2022/23

Annual Report

TIRISANO CONSTRUCTION FUND

upliftment. construction. development

MANDATE

- Develop and enhance the construction industry and transformation objectives.
- Promote social infrastructure for all South Africans.

MISSION

- Provide transformation and growth opportunities for role players in the construction industry.
- Be a trusted partner to all South Africans, especially the vulnerable and underprivileged.

VALUES

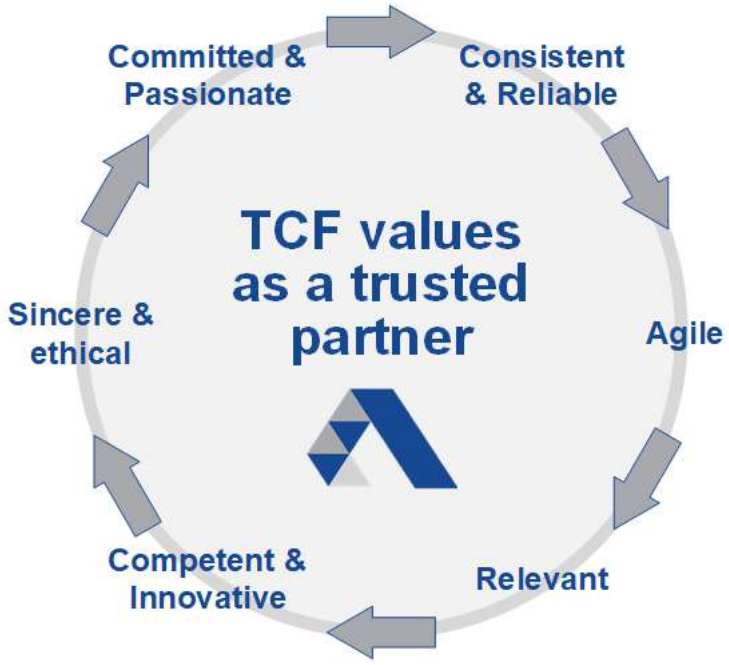


Figure 1: TCF values

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ABBREVIATIONS

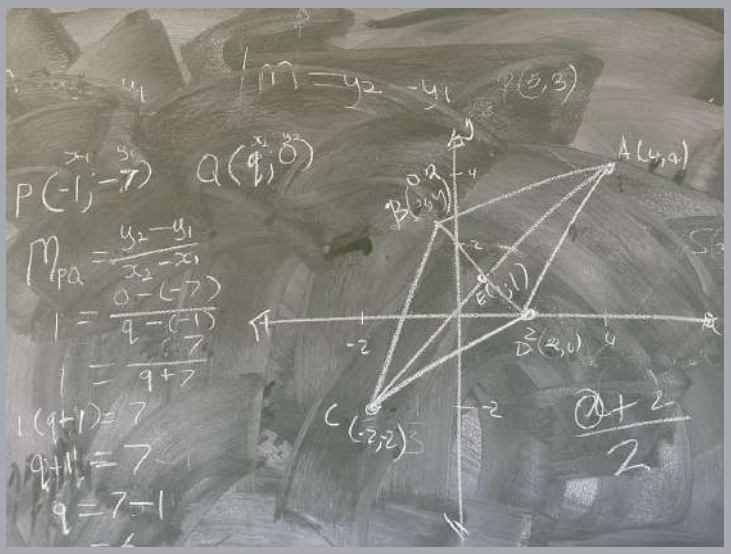
ACS	Academy for Construction Skills
ARPL	Artisan Recognition of Prior Learning
ASR	Alkali-silica Reaction
ATP	Annual Teaching Plan
AY	Academic Year
BEP	Basic Education Programme
BW	Bid Window
CEO	Chief Executive Officer
CETA	Construction Education and Training Authority
CIDB	Construction Industry Development Board
CIETS	Construction Industry Education and Training Scheme
CODP	Construction Occupations Development Programme

CoJ	City of Johannesburg
COO	Chief Operations Officer
CPUT	Cape Peninsula of Technology in Cape Town (CPUT).
CSA	Construction Settlement Agreement
DBE	Department of Basic Education
DHET	Department of Higher Education and Training (DHET).
DM	District Municipality
dtic	Department of Trade, Industry and Competition
DWA	Department of Water Affairs
EBP	Engineering Bursaries Programme
EDD	Economic Development Department
EDP	Enterprise Development Programme
FET	Further Education and Training College
FFC	Financial and Fiscal Commission of South Africa
FY	Financial year
LM	Local Municipality
MEC	Member of the Executive Committee
MISA	Municipal Infrastructure Support Agent
MOA	Memorandum of Agreement
NDP	National Development Plan
NMCH	Nelson Mandela Children's Hospital
NMTC	Nandi Mncwabe Training Consultants
NQF	National Qualifications Framework
PEPP	Professionalising the Engineering Professions Programme
PFMA	Public Finances Management Act
RAU	Rand Afrikaans University
SAAE	South African Academy of Engineering
SACPCMP	South African Council for Project and Construction Management Professionals
SAFCEC	South African Forum of Civil engineering Contractors
SAFE	Suitable Ablutions for Education
SANRAL	South African National Roads Agency Limited
SEFA	Small Enterprise Finance Agency
SIP	Social Infrastructure Programme
SAICE	South African Institution of Civil Engineering
SDGs	Sustainable Development Goals
SAVE	South African Value Education
TCF	Tirisano Construction Fund
TCTA	Trans-Caledon Tunnel Authority
UCT	University of Cape Town
UJ	University of Johannesburg
UN	United Nations
WBHO	Wilson Bayly Holmes-Ovcon Ltd
WITS	University of the Witwatersrand


BOILER


AGS
TIRISANO




m = y2 - y1
P(-1,-7)
A(4,4)
B(2,2)
E(1,1)
D(2,0)
C(-2,-2)





CHAIR'S FOREWORD

I became the Chair of the Tirisano Construction Fund (TCF) on 1 April 2022, in line with its biennial rotation between Government-nominated and industry-nominated chairpersons.

It has been another fruitful year for the Tirisano Construction Fund (TCF) with a strong focus on maximising impact and improving continuously. The TCF executive team works effectively with all spheres of Government and its work has positively impacted all 9 provinces.

During this financial year, the dtic reached an agreement with Murray and Roberts and Stefanutti Stocks, rescheduling their contributions to the TCF. Both companies are meeting their revised obligations. We also agreed a settlement with Group 5 and are pursuing the dues owed by Aveng through legal processes. Basil Read is exiting business rescue and will also be approached to arrange for a payment schedule.

Amongst other activities, during this year:

- We have contracted four additional Basic Education Programmes and are negotiating a fifth one. Since 2017 and beyond, these programmes have or will provide access to quality teaching in Mathematics, Science and English to more than 13 000 learners and 300 educators. Since inception, the TCF has supported thirteen interventions in basic education.
- The new approach for the Construction Occupations Programme adopted in 2021, which focuses strongly on training interventions that lead to trade tested artisans through recognition of prior learning, is starting to bear fruit.



Several programmes that focus on assisting older individuals with many years of prior work experience but no formal qualifications, to be formally qualified as artisans, are under way.

- The decision by the Board to support a roadworkers training programme has gained momentum, with trainees now involved. We feature this programme as an example of a bold decision by the Board to support new training programmes for the industry, innovative thinking, strong collaborations and a determination to make a difference in the lives of young people, who do not have access to meaningful opportunities. The roadworkers programme involves the South African Value Education (SAVE), SANRAL,

local and district municipalities and Tau Pele Construction.

- Water is a scarce resource in South Africa. It requires careful management, especially in drought-stricken areas. The TCF boreholes programme has worked on approximately 80 boreholes and is equipping approximately 40 that have adequate water yield, providing much needed basic resources to desperate communities. This Social Infrastructure Programme is underpinned by strong three-way agreements and collaboration between the Municipal Infrastructure Support Agent (MISA) of the Department of Cooperative Government (COGTA), Local Municipalities and the TCF. We aim to build on the success of this programme by providing technical support and capacity to those municipalities that need and request such support. We are sharing lessons learnt about the development and deployment of innovative solutions and tamper-proof facilities that have high levels of involvement and ownership by communities, with MISA.
- With the construction industry still in difficulties, TCF continues to contribute to its transformation agenda, having approved support for 28 black contractors in the Enterprise Development Programme. With an increase in the number of borrowers struggling to repay their loans, we are stepping up technical and advisory support to these contractors, to minimise the risk to the TCF. We are also developing a framework to enhance the skills of our borrowers to enhance the viability of their businesses.
- Bid Window 4 for social infrastructure introduced a category for applications from those who do not have technical knowledge but who represent underprivileged communities. Once selected, project ideas will be taken through a project development process over a period of approximately 18 months, which should make proposed projects eligible for consideration and possible approval. The Trust provisionally made R3million available for project preparation in this new category.
- Bid Window 4 for social infrastructure also provisionally approved funding for 5 projects and / or programmes to the value of approximately R50million. Due to the Board of Trustees not having a quorum at present, the commitment of funds for these projects will be ratified as soon as a quorate Board meeting can be held.

I thank the Trustees who have served their 5-year terms with great dedication, for their contributions and services provided without remuneration. Three of the founding Trustees (Trevor Fowler, Tebogo Malatji and Mike Wylie), have now completed their 5-year terms of selfless service to the TCF, ensuring a strong foundation for further development. Trevor Fowler and Mike Wylie served as committed Chairs of the Board, each for a two-year term. Ian Henstock made significant contributions to the foundational years of the TCF. We welcome Louwtjie Nel (replacing Mike Wylie as the WBHO nominee representing industry) and Richard

Davies (replacing Ian Henstock as the Murray & Roberts nominee representing industry) as new Trustees, appointed during the year, both of whom are making insightful contributions to the work of the Trust.

The Board of Trustees does not currently have a quorum and is awaiting the appointment of Trustees by Government. It is extremely important for the TCF to maintain its momentum and continue with the excellent work that it is doing.

The executive team has settled in well and their professionalism, enthusiasm, passion and excellence are truly inspiring. On behalf of the Board of Trustees, I wish to acknowledge inputs from the broader IDC community, which continues to ensure that the work of the TCF is advanced without hindrance. Because of this collective effort, the TCF is inspirational, relevant, effective and efficient.

We encourage organs of state as well as the private sector, NPOs and donors to partner with the TCF in contributing to the development of South Africa in order to realise higher levels of growth and employment.

Lastly, I wish to thank the Minister of Trade, Industry and Competition for his conceptualisation of the work of the Trust which is having a meaningful impact on development in our society.



Signed By:MAHOMED ABDOOL KHALECK
Signing Date:2023-09-19 08:49:24 +02:00
Reason:Document Digitally Signed

Mahomed Vawda

Chairperson

BOARD OF TRUSTEES

The Chairperson of the TCF Board of Trustees, Mr Mahomed Vawda (representing Government) took the Chair on 1 April 2022.

