

# YOUTH BRIGADE PROGRAMME



## ASSURING **QUALITY HOMES**

NATIONAL HOME BUILDERS

**NHBRC**

REGISTRATION COUNCIL



Abbey Chikane

The NHBRC, an agency of the Department of Human Settlements, is on a journey, fuelled by the need to galvanise the country's youth and create opportunities that will motivate, inspire and change the lives of youth around the country. Over the years, the NHBRC's training has been underpinned by a level of excellence and more recently there have been many accolades for its Youth Brigade Programme training course.

The Youth Brigade Programme and training is a collaborative effort among the Department of Human Settlements, the NHBRC, provincial departments, state entities as well as local municipalities to train, mentor and create work opportunities for the youth. A critical part of the programme is to identify suitable large scale government housing projects and then partner with major sector players, who have the capacity to mentor and oversee the youth-training on site.

The NHBRC plays a key role in ensuring that the youth programme rolls out smoothly and efficiently and is supportive in training 2 000 youth participants each year. The

pioneering programme aims to train 10 000 youth, capacitating the sector in order to deliver 1,5 million housing opportunities by 2019.

Abbey Chikane, the hands on NHBRC chairperson of Council, has been at the state regulatory authority since his appointment last year by Minister of Human Settlements, Lindiwe Sisulu. And, the NHBRC is now pioneering the industry's transformation with innovative training that weaves social and economic responsibility into the fabric of the built environment.

Chikane is widely recognised as an astute businessman and his breadth of knowledge has influenced and changed operations, in order to



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ensure sustainability and a clean audit by 2017. Fellow Council members bring a depth of understanding about the organisation and appropriate programmes.

He says that in Minister Sisulu's budget speech she outlined various social housing and training programmes for the youth, women, military veterans and people with disabilities. There are 101 Catalytic projects in all nine Provinces, with 94 ready for implementation and which have a combined value of over R300 billion. This will create and sustain more than 20 000 jobs in the construction sector and the housing supply chain.

The National Department of



# BRIGADE PROGRAMME

Human Settlements, the Housing Development Agency (HDA) and NH-BRC will continue to support small and emerging contractors and develop them in order to compete with bigger companies. The NHBRC has been tasked with training the youth to become construction professionals. The South African property markets have grown by approximately 1 300% since 1994. The total value of the residential property market is valued at R4,25 trillion and comprises more than six million properties. Almost 79,4 % of the 15,602 million households in South Africa are found in formal housing as of December 2015.

The NHBRC has been mandated to inspect and enrol all new builds

across the entire home-building sector, serving the entire value chain from the consumer, developer, contractor to the builder, in its various roles as consumer watchdog. They are also the training provider for developers and contractors, in order to ensure delivery of quality housing that meets with the national building standards.

Chikane says that the state entity is committed to social transformation and empowerment in line with the Consumer Protection Act and very much aligned to the transformation policy and strategy of human settlements. "NHBRC has always been involved in transformation programmes particularly when it

comes to women. We have a robust plan and this has a lot to do with both the Minister and the Deputy Minister being very sensitive to women issues," and says Chikane. "Hence, we have trained the women who have been participating in government projects."

He cites examples of the training and technical support that is being provided, in order to roll out 1,5 million housing opportunities by 2019. Working with other state agencies, Chikane says, "More recently, the NHBRC has focused on the flagship Youth Brigade Programme providing training and technical support to military veterans to assist on the 5 000 housing opportunities for

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## YOUTH BRIGADE PROGRAMME

military veterans. This is all happening within a very short space of time in this financial year.” No one is left out of the comprehensive NHBRC Social Transformation and Empowerment Programme. A Council member, who is well versed with issues affecting people with disabilities ensures that when it comes to profile and policy from a national perspective, that the NHBRC is aligned with social development.

Chikane ticks all the boxes, “As Council, we are delighted that the Department of Human Settlements has since launched the 101 Catalytic Projects in the Medium Term Strategic Framework for 2014/2019.” He adds that because of the magnitude of these projects, the sector may not be able to fully participate in the roll out and it is important that NHBRC provides training, coaching and mentorship to assist these companies.” It is a collaborative effort

and draws on partnerships with the Department of Human Settlements, Construction Industry Development Board (cidb) the National Youth Development Agency, national, provincial and local government as well as industry stakeholders. Chikane adds that in South Africa the large construction companies tend to be well equipped technically and financially, while the smaller companies do not have the skills to participate but this can be solved with training provided by NHBRC’s professional team.

