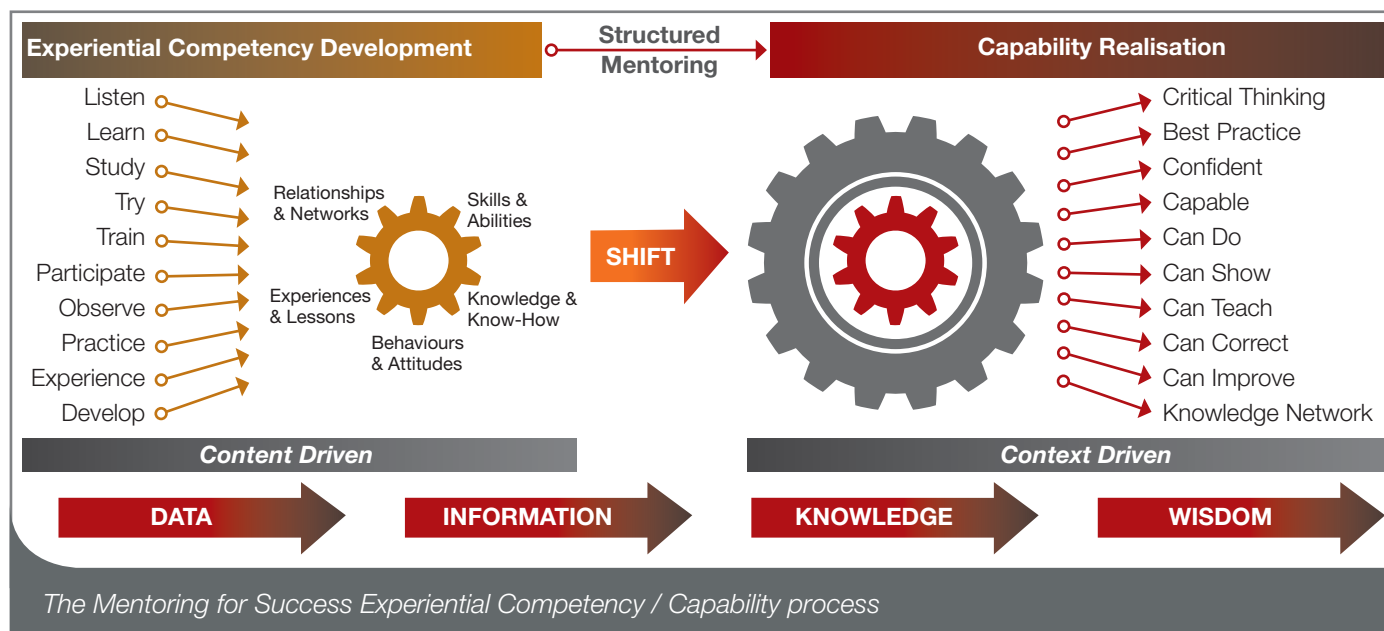
In February 2014 the Structures business unit management team agreed that to develop and improve management capabilities and ensure the business's sustainability and continued success a consolidated approach to knowledge transfer was needed in all divisions. Establishing a consistent culture and language of mentorship within the business unit was also identified as being essential.

To leverage common knowledge areas each of the business unit's four divisions is partnering with Mentoring 4 Success (Pty) Ltd, a leader in the area of structured mentoring programmes. "Engineers and site managers will have access to the wealth of knowledge garnered through hard-earned industry experience in a formal, structured environment," says Anton Stroebel, the business unit's HR manager.

Structured Mentoring Programme Overview

The Structured Mentoring Programme focuses on developing better management capabilities, using the Mentoring 4 Success™ experiential competency model and programme process as follows:

- Skills & Abilities
- Knowledge & Know-How
- Behaviours & Attitudes
- Experiences & Lessons
- Relationships & Networks



The programme commences with a Nomination and Motivation phase where potential participants are given the opportunity to motivate why they should be selected for participation. The objective of this is to ensure that only positively motivated mentees are included in the initial Pilot Programme to ensure maximum success. The key ingredients for really effective mentees are a Positive Attitude, a Willingness to Go the Extra Mile and a keen Desire to Grow within Stefanutti Stocks Structures. The potential mentees are therefore given an opportunity to demonstrate these essential attributes through a Personal Motivation process, which is reviewed by the Executive Mentoring Steercom.

This is followed by a Pairing and Selection phase during which mentors and mentees are paired into partnerships for the 12-month programme duration. The pairing process uses a combination of techniques, including identifying long-standing and successful existing working relationships, logistical challenges, specific skills, knowledge and behavioural matching, pre-negotiated pairings and natural selection - all ultimately looking to ensure that a mutually committed and fully engaged partnership is established.

Once these phases are complete participants attend a Programme Masterclass (PMC) where all the mentors and mentees come together for a day to be introduced to the whole Mentoring Group and discuss the following:

- Executive Overview of the Mentoring Programme Purpose and Objectives;
- Introduction to the critical case for Mentoring and Knowledge Transfer in the Structures BU;
- 12-month Programme and Process Overview;
- Introduction to the Company Values, Experiential Capability Development and Critical Thinking Models for Top Class Managers; and
- Introduction to the M4S Knowledge Mentoring Toolkit™ - Core and Advanced Tools.

Mentors, who are all senior managers and directors, including division MDs, are all committed volunteers who have attended a full mentors briefing session. The mentors and mentees undergo a facilitated Experiential Competency / Capability process and select up to five critical competencies to work on via a well-monitored and mentored Talent Mentoring Action Plan (or T-MAP) over a period of 12 months.

The programme has commenced in all divisions, with a 40 per cent HDSA participation. Once complete each of the programmes will culminate in an awards function.



"I know what it means to stand tall because I've walked amongst giants" says mentee Imraan Allie Milase (site agent), seated here with his mentor Matthew Horwill, managing director of Stefanutti Stocks Civils KZN.

