

SEDA
CONSTRUCTION

incubator



DEVELOPING SKILLS, BUILDING A FUTURE

ABOUT US

Established in 2006, SEDDA Construction Incubator (SCI) is a public benefit organisation mandated to develop and mentor emerging construction companies in South Africa. The core business of SCI is to develop emerging contractors through the infusion of both technical and business administration skills that are aligned with the introduction of technology in order to enhance the efficiency and efficient management of their business.

The Incubator is aimed at providing support to selected participants for a period of 3 years by which time each Emerging Contractor should have advanced by at least one financial level above their entry point on the CIDB register and be capable of operating unassisted in the open market. Should a particular contractor not wish to advance more than one CIDB financial grading, an alternative primary indicator will be agreed, possibly "gross income/turnover" if multiple smaller projects are deemed to be the niche market of the particular contractor.

The Incubation model is one of the interventions, if not the only that can make significant impact to addressing the challenges faced by emerging contractors in South Africa. Most construction business (SMME) veto the services offered by the SCI as one of the solutions with regard to skills shortage. There is consensus amongst the majority of client bodies that the model offers a good strategy to assist emerging contractors. The level of formality the model brings to the industry is also widely acknowledged and appreciated.



OUR VISION

To be the leader in the development of competitive construction SMME's through the provision of innovative mentorship and support interventions and business models.

OUR MISSION

To enhance the capacity of construction SMME's through the structured transfer of business and technical knowledge, which leads to sustainable business practices, significant job creation and a positive contribution to the South African economy.

OUR VALUES

SEDA Construction Incubator applies our values in everything we do:

- * Integrity
- * Accountability
- * Reliability
- * Respect
- * Team Work
- * Commitment
- * Professionalism

OUR OVERALL OBJECTIVE

The incubator will provide support to selected participants for a period of three years by which time each Emerging Contractor should have advanced by at least one financial level above their entry point on the CIDB register and be capable of operating unassisted in the open market.

OUR FOOTPRINT

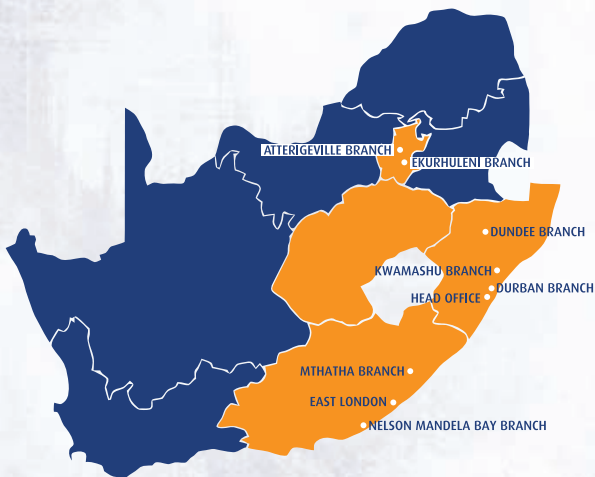
Seda Construction Incubator has in the past few years increased its footprint across South Africa in total there are 10 branches spread out across 3 provinces of South Africa;

KwaZulu Natal the eThekwinini, KwaMashu and Dundee branches.

Eastern Cape Mthatha, Port Elizabeth and East London branches

Gauteng Tshwane and Ekurhuleni branches
(Mogale City will be launching end of 2014)

We hope to spread our footprint further to other provinces in the next three years.



THE SCI MODEL

Mentorship & Business Incubation Model /Programme:

As the SCI process model does not only provide a development pathway over a three-year period, it also serves to provide the clients with opportunities to plan their business development and needs beyond that period. Providing support to selected participants for a period of 3 years by which time each should have advanced by at least one financial level above their entry point on the Construction Industries Development Board (CIDB) register and capable of operating unassisted in the open market.

In the development of the programme, the ethos of the mission and vision is carried forward by means of an appropriate approach towards mentorship. The success and failure of the organization is determined by the quality of its product and the directing market forces that it influences.

The workshops initially planned as guidance for those incubatees who had limited knowledge were now more complex, providing a deeper knowledge to each attendee. Clearly, the parameter of SCI involvement had to be defined in the following manner:

- * **Tender Stage:** when the contractor wishes to acquire work in the form of contracts they need to be priced correctly, with clear profit margins, and all expenses to be recoverable ensuring a profitable business and clear financial formula for success.
- * **Pre-Construction:** after securing or being awarded the contract, there is a contractual period in which the contractor has to prepare for occupation or possession of the site.
- * **Construction management:** processes that are specifically the domain of the company directorship or management need to be properly and professionally managed. These necessary administrative functions are sometimes professional consultants on the project. Correct, clear and concise understanding can ensure a pathway to recommendation for future and current projects.

- * **Site Supervision:** interaction with the Site Foreman is essential in ensuring that the information and skills requirements are thoroughly understood by all role players in the transfer process. Stronger Site Supervision allows the contractor's management teams a certain amount of independence and autonomy, thereby creating opportunities.
- * **Business Advice Input:** Assessing the contractor's own business model, having inputs into real life business needs, compliance with the law and other similar non-construction specific requirements.

As SCI recognizes that in a business sense, construction is not simply that, assistance may include a range of services such as providing access to technology and to business development support services such as venture capital.

Technical training in which the incubatees are assessed in the skills needed to complete the projects that they have won through their own endeavors.