“The long and short of it is that we need to position the smaller companies in the Catalytic Projects.” To reduce the country’s 26,7% unemployment rate Chikane is keen to support government’s programme and reduce this by providing people with training and, that those who are trained, ensure they are employed in the sector. Since his appointment, Chikane has resolved to look at the top ten risks within the organisation and then extrapolate the top ten priorities: visibility and accessibility; leaders in knowledge; the fact that we had not succeeded in receiving a clean audit; SAP Implementation systems

to manage inspections, registrations, the efficient running of the organisation; reviewing the operations model; products and services; investment strategy; social transformation; and strategic capacity.”

Chikane then prioritised a complete legislative review process and the Housing Consumers Protection Measures Act, to make sure it is aligned with policies of the Department of Human Settlements and other subsequent legislation.

“Now we have embarked on an equally critical process – the turnaround strategy – to ensure that we build operational efficiency within the organisation and, of course, we need to make sure that we have an operating model that is future-proof.”

The new strategy will focus on being the custodian of good governance, and the champion of home builders and provide protection for the housing consumers. “We have reached an understanding that there are four areas in line with legislation that we need to relook at the operating model - the protection of the consumer and the regulations; compliance and enforcement; warranty fund; training, research and development.

With a number of initiatives in place and Council, Executive Managers, staff, shareholders and other stake holders, every aspect of the business has been dissected with numerous work streams and committees on board to manage the turnaround.

Chikane concludes: “Our shareholder, customers and suppliers deserve a better service. In order to meet their expectations, we have undertaken to enhance organisational and technical capacity to ensure service excellence and support the department to expedite its mandate.”





# Youth champion

**T**he National Home Builders Registration Council (NHBC) aims to train 2 000 young people in the construction sector.

The state entity's youth champion, Zweli Magano, explains that this is in response to the Minister of Human Settlements, Lindiwe Sisulu's call for a Youth Brigade Programme, at the signing of the National Youth Accord. Magano has the mammoth task of overseeing the Youth Brigade Training programme.

The Deputy Minister of Human Settlements, Zou Kota-Fredericks, adds that the objective is to provide young people with skills to run their own businesses. "The idea is to absorb the young people into mega projects across the country."

And NHBC has been assigned the task of facilitating skills transfer and education; assist in facilitating access to job creation and economic opportunities; preferential procurement (10% of mega projects, 10% of all Human Settlements projects contracts and 20% allocation of serviced sites); and creating viable partnerships to support the vibrant Youth Brigade programme. Magano shares details of the programme, selection criteria, training and options for the youth to start their careers in the built environment throughout the value chain.

## SKILLS TRAINING

Participants are recruited through either the National Youth

It takes imagination, flair and ingenuity to annually mentor and manage training for 2 000 youth. Their personal stories are often emotionally challenging but each young person has a willingness to overcome all - and a reason to get out of bed in the morning.

Development Agency (NYDA) or through local municipalities and the NHBC provides the funding for skills training.

Phase 1: Life Skills focus on mental toughness, leadership and community development and their readiness to commit to the programme. General Education provides participants with assistance to understand the learning material by focussing on basic Mathematics and English.

Phase 2: Technical Skills Training focuses on building skills such as bricklaying, plastering, plumbing and roofing. This ensures that the participants can participate in the roll out of human settlement's housing opportunities.

These programmes involve both theoretical and practical learning to ensure that the participants acquire the necessary skills based on the accredited unit standards acquired. Learners receive practical construction experience on human settlement projects and are mentored by the participating contractor. The result is that participants are able to effectively apply their skills knowledge.

Phase 3: Exit strategy involves learners indicating their areas of interest. The programme provides participants with three exit streams: Continued Employment - for participants who due to a number of socio-economic factors, would seek placement on projects.

Participating contractors are engaged to provide employment for these participants at the end of their skills training.

Further-Education - this is for participants who express an interest in furthering their studies through formal education. These learners are placed with Technical Vocational Education and Training (TVET) colleges and Universities of Technology to further their studies in the built environment.

Small Medium and Micro Enterprises (SMME) / Cooperative Development - offers enterprising participants the opportunity to establish themselves as companies or cooperatives and participate in the human settlements value chain.