SUSTAINABLE TRANSFER OF SKILLS

a priority for Stefanutti Stocks

The *Site Leadership Development Programme (SLDP)* was started in 2010 with the purpose of establishing a platform by which the intellectual capital within Stefanutti Stocks could be shared in a sustainable way.

It is a specialised, uniquely Stefanutti Stocks development and leadership programme that consists of 25 modules created by Subject Matter Experts (SMEs) and presented by individuals who have a clear understanding of the daily challenges site-based employees face. The programme has been assessed by and is registered with CESA as part of Continual Professional Development (CPD) for qualified engineers.

To ensure equal development opportunities the first three years of the programme saw the participation of both new recruits to the company and people who have been already been employed by Stefanutti Stocks for a number of years.

The *SLDP* aims to give participants the competitive edge in the work place; equip them with the fundamentals of the construction business by increasing both their knowledge and skills; and teach them how to deal with peers and clients. "The programme provides an excellent platform from which to build a common company culture and best practices," said Werner Jerling, managing director of Stefanutti Stocks Civils.

An additional benefit of the programme is that Stefanutti Stocks assists employees who would like to register as professionals with ECSA and other statutory bodies. The experience gained on the programme can be added to the portfolio of evidence leading to registration and proof of competence.

Since 2012 some of Stefanutti Stocks Civils enterprise development (ED) partners were invited to participate in some of the relevant modules. These include delegates from Axsys Projects, Mathomomayo Investment Holdings and Maowasha Construction.

The objectives of their participation include:

- The provision of further training on key operational practices that ED partners can implement in their own business;
- The opportunity to meet with the SMEs facilitating the training and discuss issues and challenges specific to their own business; and
- Ongoing opportunities to network with other delegates.

YEAR 1	YEAR 2	YEAR 3
Human Resources 1	Human Resources 2	Project Execution 2
Quality	Health	Leadership
Safety	IT Management	Marketing
Concrete	Formwork Design	Environmental
Management 1	Plant management	Training
Site Administration	Communication	Planning
Project Execution 1	Presentation skills	Tendering
	Contractual Surveying 1	Contractual Surveying 2

"When graduates start in the workplace they have a wealth of theoretical and some practical work place experience, however, do not yet possess the savvy and insight that comes with years of working in the industry. The *SLDP* exposes participants to company and industry experts, thus bridging the gap between theoretical and practical knowledge much faster than normal work experience allows."



After just over five years the **SLDP** has seen a total of 431 delegates, just over 200 interventions, 3180 individual attendances, three countries and two business units participate in the programme. Currently there are over 110 individuals participating in the **SLDP**.

“The **SLDP** represents a win-win situation for both our employees and our company,” explains Jerling. “Our employees personal growth is enhanced; they are being developed to manage construction sites sooner rather than later; and their enhanced skills set contributes to the company’s performance. At the same time we are developing future leaders, who will in turn mentor and develop the next generation of leaders, ensuring that we indefinitely continue the cycle of transfer.”



The 2013 SLDP graduates. Standing from left to right are Grant Shabangu, Donovan Reece, Jaques Van Niekerk, Chris Smal, Hendrik Muller, Johan Ras, Keigan Naidoo, Tobie Basson, Gerhard Jacobs. Front, from left to right are Johannes Sikhosana, Craig Leslie, Rushdi Abrahamse, Rashen Maharaj, Renico Pretorius, Christopher Gird, Ali Zayif, Darrell Vince.

SOLID FOUNDATIONS

ensure construction worker competencies

Solid Foundations trainer Robert Malindi addresses students Solomon Morakile, Joel Kunene, Thulawi Sikhosana and Moffat Mnganga.



In June 2012 Stefanutti Stocks Civils’ Training Department launched the **Solid Foundations** course as part of its skills development programme. The two-day programme focuses on fundamental on-site skills including: environmental awareness; safe and correct use of personal protective clothing and equipment; health and safety; and the use and maintenance of hand tools.

Solid Foundations is unique in that it was designed to ensure that all participants, regardless of literacy level or potential language barriers, are able to not only understand but also interact with the programme material. Visuals such as illustrated characters were

introduced to demonstrate certain behaviours, while tool boxes, which include all items referred to in the manuals were built and are supplied for the practical training.

Bilingual trainers facilitate the programme and the course material also caters for multiple languages with the majority of key points being translated.

Since inception in June 2012 a total of 1092 individuals have attended **Solid Foundations**.

CIDB PILOT PROGRAMME

interns excel and impress mentors

In 2012 Stefanutti Stocks Civils in partnership with the CIDB* launched a unique pilot programme to provide the six-month practical on-site experience to FET* students in line with the requirements of their NCV* in Construction and Civil Engineering qualification.

Nine students were selected to participate in the pilot programme and each was allocated to a foreman who acted as a mentor for the six month internship.

"Eight of our nine interns have now been offered permanent positions within the division and are participating in further learnership opportunities," says HR manager Gerhard van Dalen. The interns are now employed as cadet foremen at the Shondoni, Black Rock, Kusile and Medupi. Four of them have completed and excelled at the National Material Testers (NQF 4) learnerships and were presented their certificates at an informal award ceremony held during one of the division's regular communication gatherings.

"Our interns impressed their mentors with their hard work and dedication," says van Dalen, "and the success of this pilot is allowing us to pursue an exponential increase in the employment of young graduates from FET colleges."

In acknowledgement of the results achieved by the programme, the CIDB awarded Stefanutti Stocks a certificate of achievement.

The Civils division, in conjunction with the CIDB, is continuing with the programme and the selection process for the next intake of 20 interns is underway.

**Abbreviations:*

- CIDB: Construction Industry Development Board
- FET: Further Education and Training
- NQF: National Qualifications Framework
- NCV: National Certificate (Vocational)



The interns, dressed in their customised internship overalls so that they may be easily identifiable on site. Back, from left to right are Richard Mkhonto, Sebola Phindulo and Karabo Mojela. Front, left to right are Mulalo Mukhuta, Potlaki Mokotel, Sello Ntswea, Ramahlale Mogana and Matlou Smaemae. Not pictured with Rudolph Mkhonto.