Clients are coached in a range of skills in the undertaking of a SAQA qualification in line with an NQF level 5 providing the skills transfer in a recognised format in the fields of General Building, Electrical and Civil Engineering Construction.

Regarding business training; SCI will coach and mentor clients, guiding them in meeting the needs and deadlines of their projects. Furthermore, the involvement and incorporation of external skills is sought to augment where shortcomings are noted. These outsourced workshops are to become a regular occurrence; with particular those were perceived to have greater business value to our incubatees. The programme will bring about a new class of contractors. Functioning with competency, a vibrant addition to the economy, they emerge accredited at the end of the calendar year with hopeful confidence. There will be adjustments as naturally any change brings about adjustments in the approach towards each scenario.

Our aim as SCI is to hopefully ease that burden, and having provided a carefully mapped pathway to success, each client will have the knowledge embedded within their skill sets to carry forward the ethos of SCI. It is now up to us as an organization to reveal the road ahead, and be present when intrepid contractors continue now unassisted, but yet still supported by SCI, their Alma Mater.

OUTREACH PROGRAMME

The outreach programme is aimed at level 1 and 2 CIDB contractors. The programme was introduced three years ago and has resulted in more than 30- contractors being supported in Dundee, INK area and Nelson Mandela Bay Municipality. The outreach programme has been included in the long and short-term objectives of the next three years.

The idea is to introduce an outreach programme in all branches of the Seda Construction Incubator. It has proven the impact of the programme in terms of job creation and poverty alleviation to be fairly significant.



TRAINING AND DEVELOPMENT

Training and Development

SCI recognises that from a business perspective, constructors needs may include a range of services such as providing access to technology and to business development support services such as venture capital. The technical training that we provide ensures that incubatees are skilled enough to complete projects in the open market.

Clients are coached in a range of skills in order to comply with NQF outcomes and to be effective occupational professionals. At least at a level 2 competence through to level 4 (FET standards) as accredited by the Construction Education Training Authority (CETA)

The areas of training include (but not limited to):

Technical training

Electrical Engineering skills and Civil Engineering Construction and general building.
Resource management

General business skills

Business planning

Marketing

Company tax law, BEE requirements, Health and safety.

Compliance

Contract law

GCC | JBBC | NEC

Experts are bought in on an ad-hoc basis in order to offer specialized workshops ensuring that incubatees receive the most current and expert training in specialized areas.

Particular emphasis is placed on the contractor's third and final year of tenure as the SCI consolidates capacity in preparation for the clients exit from the incubator.

This involves building capacity and skills around the individual contractors identified weaknesses and further developing business strategies which harness his/her strengths for optimal performance, sustainability and growth.

Accredited coaches and mentors accredited by the Engineering Council of SACPCMP, COMENSA AND ECSA



INCUBATEES/CONTRACTORS

The target market for the incubator is emerging (PDI) contractors who have achieved a financial grading of 3 or higher in any of the construction disciplines:

Civil Engineering

General Building

Electrical Engineering

Mechanical Engineering and

Specialised Construction on the register of contractor's administered by the CIDB.

It is anticipated that these contractors will have built up some financial track record within the financial institutions and material suppliers and have completed projects to the value stipulated by the CIDB grading of 3 or higher.

Contractors will undertake a 3 year programme linked to a CETA accredited Learnership NQF level 2- level 4.

For effective selection to the programme applicants will be put through a skills audit interview for the development of individual support programme.



HOW TO APPLY?

The programme is a 3-year incubation programme and 1 year for outreach programme.

To apply contact the closest branch for application forms.

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Entry requirements:

Must ensure that your company meets the minimum requirements:

- Your company status: must be in business
- Registered with the CIPC and active
- Register with the CIDB an active member
- Produce current Tax clearance documentation

Your application forms must be accompanied by the following supporting documents:

- Latest Annual financial statements
- Be registered with workmen's compensation funds
- Have triple B certificate
- These are companies that have traded before.

For grade 1 companies this is not compulsory

5 reasons to be part of the SCI programme/ Why SCI?

1. Individual /one-on-one mentorship and training from industry experts
2. CETA accredited certificate
3. CIDB Accrediated programme
4. SAQA aligned qualifications in line with NQF level 2 & level 4 qualification
5. Workshops and Seminars relevant to your construction business

BRANCH DETAILS

HEAD OFFICE

199 Anton Lembede Street
Embassy Building, 23rd Floor Suite 2305
Durban, 4001

Tel: 031 3681207

Fax: 031 3681205

DURBAN BRANCH

127 Johanness Nkosi Street
Durban
4000

Tel: 031 309 4942/40

Fax: 031 309 4946

NELSON MANDELA BAY BRANCH

85 Burnan road, Deal Party
Port Elizabeth, 6000

Tel: 041 486 2542/2547

Fax: 041 486 2580

DUNDEE BRANCH

39 Victoria Street
Princess Magogo Blvd
Dundee, 3000

Tel: 034 212 2074/1903

Fax: 034 212 2359

KWAMASHU BRANCH

M76 Bhungezi Road
Kwa-Mashu
4360

Tell: 031 5035224/5

Fax: 031 5035234

MTHATHA BRANCH

10 Timber Street
Vulindlela Heights
Mthatha,
5099

Tell: 047 531 1840

Fax: 047 531 2436

ATTERIDGEVILLE BRANCH

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Atteridgeville
Pretoria West,
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EKURHULENI BRANCH

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Spartan
Kempton Park
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Supported by



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SC1 accreditation: Accredited by the Engineering Council of South Africa (ECSA)