Mahomed Vawda

- Government-representative Trustee employed by the dtic / EDD.
- Commercial graduate with 40 years of experience - both the public and private sectors.
- Previously at the then DWA - oversight of Water Boards and the TCTA.
- Multiple roles in leading private sector businesses, including the Tongaat-Hulett Group, Premier Foods and the Small Business Development Corporation (now Business Partners).
- Extensive experience in business development (both private and public sector) and, in competition matters related to mergers.

Richard Davies



- Industry representative Trustee - nominee of Murray & Roberts Limited.
- An admitted attorney with 25 years in the construction and engineering sector. Has various executive roles within the Murray & Roberts Group.
- Formerly a director of Bombela Concession Company (RF) (Pty) Ltd and Bombela Operations Company (Pty) Ltd, companies involved in the Gautrain concession.
- Has extensive experience in construction and engineering related matters, litigation and arbitration, mergers and acquisitions and regulatory issues.

Trevor Fowler



- Government-representative Trustee.
- Completed five-year term during 2022/23 on 26 November 2022 (after a 3-month automatic extension).
- Civil engineer by profession.
- Public servant, serving in:
    - Gauteng Provincial Legislature (1994 to 2004), as inaugural Speaker and later as Member of the Executive Council for Development Planning and Local Government (under Premier Mbhazima Shilowa).
- COO in the Presidency of South Africa (2004 to 2009).
- CoJ City Manager (2011 to 2016).
- Commissioner at the FFC of South Africa (April 2019-current).

Tebogo Malatji



- Government-representative Founding Trustee.
- Completed five-year term during 2022/23 on 26 November 2022 (after a 3-month automatic extension).
- B.Proc degree (Turfloop University (now University of Limpopo)) and LLB (Howard College, University of Natal (now University of Kwa-Zulu Natal)).
- First black director at a predominantly Afrikaans commercial law firm (Pretoria, 1998). Managing director (2005 – 2018).
- Formed Malatji & Co Attorneys in 2018.
- Full spectrum of advisory and litigation services for Ministers, National and Provincial departments, Boards and CEOs of public entities, regulators and major Government business enterprises, on all aspects of Public Law, the exercise of public power, application of the PFMA, Treasury Regulations and Directives, as well as corporate governance and restructuring of state-owned entities.
- Advises various corporate entities.
- Wealth of experience in assisting the Public Sector with regulatory requirements in commercial transactions, compliance with and interpretation of legislation.
- Previously served as a High Court judge.

- Closely involved in legislative drafting. Regularly attends to Review Applications and Public Law Litigation, centred on the interpretation of legislation.
- Trustee on several public and private sector boards.

Webster Mfebe



- SAFCEC nominated Trustee.
- Member of the first democratic Parliament and Constitutional Assembly (1994).
- Played an active role in development of the Bill of Rights (Chapter 2 of the RSA Constitution).
- MEC for Sport, Arts, Culture & Technology (Free State Province).
- Executive Director, Stakeholder Relations at Basil Read Construction (2009 to 2012).
- Owned Phendula Consulting.
- CEO of SAFCEC (1 January 2013-current).
- Commented on many Government policies related to the construction industry.

Felicia Msiza



- Industry representative Trustee - nominee of the Raubex Group Limited.
- CEO of the Raubex Group Limited
    - Joined as non-executive director in 2011.
    - Appointed in executive director role in 2017.
- Extensive experience in the construction and infrastructure sector.
    - Governance and risk management, to develop integrated strategies that are future-focused and stimulate sustainable business practices.

Elia (Louwtjie) Nel

- Industry representative Trustee - nominee of WBHO.
- BSc (Civil Engineering) graduate from RAU (now UJ).
- Chair of the Board of WBHO:



    - Joined WBHO in 1987.
    - Appointed as managing director of the Building and Civil Engineering Division in 2002.
    - Became Group CEO of WBHO (2008) and was appointed to its Board.
    - Stepped down as CEO when appointed as Executive Chairman of the Board in 2019.
- Extensive experience in:
    - The complete construction process, from bid selection to final execution of projects, of all sizes.
    - Management of a large corporate, growing business in the transformational environment in Southern Africa and further afield, internationally.

Charles Wright



- Industry representative Trustee - nominee of Stefanutti Stocks (Pty) Ltd.
- More than 29 years of experience in civil engineering industry.
- Worked extensively outside the borders of South Africa in Botswana, Namibia and Malawi.
- CIETS Board:
    - Nominated to serve as a non-executive Director (2008).
    - Managed a successful labour-intensive community road-building project for SANRAL on behalf of CIETS (2009 and 2010).
- Employed by Stefanutti Stocks since 2011, currently Enterprise Development Director.
- Registered with SACPCMP as a Professional Construction Manager.
- Extensive experience in construction management, enterprise development and skills development in the civil engineering industry.

TCF JOURNEY

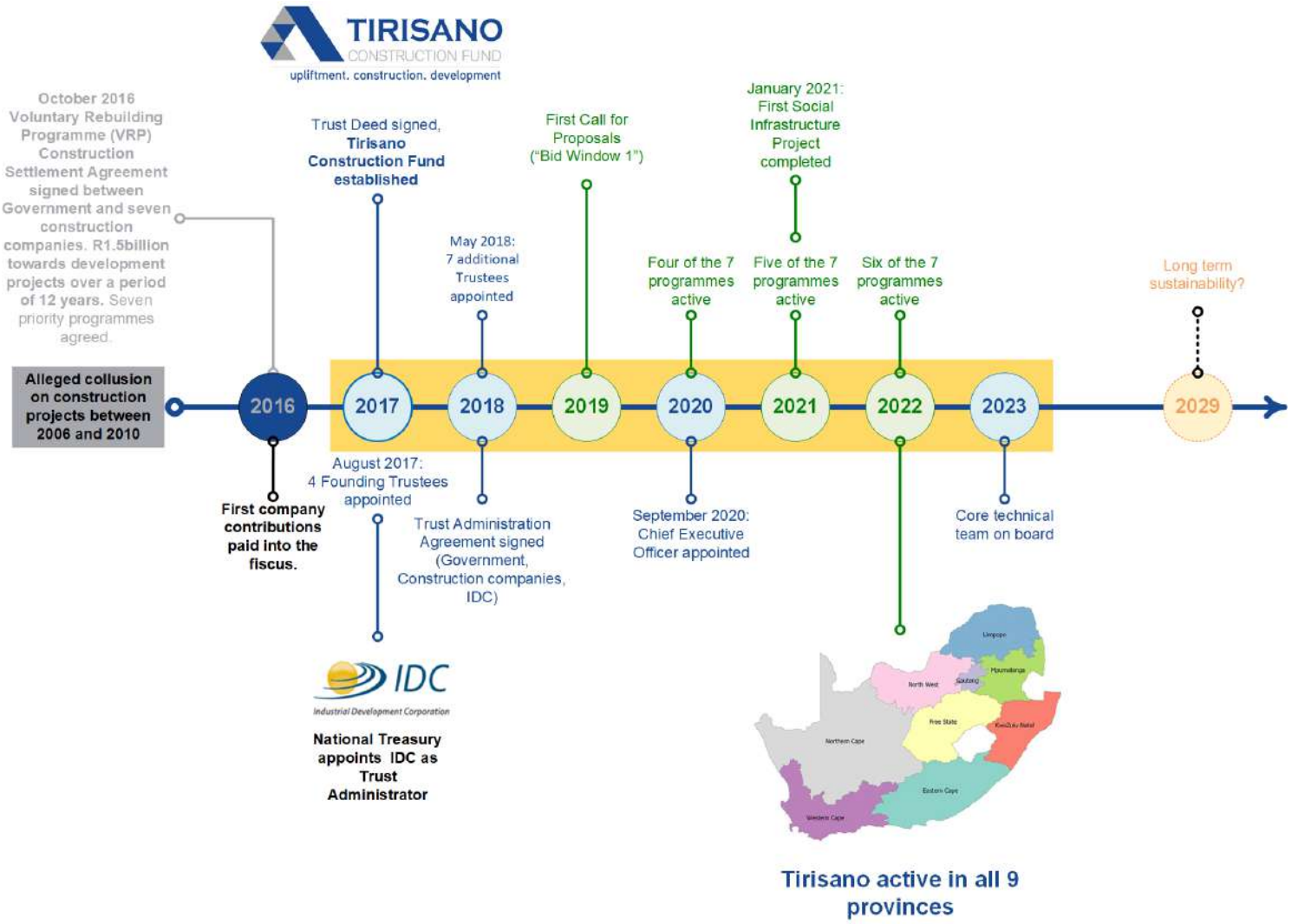


Figure 2: The TCF timeline

The 7 programmes in the mandate of the TCF

1. Enterprise Development Programme (EDP)
2. Social Infrastructure Programme (SIP)
3. Engineering Bursaries Programme (EBP)
4. Construction Occupations Development Programme (CODP)
5. Basic Education Programme (BEP)
6. Technical Capacity Programme (TCP)
7. Professionalising Engineering Practitioners Programme (PEPP)

DASH BOARDS

Funds already committed to this programme as a % of the commitment envisaged over the lifetime of the TCF

% of the funding committed up to 31 March 2023, that has already been disbursed / spent

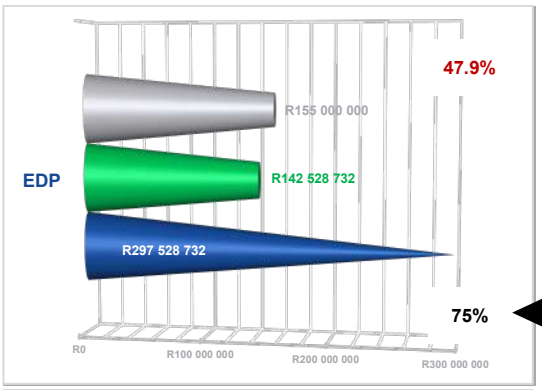
The TCF is in its 6th year and will receive industry contributions for another 7 years.