Three of the four interns who successfully completed their National Material Testers (NQF 4), with their qualifications. From left to right are Potlaki Mokotel, Ramahlale Mogan and Rudolph Mkhonto. Not pictured is Richard Mkhonto.



Q&A with trailblazing intern Potlaki Mokotel

"After studying the three-year NVC there were quite a number of us who were sceptical about our chosen careers, especially as we did not have a clear path forward. After learning from the CIDB that, together with Stefanutti Stocks, they were launching this pilot project to create a gateway into the construction industry for students like us, we all became incredibly excited!"

What was your first on-site experience like?

"You imagine being on a construction site and what it will be like, but you don't really have a frame of reference. When we arrived at the Kusile Power Station it was unlike anything we had experienced before. To be honest at first it was a bit scary and I found the first week very challenging, but I knew this was an incredible opportunity, held my head high and kept pushing on. After the first week, I was less daunted and more excited to arrive on site."

Where did you go after Kusile?

"I went to Sasol Unit 52 WRGP...and so for the first time I was alone, meaning I was the only intern there. I had an amazing mentor, Albert Mokgotloa, who showed me everything he knew on that site. He was so generous with his time and gave me tasks to do that challenged me as an individual. I was so focused on site and the physical work that I had to do the paperwork in my room at night to stay on top of things."

What moment during your on-site experience period stands out for you?

"Albert had given me a task on a pipeline and I was pretty nervous that I wouldn't be able to complete it. I remember his words 'If there is something that you do not know, I am here. And if we can't tackle it together, that's why we have engineers on site...' Today I have a photograph of that site and I'm so proud of what we achieved there."

How was the NQF Material Testing learnership?

"The first three months were held at the Kusile Training Centre and covered theory – this was the cherry before the hard work. The effort that was put into preparing this learnership project was phenomenal and again we had such great mentors. When I first arrived on site at the precast yard for my practical, my mentors had instilled such high standards of quality, I was almost clashing with the more experienced guys as I was not

familiar with all the on-site methods yet. That came over the next nine months, but I still feel I can learn so much more with regard to quality – it's the way of the future!"

What have you taken away from your experience?

There have definitely been challenges. When I first arrived on site, it was a bit surreal as there had been a time I was not sure I would have an opportunity to complete my practical experience. My journey since then has been so rich and so much has been instilled in me AND I am now employed in the industry! Construction is the foundation of all careers – we put the infrastructure in place, build schools, bridges, power stations... Sometimes on site I long for home, but I know once I'm done on site, I'll be able to look back and say I was part of building some of these projects, and that is very exciting!"

Any last thoughts?

"If I could give one word of advice to youngsters finishing their NVC I would remind them to give it their all and persevere, especially when things get tougher, which they will! Things may not pan out the way you expected but sometimes different can be better!"



Potlaki Mokotel receives his NQF Material Testing certificate from Werner Jerling, managing director of Stefanutti Stocks Civils (far left). To Potlaki's right is Vuyo Qubu, alternate director of Stefanutti Stocks Civils.

Bridging programme *to address lack of skilled artisans*



The Jirah Academy is a development initiative of Jirah Projects, a non-profit organisation that serves disadvantaged communities of the South Durban Basin. The academy functions as a primary skills development facilitator (SDF) among its joint venture partners for the purpose of empowering candidates with a skill, trade or best fit career.

Jirah caters to all learning types – academic, technical, practical and creative minded as well as those with learning barriers. Customised support programmes are provided that are linked to mainstream programmes (such as Thekwini FET College's N1 & N2 Engineering Studies), thereby creating a complete pipeline that supports youths in qualifying in the technical career best suited to their learning type.

"We established that those best suited to becoming artisans were slipping through the cracks as there was no alternative for them to connect with further education and training as apprentices," says Jirah Projects chairman, Ian Jones. "To compensate for the short fall in our formal education, the chasm between the knowledge our learners have left school with, and what is required for them to successfully study a trade, needs to be bridged."

Through this initiative Jirah Academy will also be addressing the extreme shortage of highly-skilled, capable artisans industry so desperately needs. "By being mindful of and catering to learner specific requirements and challenges including life-skills training to build sound character, we intend to empower our candidates to become highly employable individuals," Jirah Projects is about to launch another programme to help place individuals with learning barriers into jobs where they will receive institutionalised training and be up-skilled at no cost to the employer. This is possible by making use of its PBO SARS tax exemption status linked to the employer's tax benefit act says Jones.

Stefanutti Stocks Marine, currently undertaking a project at Maydon Wharf in joint venture with Axsys Projects, has undertaken to spend R1.35 million on the academy's Bridging Programme, a six-month programme that prepares participants for mainstream training.

The academy's bridging pilot project is being implemented at the Fairvale Secondary School where Jirah is renting floor space. The Bridging Programme functions as a Satellite Campus to Lifeprep FET College. The Durban University of Technology and eThekweni FET College (DHET) form part of the joint venture partnership.

The bridging programme's objective is to rebuild the foundation in engineering mathematics, engineering science, technical drawing and trade theory.

Lecturers apply teaching methods that are suitable for practically minded learners. Practical experience and Trade Orientation forms part of the programme whereby learners will be exposed to the scope of every trade prior to choosing a career path. They will also gain some work place experience when placed at Jirah's joint venture industry partners in trades relevant to them, including at Stefanutti Stocks' Maydon Wharf site.

"We have committed to spending R1.35 million on the Jirah Academy Bridging Programme, originally planned to be spent over a period of three years," explains Dale Lees, enterprise development manager for Stefanutti Stocks Marine. "The amount has stayed the same, however the period has been shortened to two years, during which Jirah has undertaken to put 50 candidates a year through the bridging programme. We will review the success of the programme at the end of 2015."