Budding entrepreneurs are supported and mentored.



Zweli Magano

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# WHAT YOU NEED TO

The Youth Brigade Programme is available to youth around the country to learn new skills, receive a small stipend and also offers participants the opportunity to make a difference in South Africa. The symbiotic partnerships between all key stakeholders in the human settlements sector, will take learners through various programmes, provide bursaries and the chance to start their own businesses.

## **Q: Who is responsible for the programme and stipends?**

A: The programme is a joint initiative between the NHBRC, The National and Provincial Departments of Human Settlements, state entities, the NYDA and local municipalities. The NHBRC funds technical and management skills while the NYDA funds life skills and general education.

The National Department of Human Settlements provides stipends and allocation of work opportunities. These stipends are currently being facilitated through the NHBRC. The provinces and local municipalities provide work opportunities and coordinate sites where the programme has been implemented.

The Estate Agency Affairs Board is responsible for implementing the One-Estate Agent-One Learner Programme to address the transformation in the market and the Housing Development Agency is responsible for facilitating placement and opportunities.

## **Q: How far can a candidate go on the Youth Brigade Programme?**

A: Candidates are always encouraged to take advantage of the human settlements basket of opportunities. This involves participation in skills and TVET programmes and even to the point of establishing their own businesses.

## **Q: How are participants selected?**

A: The process of recruitment usually involves the implementing partners agreeing on the location of the

project, together with the participating municipality. The NYDA and local municipalities are usually involved to ensure that there is a coordinated effort and participants are recruited locally.

## **Q: What are the criteria for participants?**

A: The programme targets unemployed young people between the ages of 18 and 40 years. The participants should have a minimum of Grade 10, an understanding of mathematics and science would be an advantage as well as a willingness to work in the human settlements sector.

Normally, the TVET criteria are applied to ensure that we have suitable participants. This, however, does not preclude those who may also have TVET or post-matric qualifications, which we also take into consideration. Unemployed graduates are encouraged to participate in the programme and to take full advantage of other opportunities in human settlements.

## **Q: How do you find the participants?**

A: Participants should reside within reasonable proximity of the project. Local municipalities and participating wards are identified and participants are recruited in those specific areas, under the guidance of the ward councillors.

## **Q: How many participants will take part in the Youth Brigade Programme over a year?**

A: The NHBRC has a target of enrolling

2 000 participants each year. In order to achieve this target, we require participation from all stakeholders and private developers, since the participation is project based. It is critical that the participating municipalities enrol projects and have appointed participating contractors, who have the capacity to ensure that youth participants receive on site experience.

## **Q: What has happened to the youth who have already been trained? Have they been absorbed into the sector?**

A: Yes, most participants who have undergone the training have actually reached the exit stage. We have had a large number having been employed in the sector. While others who are keen to open their own businesses are being assisted. Some participants opted to further their education and have enrolled at TVET colleges - NHBRC is sponsoring their studies in the built environment.

## **Q: How many participants have started their own small businesses?**

A: A small number of participants have actually ventured into this stream as they are still undergoing training. Ongoing engagement with private developers is being undertaken by the department, to ensure placement of the youth on major catalytic projects.

Currently, in partnership with the private sector, programme implementers have developed a programme model that will assist 150 youth to establish small businesses and cooperatives, which will enable them to participate in the human

# KNOW...



settlements value chain. These participants are already in a contractor's mentorship programme with the Govan Mbeki Youth Contractor winner for 2015, Thokozane Littler, Managing Director of Madimong Trading & Services, who is assisting in developing entrepreneurial capacity. This will lead to a transfer of technical and management skills, across the broader housing supply chain and related services.

**Q: What is the overall goal?**

A: To create a pool of young leaders who are ready to serve the nation. For the current period, we aim to enrol and provide opportunities to 10 000 young people with the youth brigade programme.

**Q: Will the youth who participate in the programme be able to build their own homes?**

A: Yes, one of the objectives of the Youth Brigade Programme is advocating 20% of BNG serviced sites allocated for participants to house themselves. This will be achieved through the establishment of cooperatives, as entities for economic development, as well as opportunities to save the necessary funds to



enable them to improve their lives. Participants are being encouraged to save money that will enable them to finance the construction of their own homes.