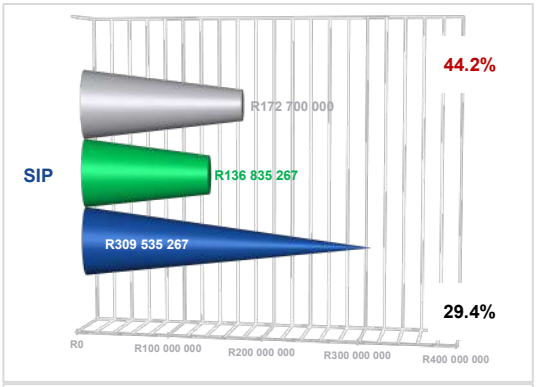
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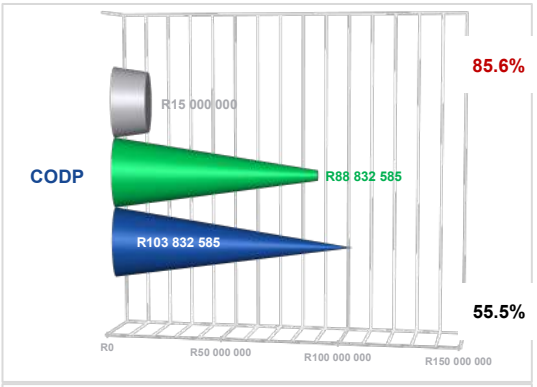
Future commitments planned (Rands)

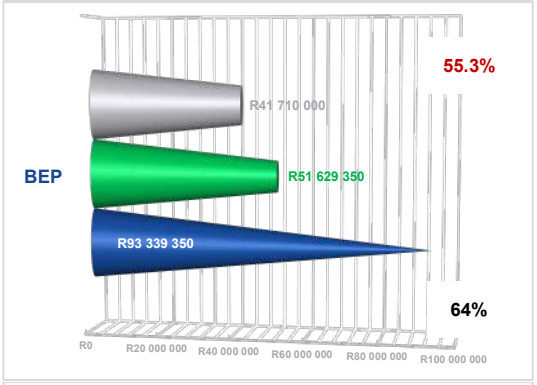
Funds committed - inception up to 31 March 2023 (Rands)

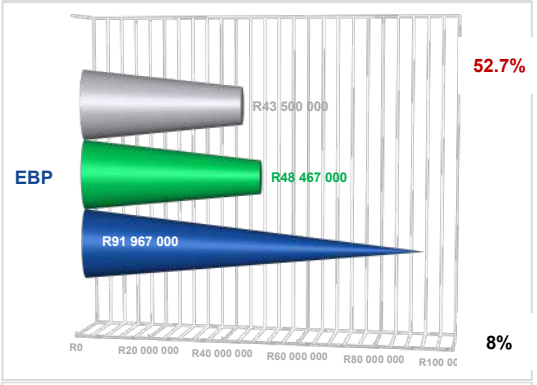
Total value of commitments planned over the lifetime of the TCF (Rands)

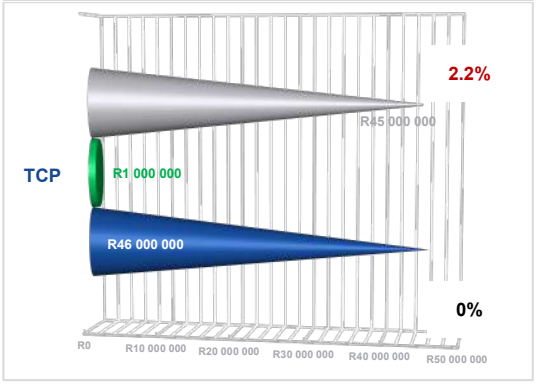


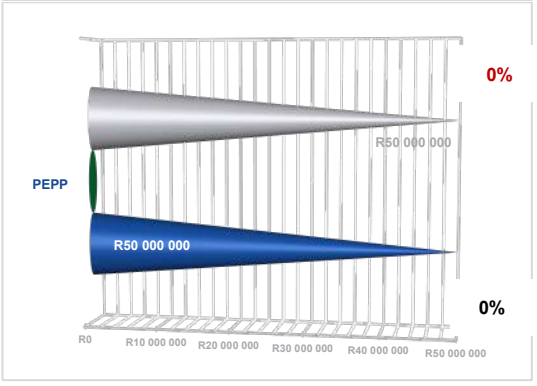










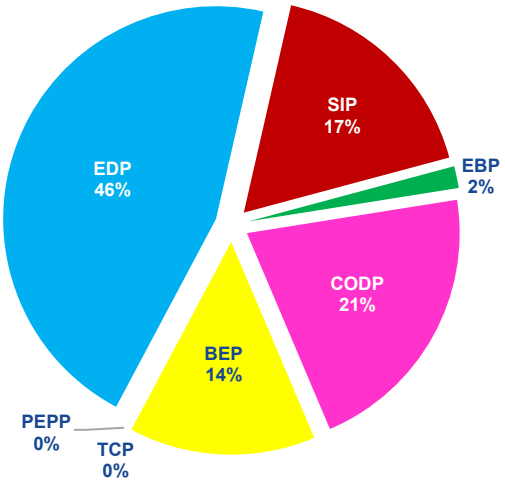


R546.3million received.

R469.3million committed.

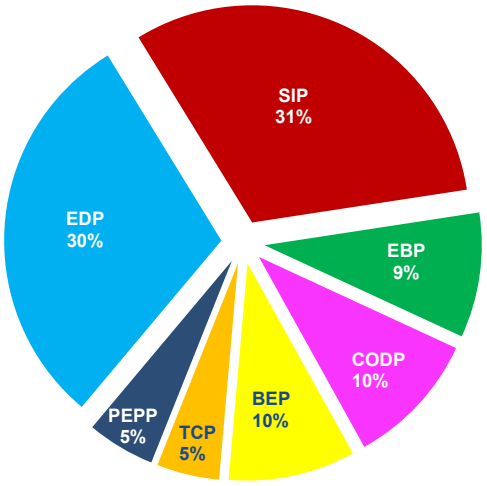
R233million disbursed.

R233million disbursements from inception up to 31 March 2023
% split per programme



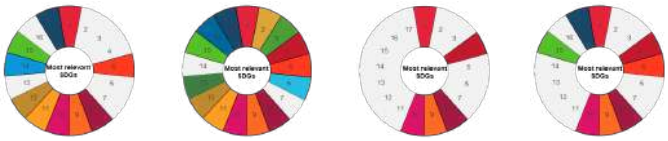
R988million
in industry contributions over the lifetime of the TCF.

R988million income from industry contributions over the lifetime of the TCF
% split per programme



TCF PROGRAMME RELEVANCE TO SDGs





1. EDP | 2. SIP | 3. EBP | 4. CODP



5. BEP | 6. TCP | 7. PEPP

FAST FACTS

Of the cumulative R546.3million received in contributions by the end of March 2023, R469.3million has been committed to projects or programmes (85%), with a further R52.7million provisionally earmarked for social infrastructure projects under Bid Window 4, (96% of available funds committed).

During 2022/23, we reached the milestone of having disbursed more than R200million, with beneficiaries in all nine provinces. Programme disbursements for this financial year totaled R69.2million.

- 28 black contractors approved in the EDP, with over R106million having been disbursed in low interest rate working capital loans, plant and equipment loans as well as professional assistance grants. 25% of these enterprises are 100% women-owned and another 14% are more than 51% women-owned,

Seven (7) of the black contractors in our portfolio have improved their CIDB gradings during the 2022/23 financial year.

- More than 10 000 employment days created for work done on the SIP,
- More than 19 300 households from 22 communities living in 10 local municipalities in the municipal boreholes programme SIP, will get reliable potable water,
- From inception, almost 19 000 learners, and more than 650 educators and mentors have benefitted under the Basic Education Programme (BEP), with learners now having access to educators providing extra lessons in Mathematics, Science and English. More than 60% of the learners selected recently are female.
- 58 bursars with bursaries to study at Universities to date,
- The construction industry's Concrete Research Groups programme jointly run by WITS and UCT will be able to carry on with their important work and will support 36 Masters and three Doctorate level students over three years. In collaboration with the National School for Government and the School for Public Management at WITS, this initiative will also provide important short courses to Government engineers and technicians to enable better decision-making related to maintenance of important infrastructure,
- Supporting Government through technical support under the Technical Support Programme (TCP) on an as-needed basis,
- More than 800 artisan trainees will benefit from our funding to training institutions under the Construction Occupations Development Programme (CODP).

IDC COO – TRUST ADMINISTRATION

The Trust has been thriving this year. A strong core team of construction professionals have been appointed and its levels of energy and enthusiasm is contagious.

Five years into the life of Tirisano, it is uplifting to see the “out of the box” thinking and solutions that ensure cost effective and innovative deployment of social infrastructure and timeous and constructive interventions when beneficiaries require support in the programmes.

- We tell the story of the municipal boreholes programme that provides water to thousands of households in drought-stricken regions.
- A new support model is being developed to help the borrowers on the Enterprise Development Programme to become more sustainable. The loans provided to these black contractors provide game-changing opportunities to establish fleets of “yellow equipment” – when no other lender would consider loans to these enterprises due to their perceived high risk.

Six of the seven Tirisano programmes are now active. The team is actively reflecting and extracting lessons to improve its operations and programmes. The team is starting to conceptualise a “life beyond the 12 years originally envisaged” and are engaging several interested parties in exploratory discussions. This model for Government-Industry collaboration is truly fruitful and should be strengthened and replicated for the long term.

The CEO, Anita Loots and her team have worked diligently throughout the year to meet the Annual



Plan objectives. This is not easy in the weak economic conditions faced by the construction industry, where there is limited work available.

The relationship with several units in the IDC is growing stronger and will assist in cost efficient solutions for the Trust. Together we can make a difference, not only to the construction industry but to the quality of life for many South Africans and working towards the achievement of the Sustainable Development Goals.

The Trust does not currently have a quorum for its Board of Trustees. This hampers progress and implementation and needs to be resolved as a matter of urgency and priority. The Industry-representative Trustees continue to ensure that the Trust does not lose focus, but decisions and new commitments cannot be made without at least two Government-representative Trustees. We urge Government to resolve this matter to ensure that the good work of the Trust continues.

Joanne Bate

IDC COO

CEOs REPORT

The 2022/23 financial year has been another productive year for the TCF. Our strong track record of high-quality delivery is spreading, especially to the most vulnerable in society, and often in remote locations in deep rural areas. Through its mandate, the TCF has a higher-than-normal risk appetite. We do not shy away from projects or programmes that are complex and / or loans at concessional rates, to borrowers that are perceived to represent higher risk, than those funded by commercial banks.

No economy can function without a healthy construction sector that ensures good infrastructure. The sector is in distress and TCF now plays a key role by providing entrepreneurs with relief and access to services and facilities. Black contractors of all sizes in the construction contracting industry are included in our Enterprise Development Programme. We support them with loans as well as much-needed skills. We augment efforts by other role players, for the provision of socio-economic infrastructure and create opportunities for young people to receive better education and training. **We are an active contributor in the sector and a committed partner for development.**

The constructive engagement and cooperation required for the success of the TCF model, which is based on the balance of power between Government and private sector, continue to build trust – the "**TCF way**." It cements us as a committed partner for all spheres of Government, ensuring cost-effective, innovative and high-quality solutions with significant socio-economic impact. Gleaning from the private sector culture of being results and outcomes driven, projects and programmes are implemented efficiently, within budget and often with additional scopes of work at no extra cost. We reach the poor and vulnerable and change lives through the provision of infrastructure for basic services and opportunities to young people through access to better education, who subsequently have better prospects for bright futures.

The mandate of the TCF is highly relevant to national as well as international realities and challenges. As the world struggles to deliver on the ambitious 17 Global Sustainable Development Goals (SDGs) of the United Nations (UN) by 2030, every effort by every contributor is important and urgent, **no matter its size**. In this vein, the TCF aims to maximise its contribution through consistent delivery and aligns with no less than 15 of the 17 SDGs. To name a few:

- **Children and young people** – especially from underprivileged backgrounds - form the nexus of many of our programmes – whether through Early Childhood Development (ECD) centres in the Social Infrastructure Programme, our Basic Education Programmes in rural Limpopo and Eastern Cape or bursaries to the under-privileged.
- SDGs aim to substantially increase the number of youth and adults who have relevant skills, including **technical and vocational skills** for **employment**, decent jobs and **entrepreneurship**. Our Construction Occupations Development Programme has already provided opportunities to more than 540 candidates. Twenty eight black contractors have been approved for loan and / or professional services grant facilities in the Enterprise Development

Programme, all of which create job opportunities in construction. This programme fills a crucial gap by providing working capital loans at concessionary rates, as well as plant and equipment loans. It provides grants for professional services to help businesses grow and become more sustainable. Following feedback from black contractors, we are finalising a framework with interventions that will upskill, mentor and develop those that need support. We are strengthening the networking of these enterprises following a very successful event during August 2022 (women's month) with the female-owned contractors on our programme.