Stefanutti Stocks' funding is being used towards setting up the training centre at Fairvale Secondary School. This includes administration set up costs as well as programme running costs and lecturers' salaries. "In addition to bringing more skills into the industry, another factor that makes this apprenticeship programme so attractive for us, is its focus on creating employable members of society by meeting these individuals at their level, rather than disqualifying them due to barriers to learning that can be overcome," concludes Lees.

Jirah Projects

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Creative teachers

can perform miracles



Way back in 1958 Mr. Creativity of the 20th Century Paul Torrance said that one day everyone in education will realise that it is not high IQ or technical abilities that will give the learner and the student the ultimate edge. The distinguishing quality of the truly eminent is creativity. The profound words of Paul Torrance have never been more true than now.

(An extract from the EDU ACRE overview).

In line with Stefanutti Stocks Structures business unit's objective to invest in education and the development of the South African youth, the business unit sponsored the attendance of ten educators from underprivileged schools in the Western Cape, Gauteng and the Limpopo Province at Kobus Neethling's 8th Annual International Creativity Conference for Educators (EDU ACRE) in 2013.

EDU ACRE brings educators into contact with some of the world's most highly acclaimed creativity and innovation leaders and the conference reinforces the imperative of integrating creativity into education via a selection of stimulating topics.

The 2013 conference presented workshops addressing *'The Alchemy of Art and Education'* and *'Facilitative Leadership in Children'*. In 2014, topics will range from *'Play-Create-Succeed'* to *'7 Tools for Fostering Positive Classroom Chaos and Learning'*.

Following the overwhelmingly positive feedback from teachers who attended the 2013 conference, Stefanutti Stocks is sponsoring the attendance of 17 educators to the 2014 EDU ACRE. The Stefanutti Stocks Structures business unit will sponsor 11 teachers while Stefanutti Stocks Mining Services will sponsor six. These delegates will include two teachers from the St George V Hospital School rebuilt by Stefanutti Stocks Civils KZN in 2011 (article on p32), and a further one educator from each of the thirteen schools participating in the Gauteng roll-out of the Go for Gold initiative (article on p33). Delegates to the two-day conference in October 2014 will have the unique opportunity to listen to, engage with and be trained by global specialists.

"This sponsorship is motivated by the expectation that the teachers will be inspired by what they have learned during the conference; implement this in their own classrooms; and in doing so take a small yet significant step towards nurturing a motivated, creative, innovative and educated South African youth who are able to contribute to the country's economy," says Vaneshree Pillay, Stefanutti Stocks Civils compliance officer.



Pictured are participants outside the venue in Limpopo. Seated from left to right are Mrs V Mwape (St Michael's Weltevreden Park), Mr TH Muthabi (Tshilidzi Primary School), Mrs G Munyorovi (St Martin's Rosebank). Standing from left to right are Mr CS Solani (Thatani Primary School), Ms M Rampiarah (St Mark's North Riding), Mr M Dlamini (George Khoza), Mr T Chauke (Mokgome High School), Mrs Pillay (Stefanutti Stocks) and Mr JP Arendse (Kalksteenfontein Laer Skool).

"The conference has changed my perspective on my teaching skills and creativity and life in general. And it has transformed me from a 'gotta-have-it-now' into a farmer (creative educator)."

Thomas Chauke, HOD (Natural Science), Mokgome Senior Secondary School, Meadowland.

"The workshops were well presented by expert presenters. We thank them for such excellence in empowering, educating, motivating and developing."

Mr. C.S. Solani, Thathani Primary School, Soweto.

"Our colleague Mr MG Dlamini was impressed, enlightened and empowered by the programmes offered at the workshop."

M.G Mailula, Principal, George Khosa Secondary School, Dobsonville.

"...I was able to attend the conference where I was resourced to open learners' minds, push them forward, inspire them, help every learner to wake up and dream.... creating a creative environment, conducive for creativity, leaving a legacy in the learner's lives... among others. Wow!!! The list goes on and on."

Glad Munyorovi, Science Teacher, Vuleka School.



Kusile Civil Works JV *sponsors new community police station*

The Kusile Civil Works Joint Venture comprises of Stefanutti Stocks, Group 5, Basil Read and WBHO construction, with Stefanutti Stocks being the lead contractor. As part of its Socio-Economic Development programme the joint venture sponsored the construction of a new community police station. The beneficiary is the Department of Public Works. The objective of the facility is to assist the South African Police Service (SAPS) in its endeavours to combat crime and offer greater protection to the communities residing in the surrounding areas.

The project was overseen by Accelerated and Shared Growth for South Africa (ASGISA) manager, Mr Lesiba Tjale who liaised between the community, architects, local builders, the police personnel, the Emalahleni Local Municipality and all project stakeholders.

A total of just under R5,5-million
was spent by the joint venture
on the project, which was
completed and handed over
ESKOM in June 2013.



Zero Harm philosophy extends to primary school scholars

Don Layfield project manager for Stefanutti Stocks Geotechnical, was driving to work at the Kusile Power Station early one morning and noticed children trying to cross the busy R545 en route to the Sibong Indawo Primary School. These scholars cross this high traffic-bearing road every day, in bad light and poor visibility and with the real risk that motorists might accidentally knock them over. "It is our company philosophy to ensure not only the safety and well-being of our employees, but also that of the communities within which we operate," says Layfield. "I contacted the school and Stefanutti Stocks Geotechnical donated 125 vests to increase the scholars' visibility and with it their safety."

Stefanutti Stocks contributes *to cutting edge centrifuge laboratory*

The Stefanutti Stocks Civils and Geotechnical divisions contributed to the construction of the state-of-the-art Centrifuge Laboratory contained within the engineering faculty at the University of Pretoria. The two divisions contributed to the construction of the concrete enclosure.