**Q: How long will the programme run for?**

A: The brigades programme is ongoing with the overall goal of creating opportunities for 10 000 young people from 2014 to 2019. The NHBRC's participation will continue in order to address the imbalances of

the past, while developing young people for the future. Magano concludes, "Within the NHBRC, this programme falls under the Council's Social Transformation and Empowerment Programme which ensures that the NHBRC is able to position itself as the 'Champion for Housing Consumers' by creating opportunities for future compliant home builders. It is part of the Education, Training and Development strategy that responds to the NHBRC mandate to assist home builders develop their technical capabilities through training."

# GOVAN MBEKI

–best

Thokozane Littler has what it takes to become a household name in the residential sector. He made his mark at the prestigious Govan Mbeki Awards, bagging the coveted Best Youth Contractor of the year in 2015, competing against provincial youth contractor entrants.

**W**ith single minded focus, this modest young man, over delivered on quality and price, illustrating a good business model, which led, in turn, to the opportunity to branch out and train the youth.

He started his own business, Madimong Trading & Services, in 2011, after studying civil engineering and working in low cost housing. His passion for the sector really took off when he saw the reaction of housing beneficiaries when they received their homes. “It was only logical that I would continue in this sector because I love doing what I do.”

During on-site visits around Kanana, in the North West Province, housing beneficiaries greet Littler and offer to pose for pictures outside their immaculate face brick homes. “This is why I wake up every day, to do what I do,” he smiles.

His aim is to empower as many youth as possible, in order to create cooperatives and partnerships. It saddens Littler that very few young people focus on becoming employers, but rather seek employment. At the core of his business model is a team of five project managers. He strongly believes in transfer of skills and his team uses labour and suppliers, from the local community, on all government housing projects.

One of his first projects was with Alan R Construction and Mologade Anape, where he sub-contracted for

a while. This led to him working with L&R, a women only-owned business, and he learnt a lot working with them. His next opportunity was his first project with the Department of Human Settlements and he has been flying high ever since. Business is thriving and he is a much sought after service provider for skills training.

His own attraction to the built environment started at an early age, when his aunt took him on site. He thought he would follow in her footsteps as a civil engineer but when he saw the impact low cost housing had on ordinary peoples’ lives, his life as a consulting civil engineer swiftly changed. Littler likes to be hands on and not sitting in an office.

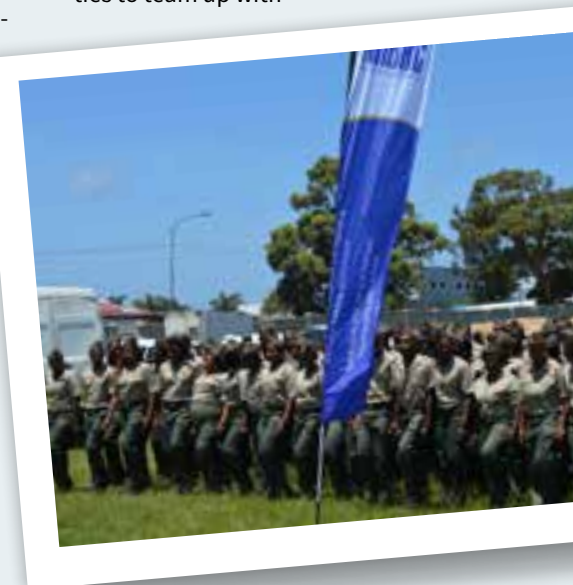
Work in the built environment has taken him to many sites around the country, and he is often away from home. “The hardest part is that I have a family and a two year old daughter.” Missing out on his daughter’s first steps from crawling to walking was something that he was willing to do as it meant securing a better future for his family.

He draws his inspiration from Lebo Aaron, who started her business in 2003 in a very male-dominated housing sector, who overcome all odds. Aaron is currently rated cidb Grade 8. Mentorship plays a crucial role in this sector, he says, and mentors often share their own mistakes to prevent you

from making them. That is why I am working with these young people.” Littler says that his success is due to Aaron’s mentorship and he wants to do the same thing for the 100 strong Youth Brigade, who are currently undergoing theoretical and practical work with his company, Madimong Trading & Services.

Littler has engaged with the City of Matlosana’s ward councillors and has identified young people who have a passion for the industry. The Youth Brigade Programme criteria is not limited to Grade 12, or those who did not have the opportunity to study further. The skills training includes brick work, plastering and construction management. The idea is to empower them with practical work experience and not only theory. Training takes two months to complete skills and then participants are offered three types of exit strategies.