- We stand for **gender equality and equal opportunities** and actively promote the inclusion of girl children and women in all our programmes.
- We develop and implement quality, reliable, sustainable and resilient infrastructure to help support economic development and human well-being, especially in rural and peri-urban communities. Several TCF interventions provide access to basic services, such as clean and healthy drinking water (our boreholes programme that reach almost 20 000 households in 10 local municipalities), safe ablutions and schools' sanitation, health facilities (significant upgrades and improvements at the Nelson Mandela Children's Hospital), early childhood development, basic and tertiary education, to name but a few.

For long term sustainability, we aim to attract funding from a variety of sources towards enhanced development cooperation that can provide more substantial interventions and outcomes. **We invite interested partners to engage us so that we can jointly explore high-impact critical mass activities, especially those that are pro-poor, rural or peri-urban and with due attention to gender-sensitive challenges.**

I have tremendous appreciation for the passion and commitment of my core professional team (Muzwandile Buthelezi, Mpho Chalale, Morag Campbell and Sabelo Goniwe). With this team, stakeholders can rest assured that the Trust will go from strength to strength to play its role in the broader South African society and make a meaningful contribution.

I wish to acknowledge the support that we have from the broader IDC community, which grows stronger every year. The contributions from the dtic continues to ensure an enabling environment for the Trust to fulfill its mandate.



Anita Loots

CEO

TEAM



TCF Executive Team

Front (left to right): Sabelo Goniwe, Mpho Chalale, Morag Campbell
Back (left to right) Muzwandile Buthelezi, Anita Loots

Muzwandile Buthelezi

Muzwandile Buthelezi is a Senior Project Manager. He is a civil engineer with over 8 years of experience in construction and infrastructure. He previously worked as a sub-agent for Aveng Grinaker-LTA before joining the Presidential Infrastructure Coordinating Commission's Technical Task Team (subsequently Infrastructure South Africa). He is currently pursuing his Master's Degree in Construction Engineering and Management at the University of Stellenbosch.

Morag Campbell

Morag Campbell is the Senior Manager responsible for Social Impact Maximisation and is a registered professional architect with more than 20 years of experience and primary emphasis on people-centric design. She is also an internationally qualified BMW Motorrad motorcycling instructor. Committed to nurturing personal growth and development, she utilises innovative approaches to support her passion for empowering women and youth. Throughout her career, she has maintained a long-standing association with the University of Witwatersrand, contributing as a mentor, tutor, and external examiner for postgraduate students.

Mpho Chalale

Mpho Chalale is the TCF Senior Administrator. She has been with IDC for over 22 years and plays a key role in overall administration of the TCF. Before being seconded to TCF in May 2021, she was Fund Supervisor at the IDC, within the Development Funds Department. She was responsible for pipeline monitoring, implementation of funds under management, custodian of systems and procedures, ensuring customer centricity and maintaining stakeholder relations. Chalale was instrumental in operationalising the TCF in October 2017. She is responsible for administration of applications during bid windows and ensures regulatory compliance including on FICA, tax, annual financial statements, audits, financial management and sustainability.

Sabelo Goniwe

Sabelo Goniwe is a professional urban planner with over 13 years of experience in the public and private sector built environment, as well as in academia. Over the past decade, he has held several roles as an urban planner and project manager with strong focus on the innovative use of technologies in planning, human settlement developments, statutory and spatial planning and infrastructure planning.

Anita Loots

Anita Loots is the CEO of the TCF. She is a registered professional engineer with extensive international experience in technology-rich and knowledge-intensive engineering programmes, consulting (primarily infrastructure, engineering, science and technology domains), innovation, technology and knowledge transfer, project management, research & development as well as business development and management. She is passionate about the development of young people - in Africa and in the broader international arena. In 2017, she was recognised as one of the fifty most inspiring women in technology in South Africa. She is a Fellow of the South African Academy of Engineering (SAAE) as well as the South African Institution of Civil Engineering (SAICE) and serves on the Council of the Sol Plaatje University.

BACKGROUND AND CONTEXT

The TCF implements seven programmes, in line with the mandate stipulated in the Settlement Agreement as follows:

1. **Enterprise Development Programme (EDP):** the development and promotion of construction firms owned and managed by Black People through, for example, providing working capital loans at concessional rates.
2. **Social Infrastructure Programme (SIP):** promoting social and economic welfare, including funding social infrastructure build programmes for student accommodation, health clinics, rural bridges and sports fields at public schools.
3. **Engineering Bursaries Programme (EBP):** providing bursaries to previously disadvantaged persons studying towards careers in the built environment at a tertiary education institution which may include engineering, building science or quantity surveying.
4. **Construction Occupations Development Programme (CODP):** providing bursaries to previously disadvantaged persons to be trained as artisans and/or the equivalent level of construction occupations.
5. **Basic Education Programme (BEP):** supporting and enhancing Mathematics and Science education at public schools.
6. **Technical Capacity Programme (TCP):** funding the appointment of professionals to provide the Government with engineering, project management and other services that assist the Government (particularly local Government) and strengthen its capacity to design, construct, operate and maintain public infrastructure through, amongst others, the secondment of skilled personnel from organisations operating in RSA.
7. **Professionalising Engineering Practitioners Programme (PEPP):** funding relevant training academies and/or mentoring institutions which provide a structured development programme for graduate engineers, and to facilitate such engineers' registration by the Engineering Council of South Africa as Professional Engineers in terms of the Engineering Profession Act No. 46 of 2000.

The TCF is building a strong track record in making meaningful contributions to the lives of individuals and communities.

Our reach is national, in all nine provinces.

Bid Windows are over-subscribed with high quality applications, reflecting in the testimonies of beneficiaries.

This model of Government and industry collaboration is proving to be impactful in the construction sector and enhances the lives of rural, impoverished and underprivileged communities and individuals.

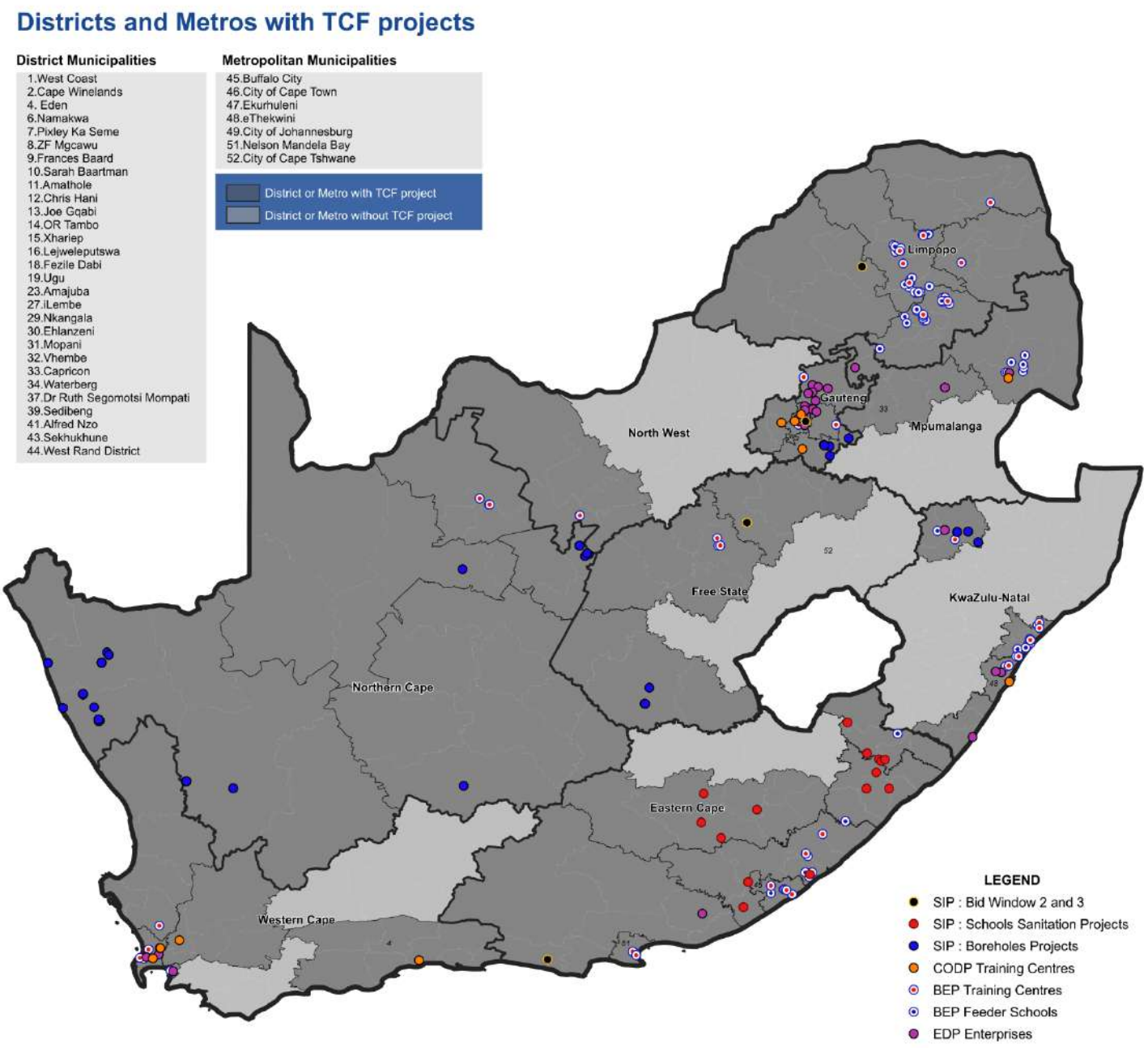


Figure 3: The national footprint of TCF projects and programmes

TIRISANO AND THE GLOBAL SUSTAINABLE DEVELOPMENT GOALS

South Africa aligns with the 17 Global SDGs of the United Nations, through the National Development Plan (which pre-dates the SDGs).

17 Global Sustainable Development Goals (SDGs)

The SDGs represent the global blueprint that aims to achieve better and more sustainable futures for all.



Figure 4: The 17 Global Sustainable Development Goals (SDGs)

The portfolio of TCF projects collectively contributes to all 17 SDGs, whether directly or indirectly.

We care about people – our interventions help eradicate poverty and inequality, the meals we fund at our basic education programmes contribute to the goal of zero hunger as well as health and well-being and towards the SDG of gender equality, we promote participation of girl children and women in all programmes.