The facility is used for the training and development of South Africa's young, upcoming engineers. "We are extremely grateful for Stefanutti Stocks' contribution to the facility - the assistance from industry allowed us to purchase a larger centrifuge than we had budgeted for," says Professor Elsabe Kearsley of the Department of Civil Engineering. The geotechnical centrifuge is currently the biggest in the southern hemisphere and only the second one in Africa. It is capable of accelerating models weighing up to one ton to 150 times earth's gravity (150G).

"Stefanutti Stocks supports projects that contribute to education and in particular, those that can positively impact on the construction industry," says Werner Jerling, managing director of Stefanutti Stocks Civils. "Through our involvement in the construction of this centrifuge we have assisted in creating a cutting-edge learning facility for young engineers, who in turn will have an impact on the South African construction industry and the broader economy."



The centrifuge, manufactured by Actidyn, weighs approximately 17 ton. It was successfully installed and commissioned in 2012.

Marine division inspired by *unique development initiative*



A young skater demonstrates his skills at the new facility in Somerset West.

Brothers Chris and Fanie van der Merwe founded the Inspired2Become (I2B) youth development organisation in 2010. I2B is a non-profit organisation that creates opportunities for youth at risk through positive modelling, relationship building, coaching and life skills mentoring.

The brothers, both of whom are athletes, felt that youth development in niche sport disciplines is often overlooked. While Fanie, a professional track athlete, focuses on creating development opportunities for athletes with disabilities, Chris, a professional rollerblader, is pursuing his vision of developing youth through the use of alternative action sports including rollerblading, skateboarding and skimboarding.

"The skating culture is often perceived as negative," says Chris, "however by creating a healthy, affirming and safe platform where youths are inspired and encouraged to achieve, I2B is giving individuals the opportunities to participate in a positive environment whilst nurturing their self-belief and aspirations."

After being allocated the ground for a skate park in the Radloff Park Sports field from the local council in Somerset West, Chris approached Stefanutti Stocks Marine's managing director Brian McDonald with the request to construct the facility. The company felt the merits of the initiative were worth pursuing and constructed the I2B Skatepark at an investment of R350 000.

"We were happy to assist I2B to create a place where kids from all backgrounds can get together and do something they love in a safe environment," says Dale Lees, enterprise development manager for Stefanutti Stocks Marine. "In addition to sports, the I2B initiative takes previously disadvantaged kids off the streets and gives them an opportunity to learn life skills and become spiritually enriched with I2B's guidance and counselling."

I2B has been allocated space for a second skatepark in Cloeteville, Stellenbosch, which Stefanutti Stocks, in partnership with RoadMac, will be constructing in the second half of 2014.

Inspired2Become

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Upgrade to school creates *conducive learning environment*

The Kalksteenfontein Primary School enjoyed a facelift courtesy of the Stefanutti Stocks Marine division who spent approximately R270 000 assisting with essential maintenance that would improve the state of the school, as well as create a bright and warm environment more conducive to supporting learning.

According to school principal J.P. Arendse approximately 60 per cent of the community of Kalksteenfontein is unemployed with the majority of pupils stemming from underprivileged homes and who are dependent on state grants.

The school was asked to submit a wish list highlighting its most urgent needs. In addition to these, a pre-inspection of the school premises revealed that maintenance was desperately needed throughout and Stefanutti Stocks' team undertook the replacement of doors, windows and frames, gutters, downpipes and fascia boards; painting (of windows, doors and classrooms); putting up a picket fence, notice boards and general maintenance. The 110 children from Grade 1, 2 and 3 were presented with blankets to take home.

"In addition to creating a positive learning environment for schoolchildren and their teachers, a well-maintained school also elicits a level of pride in the entire community," says Dale Lees, enterprise development manager at Stefanutti Stocks Marine. "At the end of the project the warm thanks we received coupled with the visual change in the school's appearance, has made us look forward to the next time we are able to make a difference like this."

School principal and teacher J.P. Arendse attended the 2013 EDU ACRE conference (article on p26) and was overwhelmed by the experience of being amongst so many educators who shared their best practices. "I found this conference most rewarding. The seminars, that I attended, were very inspiring and I could take something from each of them and make it work in my environment. Since our school is situated in an area which has an unemployment rate of over 60 per cent, education is the only vehicle which will bring about change in our society and our educators need to attend conferences to make this happen in our schools."



Gabrielle's crèche *makes a difference in rural Johannesburg*



Stefanutti Stocks Geotechnical was involved in a joint initiative to construct a crèche facility in the Vlakfontein area. The facility, called Gabrielle's Crèche, caters for approximately 70 children and their five teachers. The joint initiative saw the Geotechnical division contribute almost R500 000 towards the erection of the crèche including classroom facilities.

Providing food *for body and mind*

Stefanutti Stocks Civils KZN donated a large selection of books and a tuckshop to the Collingwood Primary School in Durban South. It is currently investigating other opportunities to engage and support the school, which caters for 1 200 learners from previously disadvantaged backgrounds.



John Jackson, managing director of Stefanutti Stocks Civils KZN (until 2011) presents Colin Chand, headmaster of Collingwood Primary with books for the school library.



The finance team at work in the garden preparing the beds for the seedlings.

Civils Finance Department *team building will yield fruits*

The Stefanutti Stocks Civils finance department joined forces with Food & Trees for Africa (FTFA) to support the development of a food garden at the Inxiweni Primary School in Tembisa, Gauteng.

The finance department applied their muscle and got their hands dirty preparing new beds for planting, composting, mulching, watering and planting seedlings, as well as digging holes for, and planting trees.

The garden development, which provides learners with fresh produce also offers learners an environment where they can learn to grow food for consumption as well as conduct practical

exercises for their Natural Sciences studies. Surplus seedlings and crops will be sold to generate income to support the school, thereby also benefiting the learners.

"The harvest of this initiative for the primary school consists of both fresh, organic produce as well as an income for the community," says Vaneshree Pillay, Stefanutti Stocks Civils compliance officer. "The day was both a great team-building exercise, and at the same time an enlightening experience for participants from our offices."