Those participants who have Grade 12 and wish to study further can attend (through the NHBC partnership) TVET Colleges to study construction or project management, civils or construction. “Those,” he says, “like me, can start their own small scale sub-contracting business. They will be merged into cooperatives and be mentored on running their own sites. If you don’t have the desire to run a business, or study further, but wish to work hands on in the field, there are many opportunities to team up with



*“Those,” he says, “like me, can start their own small scale sub-contracting business They will be merged into cooperatives and be mentored on running their own sites.”*



# youth contractor

*“Business has its ups and downs and if you are in it for the right reasons, regardless of the challenges, your passion will carry you through to make a success of it.”*



those who have started their own businesses. They will require these skills to implement their projects and run their businesses and participants will be absorbed into the sector. We will also engage with other contractors as it is an accredited programme, participants can apply anywhere and are not restricted in any way. We are trying to create that exposure for them.”

The programme is a great opportunity to receive skills training. He says, “Knowledge is the one thing that can never be taken away from you.” But, it depends on the individual as it is crucial to have a vision and a passion, says Littler. “Business has its ups and downs and if you are in it for the right reasons, regardless of the challenges, your passion will carry you through to make a success of it.”

His business is built on five key principles: planning, implementation, monitoring, innovation and mentorship.

Planning gives direction on where you want to go and that what you have planned on paper will work on the ground;

and that is where implementation comes in and other key elements including monitoring. “The keystone of the business is quality, not just for our clients but for our beneficiaries as well.” This requires proper planning, implementation and monitoring.

“My biggest advantage is that I am young and innovation is crucial for me,” says the 29-year-old. “New technology allows us to keep up to date within the industry – where we are, what we are planning and where we are heading – in this ever changing industry.”

On winning the Govan Mbeki Award for Best Youth Contractor, he says, “I am still trying to find a feeling to explain it. I wouldn’t say that it was the cherry on top, it was more of an affirmation that one is on the right track and it exposed me to a lot of opportunities. I heeded the call.”

His one wish is to see more young people participating in this

industry. “I feel that once we do that, we will automatically contribute to the elimination of unemployment. And, once doors are opened it will afford others’ opportunities. You can’t run a one man show when building houses, you need to build a good team around you and once you have the team, you lessen the high rate of unemployment.” He really does enjoy his job. “The best thing for me is making a difference in peoples’ lives, and there are tears of joy when beneficiaries tell you that they had lost hope of ever owning their own homes.” His parting words are thought provoking: “Build as though you are building for your own mother, you should be proud - and that is what I instil.”



# REAL PEOPLE, REAL LIVES

TVET College in the North West Province is a perfect setting for an informal casual chat with students on the Youth Brigade Programme. We interviewed a few budding entrepreneurs to find out how the programme is shaping their lives and what they would like people to know about it.

## Budding entrepreneur

Selinah Ntoi is an unassuming entrepreneur, she is extremely laid back, and not keen at all to be thrust into the limelight.

Under the quiet exterior is a real go-getter who has already established a small business with 18 people available to do brickwork and plastering. She has a contract at Savanna City and her company, Membrane Skills Development, is just waiting for a new site to work on.

Originally from QwaQwa in the Free State, her favourite subject at school was maths and accounting and she attended Bryan Namahadi School. Selinah is continuing her studying for a further three years, in order, to qualify as a quantity surveyor. Her thirst for knowledge is something that her mother encouraged when she was growing up. And Selinah says that her mother is the person who inspires her the most. She instilled the confidence and a strong work ethic in Selinah, which led to her repeating her matric, which she failed because of poor health due to her being epileptic.

Selinah joined the Youth Brigade Programme in 2015 and was the programme's student leader in Lakeside, and also top of her class. Initially, there

were 150 students on the programme in her area but almost a third dropped out with only 95 students graduating. There were also 100 bursaries available to study further but sadly very few takers.

Selinah is currently studying civil engineering. She says, "It's so interesting. I like working on site and in that type of environment, and keen to learn as much about construction as possible."

Her one wish, after completion of the course, is to establish a soup kitchen to support her community. "There are lots of problems, many are unemployed and orphans and grandparents often go without food."

Has this training changed her life? She says that she is hardly ever sick now and really can't remember the last time she had an epileptic seizure.