We care about the planet and our environment, selecting projects that can assist in addressing the impact of climate change, improve the quality of life on land, build sustainable communities, provide clean water and sanitation through interventions that limit environmental degradation.

These are as much global and national priorities, as they are those of the TCF.

Table 1: Relevance of TCF to SDGs

SDG	TCF Programme(s) most relevant to the SDGs						
	1: EDP	2: SIP	3: EBP	4: CODP	5: BEP	6: TCP	7: PEPP
1	◎	◎	◎	◎	◎	◎	◎
2		◎			◎		◎
3		◎			◎	◎	◎
4		◎	◎	◎	◎	◎	◎
5	◎	◎		◎	◎	◎	◎
6		◎					◎
7		◎		◎			
8	◎	◎	◎	◎	◎	◎	◎
9	◎	◎	◎	◎		◎	◎
10	◎	◎	◎	◎		◎	◎
11	◎	◎				◎	◎
12	◎	◎				◎	◎
13		◎				◎	◎
14	◎						
15	◎	◎		◎		◎	◎
16		◎			◎	◎	◎
17	◎	◎		◎	◎	◎	◎

- TCF Programme 1: Enterprise Development (EDP)
- TCF Programme 2: Social Infrastructure (SIP)
- TCF Programme 3: Engineering Bursaries (EBP)
- TCF Programme 4: Construction Occupations Development (CODP)
- TCF Programme 5: Basic Education (BEP)
- TCF Programme 6: Technical Capacity (TCP)
- TCF Programme 7: Professionalising Engineering Practitioners (PEPP)

Nature of the contribution of TCF programme to SDG

◎ This SDG and TCF Programme are **well aligned** and TCF interventions contribute directly to SDG

◎ This SDG and TCF Programme are aligned, but TCF interventions contribute **indirectly** to SDG (“**ripple effect**”)

SOURCES OF FUNDING

The TCF derives its income from company contributions, as per the Construction Settlement Agreement between Government and seven JSE-listed construction companies. According to the Agreement, company contributions are made into the National Revenue Fund on 1 July each year. TCF listed in the national Appropriations Bill to the Department of Trade, Industry and Competition (the dtic). Funds are therefore allocated from National Treasury to the dtic, who allocates and transfers it to the Industrial Development Corporation (IDC) above TCF. The IDC is the Trust Administrator appointed by National Treasury.

As of 31 March 2023:

- WBHO and Raubex are up to date with their contributions,
    - **WBHO** has paid R148.75million.
    - **Raubex** has paid R105million.
- **Stefanutti Stocks** has paid R78.75million.
    - In July 2022, Stefanutti Stocks signed an agreement with Government for a revised payment schedule of their contributions and has since contributed accordingly.
    - The contributions shortfall of R11.25million from the Stefanutti Stocks' July 2019 contribution is handled as follows:
        - Payment to be done in three equal installments of R3.75million each in July 2022, July 2023 and July 2024 respectively, in addition to the annual contributions of R15million due in those years.
        - The first of these three R3.75million installments was made.
    - The July 2020 contribution has been deferred to July 2029.
- **Murray & Roberts** has paid R95.63million.
    - Murray & Roberts requested for its contributions to be rescheduled due to pressures on cash flow. A revised payment schedule has been agreed with Government in July 2022.
    - The following was agreed with regard to the Murray & Roberts contributions that are in arrears:
        - The July 2020, July 2021 and July 2022 contributions have not been paid and requests to defer these payments have been granted.
        - Commitments due for these three years will be settled on or before 1 July 2026.
- **Basil Read** was placed under business rescue in June 2018. Basil Read last contributed to the TCF in July 2018 and has paid R4.4million in total. Should Basil Read continue to trade, their outstanding contributions will be pursued.

- **Group 5** was placed under business rescue in March 2019. Up to July 2018, it has contributed R44.99million in total. A settlement amount of R5million was agreed upon and paid in November 2022, from the proceeds of the business rescue process.
    - No further contributions will be forthcoming from **Group 5**.
- As of July 2021, **Aveng** has paid R63.75million.
    - Aveng defaulted on their July 2019, 2020, and 2021 contributions.
    - The Laula Group acquired more than 40% of Aveng when acquiring the Grinaker LTA building and civil engineering business.
    - The Board of Trustees has appointed legal representation to proceed with and institute proceedings, against Aveng (Africa) (Pty) Ltd and/or Laula Consortium (Pty) Ltd for the payment of all and any contribution proceeds outstanding by Aveng and/or Laula under the Settlement Agreement.

On 31 March 2023, total contributions paid by the construction companies were **R546.3million**, of which **R58.1million** was during the 2022/23 financial year.

Table 2: Actual and anticipated company contributions

	Received up to 31 March 2023	Company Contributions due in July each year (forward looking)							Total
		Jul-23	Jul-24	Jul-25	Jul-26	Jul-27	July 2028 *(deferred)*	July 2029 *(deferred)*	
Aveng	R63 750 000	R0	R0	R0	R0	R0	R0	R0	**R63 750 000**
Basil Read	R4 400 000	R0	R0	R0	R0	R0	R0	R0	**R4 400 000**
Group 5	**R49 997 099**	R0	R0	R0	R0	R0	R0	R0	**R49 997 099**
Murray & Roberts	**R95 626 998**	R31 872 002	R21 250 000	R21 250 000	R63 750 000	R21 250 000	R0	R0	**R255 000 000**
Raubex	**R105 000 000**	R15 000 000	R15 000 000	R15 000 000	R15 000 000	R15 000 000	R0	R0	**R180 000 000**
Stefanutti Stocks	**R78 750 000**	R22 500 000	R18 750 000	R15 000 000	R15 000 000	R15 000 000	R0	R15 000 000	**R180 000 000**
WBHO	**R148 750 000**	R21 250 000	R21 250 000	R21 250 000	R21 250 000	R21 250 000	R0	R0	**R255 000 000**
Totals	**R546 274 097**	**R88 123 002**	**R76 250 000**	**R72 500 000**	**R115 000 000**	**R72 500 000**	**R0**	**R15 000 000**	**R988 147 099**

Funds committed to TCF Programmes to date.

Of the **R546.3million** received in contributions, over R469.3million has been committed to projects or programmes (85%), with a further R52.7million provisionally earmarked for social infrastructure projects under Bid Window 4 (96% of available funds are committed).

Forward planning for commitments to TCF Programmes

Table 4 below shows the planned schedule of commitments up to 2029/30, when the final contributions from the construction companies are expected. Figure 5 depicts how these planned allocations to the TCF programmes and anticipated income track each other.

Table 3 (below) shows how the planned schedule of allocations aligns with the prescribed programme split in the TCF Operational Guidelines.

Table 3: Funds committed and forward planning.

	Up to end of 2021/2022 FY	For 2022/2023 FY	For 2023/2024 FY	For 2024/2025 FY	For 2025/2026 FY	For 2026/2027 FY	For 2027/2028 FY	For 2028/2029 FY	Totals
EDP	R142 528 732	R0	R50 000 000	R0	R40 000 000	R0	R65 000 000	0	**R297 528 732**
SIP	R134 835 267	R2 000 000	R52 700 000	R50 000 000	R0	R50 000 000	R0	R20 000 000	**R309 535 267**
EBP	R31 467 000	R17 000 000*	R15 000 000*	R10 000 000	R7 500 000	R6 000 000	R5 000 000	R0	**R91 967 000**
CODP	R64 460 094	R24 372 491	R4 000 000	R0	R4 000 000	R3 500 000	R3 500 000	R0	**R103 832 585**
BEP	R38 911 350	R12 718 000	R9 710 000	R0	R11 000 000	R11 000 000	R10 000 000	R0	**R93 339 350**
TCP	R0	R1 000 000	R5 000 000	R5 000 000	R7 500 000	R7 500 000	R10 000 000	R10 000 000	**R46 000 000**
PEPP	R0	R0	R0	R20 000 000	R15 000 000	R15 000 000	R0	R0	**R50 000 000**
Totals	**R412 202 443**	**R57 090 491**	**R136 710 000**	**R85 000 000**	**R85 000 000**	**R93 000 000**	**R93 500 000**	**R30 000 000**	**R992 202 934**

*(Note: * includes WITS / UCT Research Groups funding at R4.5million per year, for 3 years)*

Table 4: Planned programme commitments.

	Totals	Planned % over TCF lifetime	% allocations target
EDP	**R297 528 732**	30%	30%
SIP	**R309 535 267**	31.2%	30%
EBP	**R91 967 000**	9%	10%
CODP	**R103 832 585**	11%	10%
BEP	**R93 339 350**	9%	10%
TCP	**R46 000 000**	4.7%	5%
PEPP	**R50 000 000**	5.1%	5%
Total	**R992 202 934**	**100%**	**100%**

A breakeven analysis is done annually, to ensure that the TCF will never run into a deficit, as shown in the figure below.

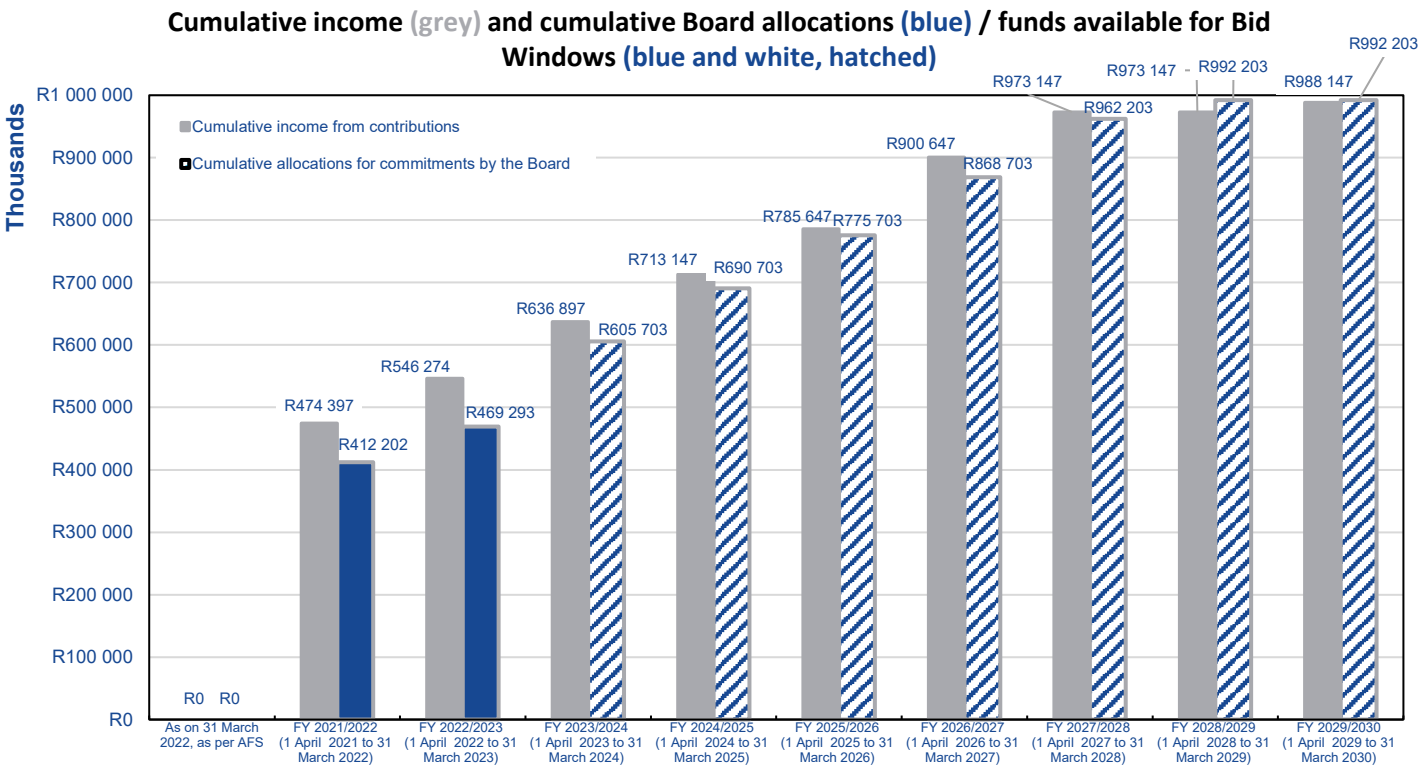


Figure 5: Breakeven analysis of expected income and planned investments in the TCF programmes