Civils visits the *Resthaven Ministries on Mandela Day*

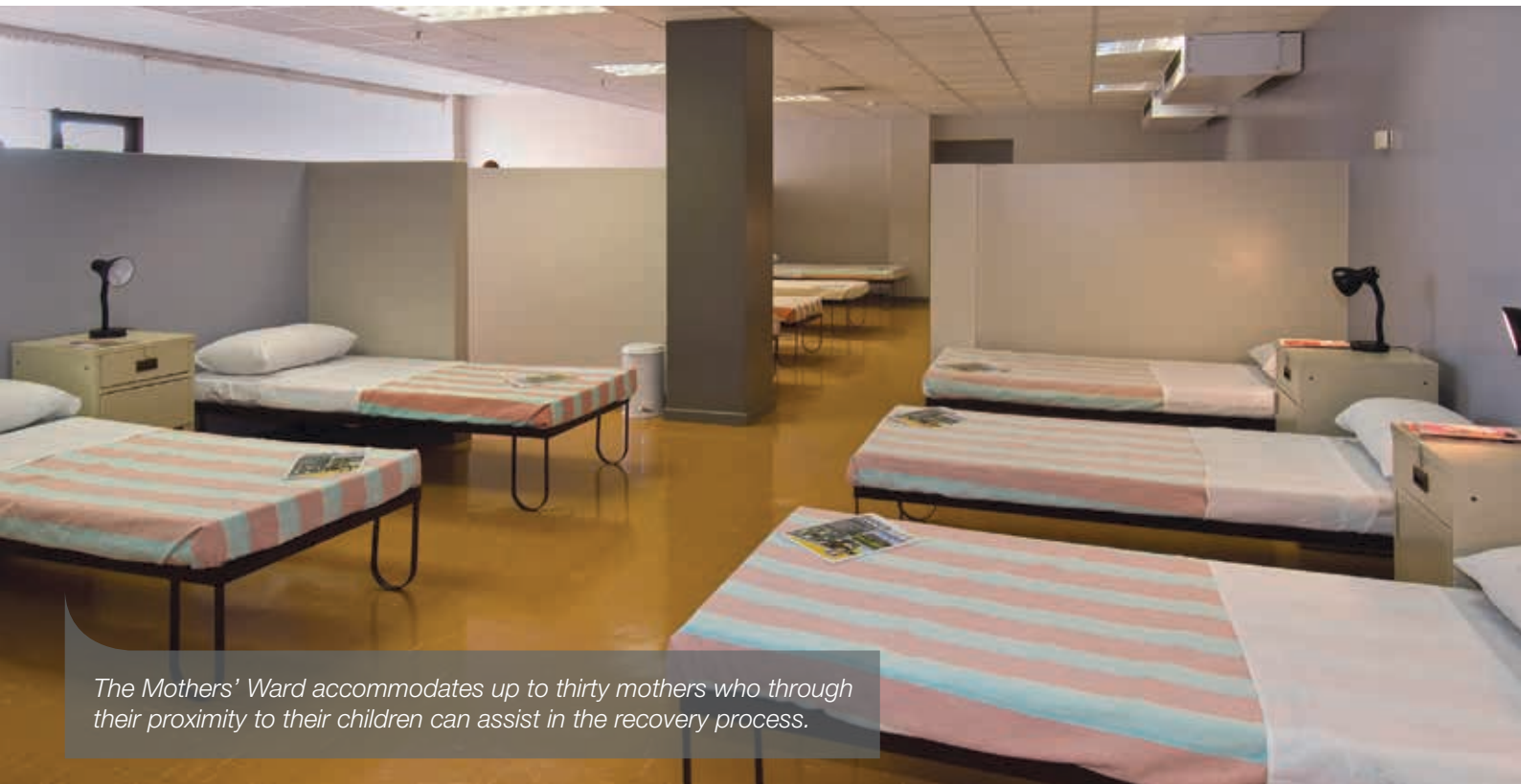
Mandela Day is a global call to action that celebrates the idea that each individual has the power to transform the world and the ability to make an impact. In recognition of the 67 years of Nelson Mandela's public service, people around the world are invited to spend 67 minutes of their time helping others.

"On 18 July 2014, for our 67 minutes we visited the Resthaven Ministries laden with clothes and toys generously donated by friends and colleagues within our division," says Shaldean Opperman of Stefanutti Stocks. "We visited the old age home as well as the baby sanctuary, where we got to meet the 11 babies awaiting adoption, including the latest addition, a ten-day old little girl."



"Use your voice for kindness, your ears for compassion, your hands for charity, your mind for truth, and your heart for love." Author unknown.

Hospital facility *speeds up recovery process*



The Mothers' Ward accommodates up to thirty mothers who through their proximity to their children can assist in the recovery process.

Stefanutti Stocks Civils KZN was responsible for the construction of the Mothers' Sleepover Facility at Inkosi Albert Luthuli Central Hospital (IALCH) in Durban. The Italian Southern African Development Organisation (ISADO) brought the need for this facility, which accommodates up to 30 mothers, to the attention of Stefanutti Stocks, who welcomed the opportunity to realise the project.

Studies show that recovery time in child patients is substantially reduced through regular contact with their mothers. In addition to aiding the healing process, a speedier recovery time will also enable the pediatric section at IALCH to accommodate and treat more young patients from the surrounding rural communities.

"The significant long-term impact of such a facility on the surrounding rural population of KwaZulu-Natal, as well as the impact on the efficiency and profitability of the hospital motivated our involvement" says Kevin Reid, business development manager at Stefanutti Stocks Civils KZN. "We are delighted to have been able to use our capabilities and expertise to construct, and then donate this facility to Inkosi Albert Luthuli Central Hospital."

Mrs. F. Zondi, CEO of IALCH, commented on how impressed she and her department had been with the seamless roll-out of the project, adding that such commitment and dedication would be welcome in rolling out other projects within her department.