What she would like other people to know about this programme is that there is no life without education. "You need knowledge and the Further Education Training Colleges are the easiest way to learn. There are lots of bursaries



Selinah Ntoi

available, even without a matric." The Youth Brigade Programme provides a small stipend of R1 500 per month.

Selinah is a role model in her community. She says that it's important that students know: "They need to go and search for a better life. I did not know that one day I would be a business woman. Decide what you want to do with your life and get what you want. When I was growing up, I told myself that I did not want a 'disability pension'. Instead I wanted to use my own two hands and my mind. Someone else will need that disability pension money more than I. I can do everything with my hands and mind. Trust God in your life and everything is possible."



Simon Maseko

## SIMON MASEKO:

**Where do you live:** Kanana, North West Province

**Schooling and favourite subject:** I attended Vaal Reefs Technical High School and then a FET College to study civil engineering. I served an apprenticeship for three years and qualified as an artisan. My favourite subjects were English and economics.

**Who inspires you the most:** I am inspired by a lot of people. Pasela Mache motivates me; she runs her own construction company, Sun Success Projects and Trading. She gave me the opportunity to gain practical experience on site with her company and the necessary skills to do the job.

Have you ever built anything: Yes, we are working on a few projects and I am a Director of Marvellous Works. We specialise in carpentry and construction projects. We were established in May 2015 and currently employ qualified builders. We have also applied for a Central Supply Chain number with National Treasury and the only thing that remains to be completed is compliance. It also takes capital to register for township projects.

**How did you hear about the Youth Brigade Programme:** Through the NHBC and the Department of Human Settlements.

**What are you currently studying:** Construction management

**What would you like to do after the training:** Madimong Trading & Services

# AND AMBITIONS...

It's impossible not to be moved by the stories of these budding entrepreneurs, civil engineers and contractors across the entire built environment. Hearing about what makes them tick, their aspirations and exciting future that this training has opened up is nothing short of remarkable. There's a wonderful realisation that everything can be improved upon or be taken to the next level.

## Against all odds

Sthembiso Mabaso's big welcoming smile really made the three hour car journey to the North West Province, worthwhile.

**S**thembiso is immensely grateful to the NHBRC and the Youth Brigade Programme for the opportunity to study further. He credits his NHBRC mentor and training consultant, Richard Nukeri, for giving him a second chance in life and for believing in him.

The former Sedibeng school dropout has overcome many challenges. He lost his mother at an early age and had to look after his younger sister. His grandmother didn't have enough money for his schooling but undeterred, Sthembiso started selling bread, giving him his first taste for business. For a while he worked at the Kusile power plant as a labourer and then for an earth and lightning protection company, before joining the Youth Build Programme.

He acknowledges the Department of Human Settlements and stakeholders, who have helped him towards achieving his goals.

Sthembiso is excited about life and received a NHBRC scholarship to continue his studies. Sthembiso took part in the Youth Build and has also completed a course on Human Settlements. He says, "Government is willing to give us the opportunity to further our studies," and he was amongst a number of candidates who were vetted. Since then, he has passed all his subjects and says that this year will be no different.

"South Africa is a developing country and there are many things that need to be done. People need housing, schools, bridges and more civil engineers." If he had one wish it would



Sthembiso Mabaso

be to qualify as a quantity surveyor or building instructor. "Around the townships there are many projects that are unfinished because of a lack of experience and with my skills I will now be able to help," he smiles.

provides mentorship and obviously I would like to take my education further and focus on corporate law. I would like to understand the inner core of business in all aspects. In that sense I want to be a specialist.

**If you had one wish what would it be:** That the Department of Human Settlements, NHBRC together with Madimong, help us to grow to the level of entrepreneurs.

**What would you like other people to know about the programme:** Information on what programmes are being offered through the Youth Brigade and the Department of Human Settlements and that bursaries for courses that are available. We are the future generation of this country and people need to be informed.

### NKOSANA MSAYI:

**Name:Where do you live:** Lakeside Estates, Midvaal

**Schooling and favourite subject:** I finished school and my favourite subjects were English, Afrikaans and Zulu

**Who inspires you the most:** My grandmother – she raised me and my sister. She did a lot of things for us – against all odds. She made sure we went on school trips and she was my angel. My grandmother was my Nelson Mandela.