BID WINDOWS

The TCF financial year starts on 1 April and ends on 31 March. The construction companies pay their contributions into the National Revenue Fund (NRF) on 1 July of each year. These funds are then allocated to the Department of Trade, Industry and Competition (the dtic), who transfers it to the IDC as the TCF Trust Administrator on behalf of the TCF. As a result of the misalignment between the start of the TCF financial year and the date upon which funds are received by the IDC, Bid Windows happen **after July each year**, when the exact amounts received from the companies have been confirmed by the dtic. This approach ensures that the TCF will not over-extend itself and will not commit funds to beneficiaries more than what it has received in contributions.

The TCF issues Bid Windows, during which it invites and receives applications to its programmes. Bid Windows are Calls for Proposals and follow either a grant / loan award process or a full procurement process. The schedule of Bid Windows is revised every year, to take the actual contributions and other income received by the TCF into account. Table 5 shows the planned timing for Bid Windows.

Commitments to multi-year programmes

The Basic Education Programme, Construction Occupations Development Programme and Professionalising the Engineering Profession Programme allow for multi-year grants.

The first years of implementation of multi-year programmes are monitored and evaluated closely, to ensure delivery against agreed milestones.

Thereafter, approval for continuation of funding beyond Year 1 can be given.

Continuation years are also closely monitored, and disbursements are made based on ongoing satisfactory performance.

Board commitments during 2022/2023

During the 2022/23 FY, Bid Window 4 called for applications in BEP and SIP. Commitments were made to beneficiaries in BEP and SIP beneficiaries were selected. A new category for project development was also introduced. Funds for the SIP approvals have been set aside and are to be ratified by a quorate Board of Trustees.

In the SIP programme, the Board approved a schools sanitation intervention at Qhayiyalethu Intermediate School in Kareedouw, where the TCF is currently implementing and extension to the school. This school has grown in recent years, and its learner numbers exceed the required sanitation facilities as per the norms and standards of the Department of Basic Education.

In addition, an important Concrete Research Programme for the construction industry, jointly implemented by the University of the Witwatersrand and the University of Cape Town has been contracted under the Technical Capacity and Engineering Bursaries Programmes respectively.

Table 5: Timing of Bid Windows

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
	BW4	**BW5**	**BW6**	**BW7**	**BW8**	**BW9**	**BW10**
EDP	-	**Yes**	-	**Yes**	-	**Yes**	-
SIP	**Yes**	-	**Yes**	-	**Yes**	-	**Yes**
EBP	-	-	-	-	-	-	-
CODP	-	-	-	**Yes**	-	-	-
BEP	**Yes**	-	-	**Yes**	-	-	-
TCP	-	-	-	-	-	-	-
PEPP	-	-	**Yes**	-	-	-	-

Table 6: Planned values of future Bid Windows and commitments

	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
	BW4	**BW5**	**BW6**	**BW7**	**BW8**	**BW9**	**BW10**
EDP	R0	**R50 000**	R0	**R40 000**	R0	**R65 000**	0
SIP	**R54 700****	R0	**R50 000**	R0	**R50 000**	R0	**R20 000**
EBP	R17 000	R15 000	R10 000	R7 500	R6 000	R5 000	R0
CODP	R24 373	R4 000	R0	**R4 000**	R3 500	R3 500	R0
BEP	**R12 718**	R9 710	R0	**R11 000**	R11 000	R10 000	R0
TCP	R1 000	R5 000	R5 000	R7 500	R7 500	R10 000	R10 000
PEPP	R0	R0	**R20 000**	R15 000	R15 000	R0	R0
	R109 790	**R83 710**	**R85 000**	**R85 000**	**R93 000**	**R93 500**	**R30 000**

(Note: R2million committed for school sanitation at Qhayiyalethu Intermediate School in 2022 was outside of BW4 for SIP)
*(**SIP BW4 not finalised due to inquorate Board of Trustees)*

PROJECTS OR PROGRAMMES COMPLETED

Projects or programmes that have reached completion during this 2022/23 FY are:

- Construction Occupations Development:
    - MCD Training Centre.
- Basic Education:
    - Go for Gold (3-year programme concluded).
    - Fundani MaAfrica Limpopo (3-year programme concluded).
    - SACTWU Edufundi (3-year programme concluded).
- Social Infrastructure Programme:
    - Nelson Mandela Children's Hospital (final snag lists being addressed).

PROGRAMME DISBURSEMENTS

R233.2million having been disbursed (cumulative) to beneficiaries **since inception.**

Total disbursements for the 2022/23 FY R69.2million.

Table 7: Programme disbursements since inception

	FY 2017/18 & FY 2018/19	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	From inception to 31/03/2023
EDP	-	-	-	R73 050 174	R33 726 512	**R106 776 686**
SIP	-	R5 158 110	R9 076 717	R13 831 460	R12 168 151	**R40 234 437**
EBP	-	R3 412 854	R3 828 662	-R4 399 554	R1 031 429	**R3 873 391**
CODP	-	-	R17 949 714	R16 507 982	R14 801 077	**R49 258 773**
BEP	-	-	R10 171 092	R15 353 958	R7 497 026	**R33 022 076**
TCP	-	-	-	-	-	**-****
PEPP	-	-	-	-	-	**-**
Totals	**R0**	**R8 570 964**	**R41 026 185**	**R114 344 020**	**R69 224 195**	**R233 165 364**

*Note: **The TCP programme is operational, with expenses consisting of Consultants fees only*

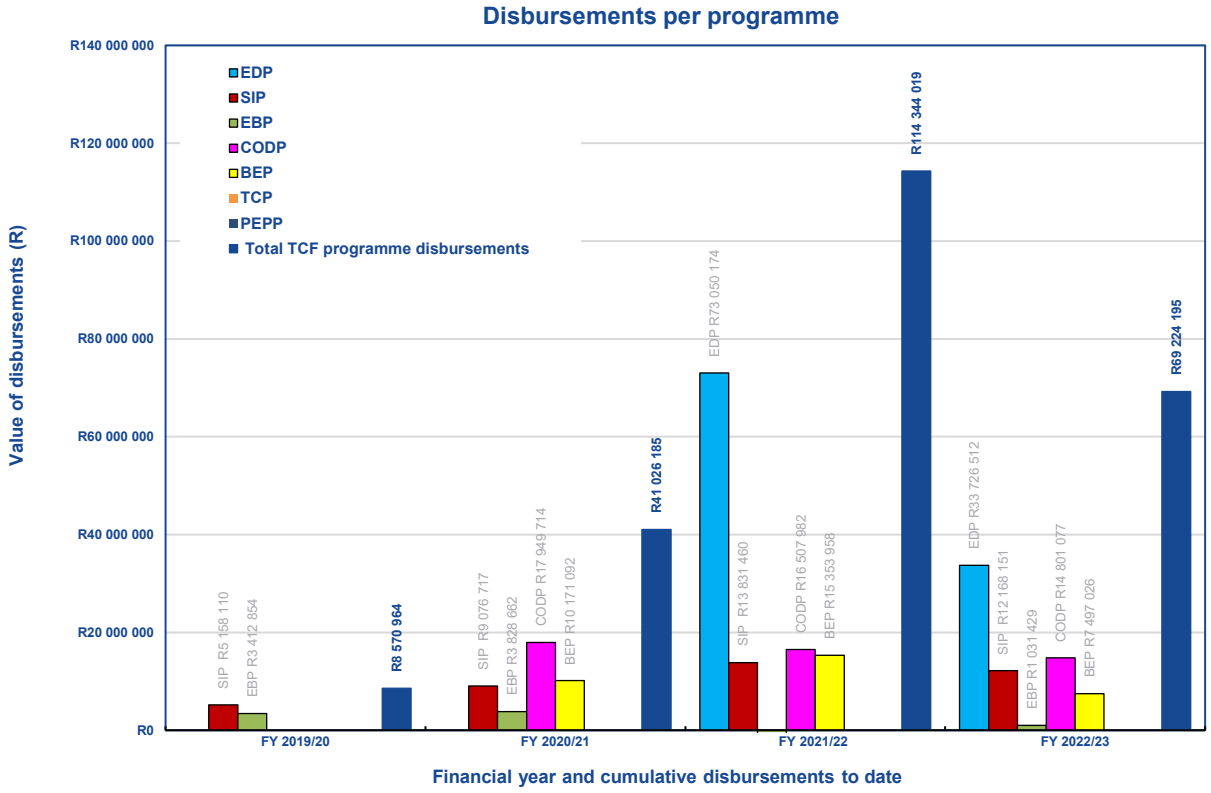


Figure 6: Status of programme disbursements

TAX

The TCF earns interest on funds invested and pays tax on such interest earned. TCF tax payments are up to date.

Table 8: Tax paid (R thousands)

	1 April 2017 to 31 March 2018	1 April 2018 to 31 March 2019	1 April 2019 to 31 March 2020	1 April 2020 to 31 March 2021	1 April 2021 to 31 March 2022	1 April 2022 to 31 March 2023	From inception to 31 March 2023
SARS / Tax	-	-	-	R25 657	R6 450	R8 534	**R40 641**

TRUST ADMINISTRATION

The IDC administers the TCF on a cost reimbursable basis and contracts a full-time core team to manage the TCF. This includes a Chief Executive Officer, Senior Manager (Social Impact Maximisation), two Senior Project Managers and a Senior Administrator (who is on secondment from IDC). The costs of the IDC are recoverable from the TCF on an annual basis. In addition, line functions within the IDC support the TCF team as and when needed, with specific services including procurement, financial administration, learning and development. For the 2022/23 financial year, the IDC Management fee totalled R9 939 469. The year-on-year increase is primarily due to recruitment and related costs of the core team and the activation of a TCF Board approved Incentive and Retention Scheme.

The total management costs (Trust Administration Fees PLUS Technical Consultant Costs) are
17%
of total expenditure of the TCF, reflecting a cost-effective and lean deployment model.