John Jackson (Stefanutti Stocks Civils KZN managing director until 2011) hands over the facility to hospital representatives Mr. E. Zibeko (second from left), IALCH CEO Mrs. F. Zondi and Mr N. Biyela from KZN Health.

Hospital school *transformed into modern educational facility*



The “before” and “after” photographs demonstrate the transformation that took place at the school.

Located on the grounds of the King George V Hospital Complex, the King George V Hospital School caters for the educational and social needs of approximately 45 in-patient children currently receiving treatment for Drug Resistant Tuberculosis at the hospital. This school provides the essential ‘foundation phase’ for the youngsters in full-time care at the hospital, also offering them their only real social interaction with other children.

Lack of funding had resulted in the school falling into a dismal state of disrepair and the small group of dedicated teachers were challenged to educate these TB compromised children in conditions that were both depressing and demotivating.

In 2011 the plight of the school was brought to Stefanutti Stocks Civils KZN attention and it committed to create a healthy, conducive learning environment at the school.

refurbishment and reconstruction of the King George V Hospital School it was immediately apparent that through this project we could make a large impact on the future of this school's learners.”

Vani Singh, the school's principal had originally requested a cosmetic make-over to the school, noting a leaking roof, ageing paintwork and ablutions in need of revamping. However, it was evident that, to really make a difference, the entire school would need a total transformation. With this in mind the original derelict toilet structure was demolished, the old and leaking roof was removed and walls knocked down to make way for a modern, light and well-ventilated facility. A new roof, with a large outdoor teaching area was erected, along with new administration offices, ablutions for all the learners and staff, a sick-bay, three equipped classrooms and an art room, were constructed.

“The vision of *Ocean Architects* and the generosity of suppliers and sub-contractors, enabled us to facilitate this building and donate it to King George V Hospital School as a modern functional education facility,” says Reid.

In keeping with the commitment to the sustainability of its SED projects, and in this case the commitment to the learners and the educators, Stefanutti Stocks Civils KZN facilitates the supply of daily nutrition packs to the learners. It is also sponsoring the attendance of principal, Vani Singh and teacher, Patsy Govender to the 2014 EDU ACRE (article p26) where they will have the unique opportunity to listen to, engage with and be trained by global specialists in creativity in education.

Through generous donations of time, materials, manpower and expertise from suppliers, sub-contractors and professionals, Stefanutti Stocks was able to leverage around R1.5m worth of value.

“Our collaboration with ISADO (Italian Southern African Development Organisation) on the construction of a Mothers’ Sleepover Facility for the Nkosi Albert Luthuli Central Hospital set the tone for the type of social investment projects that we envision for our company,” says Kevin Reid, business development manager for Stefanutti Stocks Civils. “When ISADO approached us with the



A new revamped classroom.



School principal Vani Singh and Kevin Reid in front of the new school signboard.

Unique public-private partnership *yields winning results*

The Go for Gold programme is a unique public-private partnership concept, initially established in 1999 between a number of construction corporates and the Western Cape Education Department. The objective of the initiative is to address the critical shortage of candidates from disadvantaged communities with the necessary grounding in science and mathematics for entry into the built environment. The concept is based on sponsored training and guaranteed employment at the end of an integrated four-phase programme. In 2014 the initiative was introduced into the Gauteng province, with thirteen schools participating in the roll out.

Thus far Stefanutti Stocks has committed a total value of R1.2 million to the programme. Stefanutti Stocks Marine has been participating in the Go for Gold initiative since 2011, and Stefanutti Stocks Civils has been a part of the Go for Gold Gauteng steering committee since 2013. The division together with Stefanutti Stocks Geotechnical will be joining forces with the Gauteng Education Department in 2015.

The Go for Gold programme consists of four closely integrated phases:

1. Essential mathematics, science, life skills and computer skills development at high school level (Grades 11 and 12);
2. A one-year shadowing/internship position in the built environment incorporating essential bridging programmes;
3. Learnerships or tertiary education in preparation for careers in the built environment; and
4. Employment in the built environment.

Stefanutti Stocks Marine currently has students at all four phases of the programme. This includes five students in Grade 11 and four in Grade 12; one gap-year student; one first-year bursary student studying towards a National Diploma: Civil Engineering; and one bursary student receiving in-service training with Stefanutti Stocks while studying.

Two bursary students have just completed their National Diplomas and were permanently appointed from 1 July 2014. Samkelo Manyela is working at the Stefanutti Stocks Marine offices in Cape Town and Dintle Nkopane is employed at the Maydon Wharf Project in Durban.

Go for Gold partnerships have been successful in providing opportunities and assisting South Africa's disadvantaged youth to realise their full potential, by experiencing first hand that hard work is rewarded.

"We provide students with the opportunity via sponsored training and education, and they do the rest," says Stefanutti Stocks Marine's senior HR officer Martilize van Kradenburg.

"Our students have certainly made their mark here and can look forward to a bright future within the construction environment."



"Lindokuhle Ralarala is a reliable, diligent and hard working individual. He is a team player who tackles any task with enthusiasm and motivation. He has been a delight to work with." Tim Milner, Stefanutti Stocks Marine tender manager.

The incredible task of preparing our youth for life after school lies with our educators and often the development of these individuals is overlooked. To this end, Stefanutti Stocks is sponsoring the attendance of teachers from the thirteen schools participating in the Gauteng Go For Gold programme at the 9th Annual International Creativity Conference for Educators (EDU ACRE) in October 2014 (see article page 26).

Go for Gold

Visit the "Go for Gold" website or give them a call to hear about some of the heartwarming success stories since inception in 1999.

T: +27 21 703 0395 | W: www.goforgold.org.za

Meet two young South Africans going for gold in the work place

Dintle Nkopane graduated from the Cape Peninsula University of Technology with a National Diploma: Civil Engineering and has been permanently employed by Stefanutti Stocks Marine since 1 July 2014. She is currently junior site-agent at the Maydon Wharf in Durban.