**Have you ever built anything:** Yes, I helped my brother, who is a bricklayer, mixing the materials and he showed me a thing or two about this kind of work

**How did you hear about the Youth Brigade Programme:** From my sister, and the Youth Brigade Lakeside Youth Forum.

**What would you like to do after the training:** I would like to start my own business. I want to be the boss and call the shots.

**If you had one wish what would it be:** So many wishes... but I would like to own a big company like global resource company, BHP Billiton

**How has this training changed your life:** It changed it in a positive way, I was sitting at home doing nothing, hustling doing odd jobs and this programme has had a huge impact on my life

**What do you enjoy most:** Electrical work



Nkosana Msayi



Boitumelo Monica Mofokeng

## BOITUMELO MOFOKENG:

**Name:** Boitumelo Monica Mofokeng  
**Where do you live:** Kanana in the North West Province  
**Schooling and favourite subject:** Finished schooling and my favourite subject was physical science  
**Who inspires you the most:** My mother – she understands me  
**Have you ever built anything:** I have never built anything  
**How did you hear about the Youth Brigade Programme:** Through the Lakeside Youth Brigade in 2013  
**What are you currently studying:** First year civil engineering at the TVET College  
**What do you enjoy most about the programme:** You learn to work with different types of material and the equipment that

is best suited for the job  
**What would you like to do after you have completed the training:** There are two options either I continue my studies at the University of Tshwane to be a quantity surveyor, or I start my own company  
**If you had one wish what would it be:** I wish my mother lives to see my success  
**How has this training changed your life:** I used to be a loner and uncommunicative, but now I find that it is easy to talk to people  
**What would you like other people to know about the programme:** That there are various types of bursaries offered and not only for civil engineering  
**What do you enjoy most:** Studying construction planning and doing site clearance, levelling, terrain and taking soil samples

## NHLANHLA MSHAYISA:

**Where do you live:** Lakeside Estates, Midvaal  
**Schooling and favourite subject:** I finished schooling and my favourite subject was maths.  
**Who inspires you the most:** Zenzile Rens, my banking benefactor  
**What did you study:** I studied electrical infrastructure and construction  
**What do you enjoy most about the programme:** The experience on site and the mentorship working for Dryden Projects. In my case this happens daily my mentor is on my case every day. My team on site is the best.  
**If you had one wish what would it be:** To own my own company because I believe there is a lot of business in the construction sector  
**How has this training changed your life:** It has made me look at life from a

different perspective – learning how to work with different people – and I am more confident. On site I am more concerned about work safety and the people I work with and I now understand more about the trade  
**What would you like other people to know about the programme:** It is fruitful and it is not only about being an employee and you can open your own business in the long run  
**What do you enjoy most:** That I am being equipped with skills which I can apply within my community. As a youth leader and part of the Youth Brigade I made sure in my community that neighbours visit the library and get the information about the courses available  
**What do you dislike:** Selfish people who hold back information. I believe we need to give and when you achieve something you need to help others



Nhlanhla Mshayisa

**What are you grateful for:** My family, without their support from lower to tertiary education, I wouldn't be where I am today

## VINCENT HLASA:

**Where do you live:** Born in the Free State and lived there until Grade 8 before moving to Kanana  
**Schooling and favourite subject:** Finished matric and my favourite subject was business economics and commercial subjects  
**Who inspires you the most:** Patrice Motsepe, African Rainbow Minerals Chairman and Founder. (It is not about the money). He is an ambitious black person, who invests in communities and assists them from the ground-up  
**Have you ever built anything:** never  
**How did you hear about the Youth Brigade Programme:** I was introduced to the ward councillor and he told me about the programme and how the Department of Human Settlements wanted to make a difference in black communities  
**What do you enjoy most:** If you look at our country, now compared to 20 years ago, we

have all these new buildings and this will help to change the image of the country  
**If you had one wish what would it be:** To change the lives of people - young people go through a lot. Some people use drugs and some of them were the best academics – it hurts me on a daily basis to see them ruin their lives instead of being the country's most successful people. I would like to be the person to help those people get out of those situations.  
**How has this training changed your life:** It has opened my eyes, and made me more interested in the construction industry and, things that I thought were hard, are not as difficult as I imagined.  
**What would you like other people to know about the programme:** It teaches you to be independent and most of us want to be either employed by government, or to be the boss in our own business.



Vincent Hlasa