Table 9: Trust administration fees paid to IDC (R thousands)

	April 2017 to March 2018	April 2018 to March 2019	April 2019 to March 2020	April 2020 to March 2021	April 2021 to March 2022	April 2022 to March 2023
Management Fees (includes Staff costs for the core team)	R 510	R 4 193	R 1 804	R 2 617	R6 370	R9 939

The management fee includes the cost of IDC Resources (part-time, from line departments including Human Capital, Learning and Development, Procurement, Financial Management, Legal, SAP license fees etc.) as well as all Staff costs, which include cost to company of the TCF-dedicated core team contracted by the IDC or seconded to TCF on a 100% cost-recoverable basis, the core team of 4 on 3-or 5-year fixed term contracts, as well as an incentive and retention scheme.

TCF core team

The organogram of the TCF as approved by the Board. Appointments of all positions, except for the Senior Administrator, are on fixed term employment contracts (either three or five year periods) with the IDC.

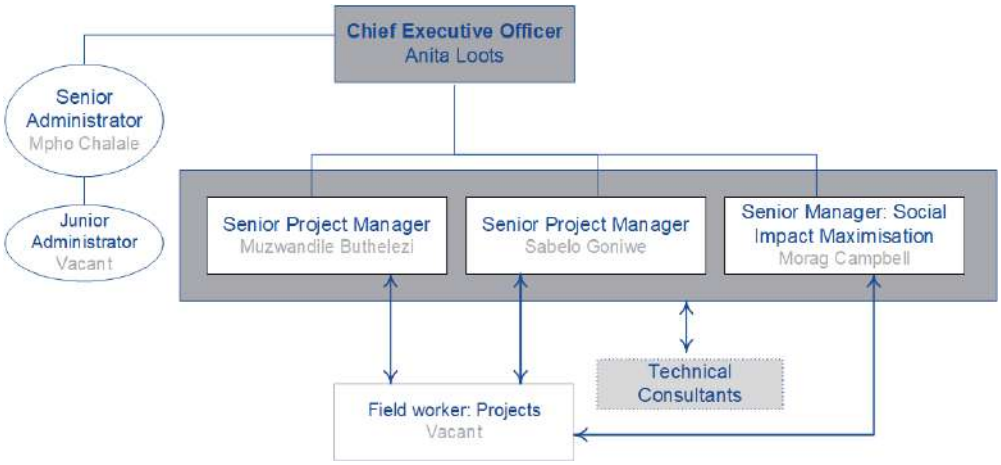


Figure 7: TCF organogram

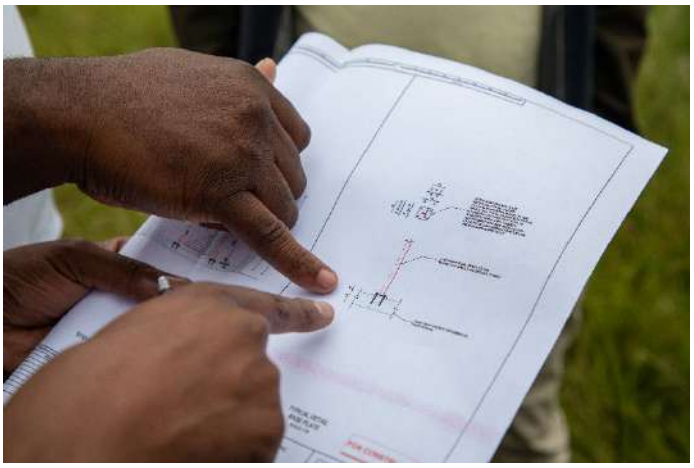
Technical Consultants

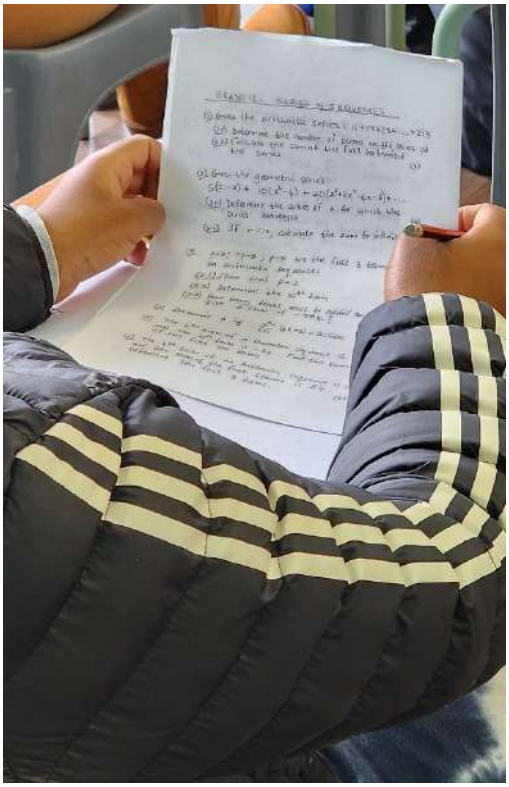
The TCF contracts construction-specific technical experts to conduct technical feasibility work, due diligence investigations, project monitoring and / or management for the seven TCF programmes. Despite a significant increase in the activities of the TCF as well as in the number of beneficiaries, the costs of technical consultants for the 2022/23 FY have not increased at the same rate during this financial year (approximately 15%) and represent approximately 6% of total expenses of the TCF. Key activities where consultants contributed strongly include:

- Evaluation of Bid Windows: Bid Window 4, issued in August 2022, which attracted more than 300 applications for BEP and SIP. Due diligence work was conducted for selected BEP and SIP applicants.
- Monitoring and project management support to social infrastructure projects: TCF implements many projects in deep rural areas and remote locations. Implementation is typically more expensive than in urban or peri-urban areas.
    - The implementation of the Municipal Boreholes programme is being implemented mainly in the Northern Cape and Free State. This requires significant travel and time-consuming support.
- Ongoing support to black contractors in the Enterprise Development Programme: We have approved 28 contractors for TCF facilities, with each having been allocated one consultant, who provides support on a day-to-day basis.

Table 10: Fees paid to technical consultants (R thousands)

	1 April 2019 to 31 March 2020	1 April 2020 to 31 March 2021	1 April 2021 to 31 March 2022	1 April 2022 to 31 March 2023	From inception to 31 March 2023
Fees	R3 350	R4 484	R4 635	R5 324	**R17 793**











IS TCF MAKING A DIFFERENCE?

The seven TCF programmes have broad socio-economic impact. Although we report on the progress of each of the programmes individually, the TCF impact is maximised when direct funding for interventions in the form of projects, educational or training programmes or loans, indirectly improve the well-being of households or broader communities. When the growth of an individual, enterprise or community is bigger than the monetary value of the project or programme funding that TCF provides, the social welfare of people improves, and development and economic growth can become a reality.

During open and competitive Bid Windows, we therefore strive to identify those projects and programmes that have the potential for significant indirect impact.

It is possible for a beneficiary in one of the TCF programmes, to be successful in applying for support in another or be successful in more than one Bid Window.

An example of multi-programme success is illustrated below, as it is relevant to Pamco Waterproofing and Leaks cc, a TCF beneficiary in SIP as well as in EDP.

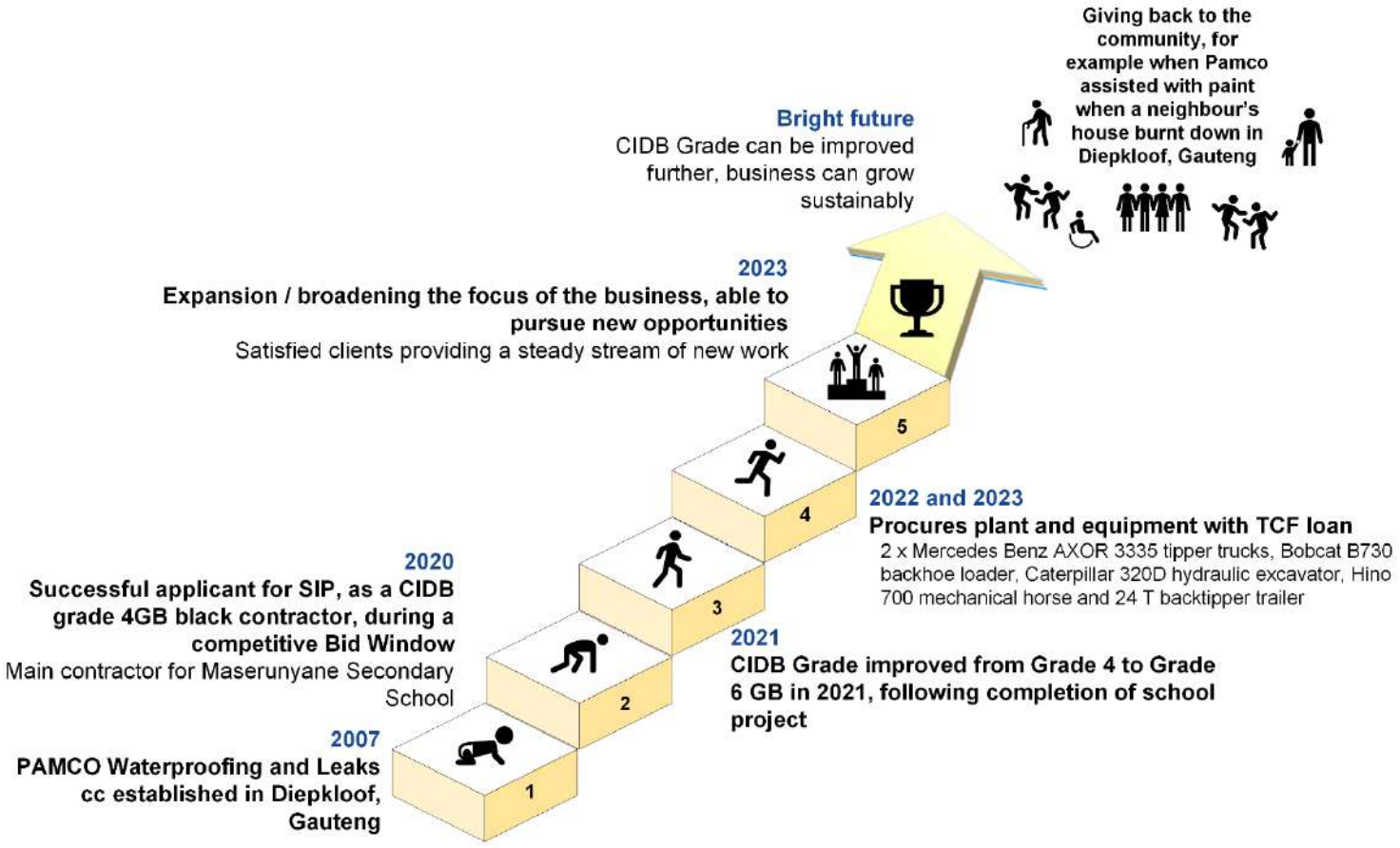


Figure 8: Multi-programme support through TCF programmes - example of Pamco Waterproofing and Leaks cc

Another case demonstrating enhanced impact through multi-programme support is that of Joy Diedericks, given below.