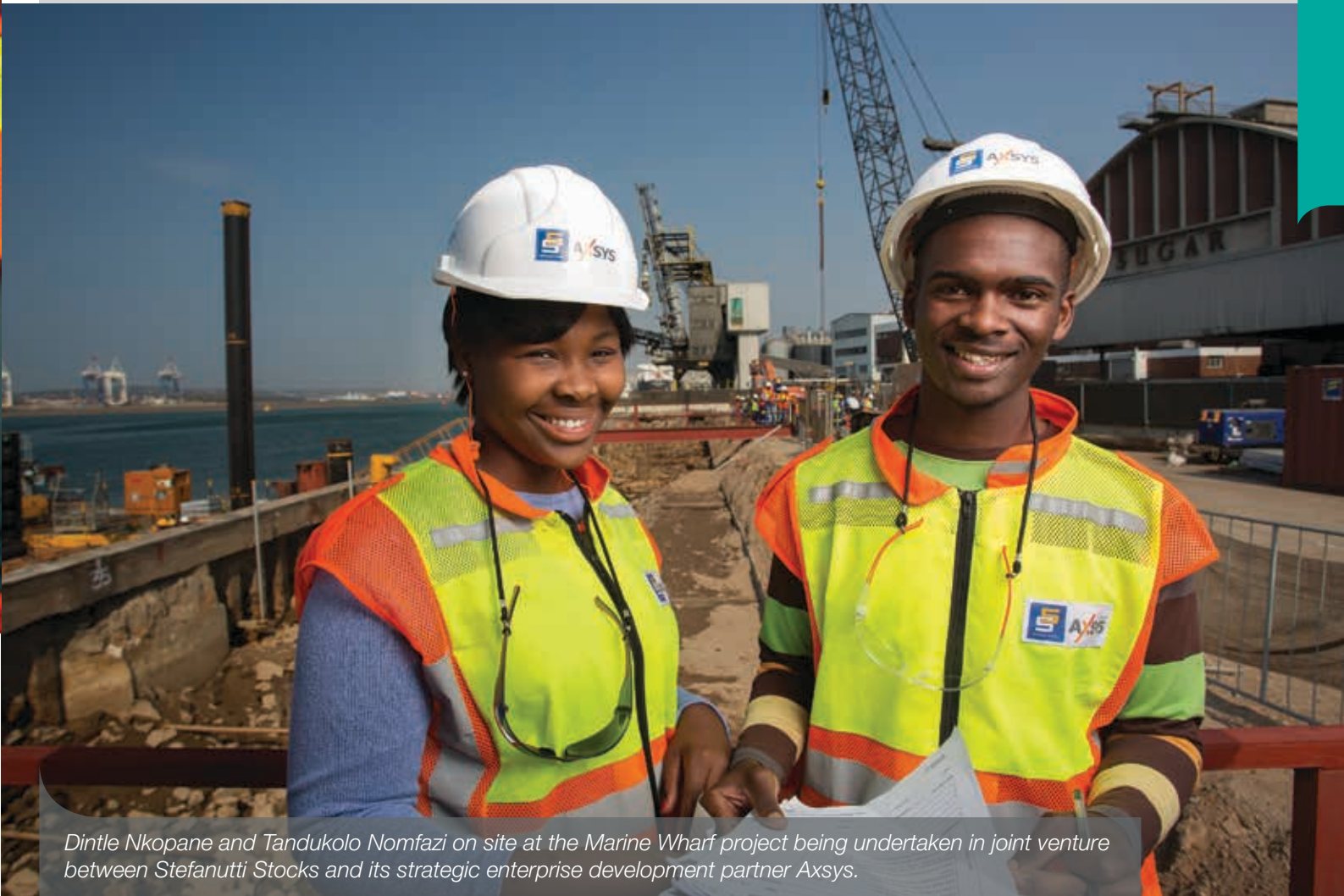
Why construction?

"I wanted to do something that is not a conventional career choice for a woman, and the challenge of working in the male-dominated construction industry appealed to me. Also, in construction you have the best of both worlds – some time in an office environment and some time spent outdoors."

How did Go for Gold make a difference for you?

"During school the *Go for Gold* programme helped me in particular with my mathematics and physics. As part of the programme I was offered a bursary to study by Human Settlements, and Stefanutti Stocks later bought me out after my service training at Ben Schoeman Dock.

I was born in Philippi, and lost my dad when I was ten years old. I'm an only child and my mom, who did not have the privilege of an education, misses me terribly now that I work in Durban, but I know that she is really proud of me. Career wise I have clear ambitions including wanting to further my studies and one day be running a site of my own."



Dintle Nkopane and Tandukolo Nomfazi on site at the Marine Wharf project being undertaken in joint venture between Stefanutti Stocks and its strategic enterprise development partner Axsys.

Tandukolo Nomfazi is currently in Phase 3 of the *Go For Gold* programme where he is receiving in-service training with Stefanutti Stocks while studying towards a National Diploma: Civil Engineering at the Cape Peninsula University of Technology.

Why construction?

"After being a *Go For Gold* participant and going on site visits, I got a taste of the real world and fell in love with the construction industry. It is challenging but interesting at the very same time. After my experiential year, which I spent at Stefanutti Stocks' Ben Schoeman Dock, it was very clear to me that this is what I wanted to do."

How is Go for Gold making a difference for you?

"My family is very proud of what I've achieved so far. My parents are currently unemployed but my mother has always done whatever she can to support my education. We are four children, I'm the second born and the first child to matriculate and go on to study. Thanks to *Go For Gold*, I feel I have a career ahead of me and am very excited about the future."

"Tandukolo Nomfazi is currently in phase three of the programme and in his third year with us. His thirst for knowledge, enthusiastic approach and willingness to do anything in pursuit of learning is nothing short of impressive."
Damian Batley, Stefanutti Stocks Marine site engineer.



**the future will
only be as good
as we build it.**



Stefanutti Stocks Structures

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