Joy Diedericks, a tenacious learner in a BEP programme becoming a successful trainee in CODP.



As a learner at school, Diedericks participated in the TCF-funded basic education programme implemented by Go for Gold in 2020.

In 2022, she was one of four female trainees in a group of 12 to complete their surveying technician training successfully at ACS Training, a training institution funded by the TCF under the Construction Occupations Development Programme (CODP). Due to her tenacity and commitment during the ACS training, she secured a bursary from H & I Construction (Pty) Ltd and is now pursuing her dream of a degree in geomatics, a branch of science that deals with the collection, analysis and interpretation of data relating to the earth's surface, at the Cape Peninsula of Technology in Cape Town (CPUT).

Social Impact Maximisation

TCF, through its seven programmes mandate, emphasises the need for beneficiaries to seize and amplify every opportunity to share knowledge abundantly. This is fundamental to the TCF approach for maximising social impact. Although TCF enacts small-scale interventions, these ultimately generate significant impact due to the **ripple effect** of knowledge accumulation, reflection, learning and adapting. This enriches TCF beneficiaries, who often comment that this is a unique characteristic of the TCF. Quantifiable tangible benefits systematically permeate a beneficiary's closest network, such as family, and gradually resonate across communities.

The ripple effect of SIP

Recognition of this ripple effect and its potential to enhance impact is crucial. An example of the ripple effect and broader impact of a TCF intervention is illustrated through the Maserunyane Secondary School in Limpopo Province, the first TCF SIP project ever completed in 2021.

- At the start of this project in 2020, the matric pass rate at the school was approximately 35%, rising to 100% in 2021 and receiving several awards as the top school in their circuit. The school has maintained this impressive record ever since and had a 100% matric pass rate in 2022 again, receiving several trophies at the provincial awards function.
- During construction at the school, TCF identified the importance of role models as motivation for learners in underprivileged environments and extended a full bursary to Pinkie Digangwane, top matriculant at the school. Digangwane is currently in her third year of studies at the University of Limpopo and is excelling academically. She often returns to the community and school and wants to give back as a role

model for others.

- Following the successful completion of the project, further donations were made by WBHO and Stefanutti Stocks respectively, for a fully equipped computer room and a state-of-the-art solar energy system. These ensure that the school has 24/7 electricity supply. The additional assets enable learners to study on the premises after hours, in a safe environment.
- The computer room with wireless internet connectivity give opportunities for learners and teachers to gain computing skills.
- With uninterrupted electricity supply, the school has become the *de facto* hub for meetings and training interventions for officials of the Department of Education, using the hall provided with TCF funding.
- During an attempted burglary in January 2023, the community defended the school and was able to mobilise the police before the thieves could get away with anything. Nothing was stolen from the school and the perpetrators were captured. Sadly, and unfortunately, one person lost his life.

As is being done with Maserunyane Secondary School, TCF conducts follow-up visits even after completion of projects and stay in contact to ensure the durability and maintenance of the assets funded. This, in turn, creates trust and promotes sustainable development within communities.

Social well-being

TCF values the indirect impact of basic infrastructure, and understands that this contributes to healthier communities, productive families and less absenteeism from schools.

Pinkie Digangwane, top matriculant and role model pursuing her dreams.



Pinkie Digangwane was born and raised in Mapila Village in Limpopo. She is in the 3rd year of her studies towards a BA degree in Criminology and Psychology, at the University of Limpopo, and is the first person from her family to study at a university.

In 2021, Digangwane was granted a bursary under the TCF SIP programme, upon noticing her good academic performance during construction at Maserunyane Secondary School. The TCF bursary has allowed her to launch her dream of being a psychologist with a deep understanding for challenges affecting rural communities. Her passion to study psychology and criminology was driven by the experiences and difficulties that she encountered in her community growing up. Digangwane is determined to make an impact, working with rural communities. She aims to work as a psychologist, focusing on troubled youth from disadvantaged backgrounds, who become involved in crime.

TCF identifies and encourages secondary benefits of its projects within and to communities. This can be illustrated through an example in the TCF boreholes programme:

- TCF-funded water infrastructure at the Sedaven community in Gauteng Province provides clean potable water.
- Providing more than just the borehole and its essential equipment, TCF encourages community presence and use of the facilities, by providing undercover seating and charging points for cell phones. This transforms it into a hub for socialising, storytelling and knowledge exchange, which in turn creates a sense of pride and belonging.



As a result, the community takes ownership and protects the infrastructure from damage and vandalism.

The ripple effect in BEP

TCF actively encourages BEP interventions to go beyond the normal curriculum and to include activities that teach life skills and stimulate personal growth in learners and tutors, triggering a ripple effect that permeates beyond personal development and that positively influences communities.

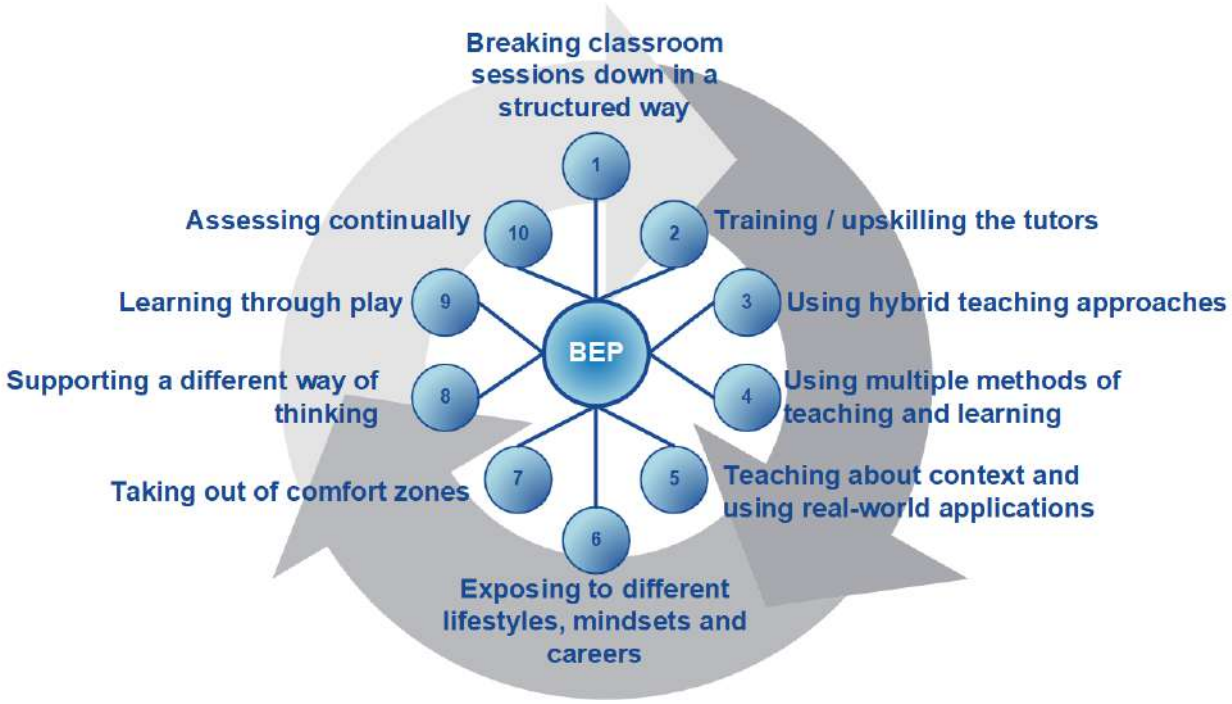


Figure 9: Holistic BEP interventions with broad impact

This societal change commences with the nurturing of one person and one relationship at a time, fostering cognitive, physical, social-emotional, and moral growth.

The role of dedicated teachers and tutors as well as the environment within which learning takes place, are fundamental to achieving this goal. This attracts committed responsible learners, open to learning, nurturing a passion for Mathematics and Science, and with a burning ambition to progress to tertiary education. When specialised teachers and tutors can use differentiated teaching approaches, breathing life into abstract theory with real world applications, it creates an environment that is safe - both physically and psychosocially - and is exciting.

TCF-supported BEP interventions aim to evolve learners with specific attributes (improved emotional quotient, ethical responsible citizens, university entrants, disciplined, with problem solving mindsets, innovative). Educators who have been upskilled through the process are more adaptable, open-minded, knowledgeable, and use multiple teaching methodologies. They return to the schools where they teach and share this new knowledge with their learners.

Learning through play

Knowledge and skills gained through play and immersive experiences help develop a learner's potential to the full and positively influence his / her family and community. This could instigate transformative change, one relationship at a time, leading to overall social upliftment. TCF encourages model building and immersive learning as was done at the Fundani MaAfrica BEP programme.

Right: Learning and applying practical construction skills in team exercises to build a go-kart at Fundani MaAfrica, Umzuvukile Learning Centre, Eastern Cape





"We are very open to different ways of teaching and learning through play and are supporting the tutors to be able to do this". **(Edcan Mthinsi)**

This distinctive approach can be described as Fundani MaAfrica's "innovation/weirdness". It is embodied by their tutors who, rather than adhering strictly to a prescribed curriculum, adopt a more dynamic, responsive style of teaching, encouraging learner-to-learner engagements with active learner interactions.

Fundani MaAfrica believes that:

"In the rural set up, everyone is your child, and you are everyone's mother. Everyone knows everyone. Our programme is monitored from principal to parent and back to school. Accountability is key." **(Damaria Ndlovu)**

The Fundani MaAfrica approach is characterised by robust bi-lateral relationships with the DBE, school principals, SDGs, and District Office Managers. They are part of a broader educational community, and they work to maintain strong connections in the regions where they implement programmes.

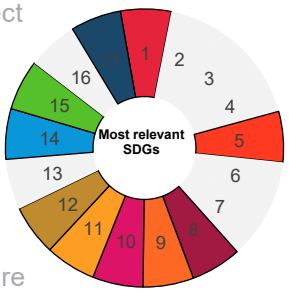
PROGRAMME UPDATES

Programme 1: Enterprise Development



The Enterprise Development Programme (EDP) supports and fosters the growth of Construction Industry Development Board (CIDB)-registered black contractors.

The primary objective of the EDP is to build capacity within these enterprises and enhance their long-term sustainability through targeted, direct assistance, enabling both personal and professional growth within the construction industry.



The EDP includes a loan as well as a grant component.

- **Loans** are up to a maximum value of R5million - either for the procurement of plant and equipment or for working capital – and are provided at a concessionary fixed interest rate of 4%, with a repayment period of up to 4 years.
- Any company may receive a maximum of R10million loan support from the TCF (R5million for working capital plus R5million for equipment).
- Repayments following the first disbursement on a loan start after a 3-month moratorium. Additionally, professional services support grants can be applied for to a maximum value of R500 000.

TCF loans are at 4% fixed interest rate, over 48 months
In comparison, on 31 March 2023, prime lending rate was 11.25%

To date, TCF approved 28 enterprises for the EDP – all are black-owned construction contractors. Twenty six have already used loans or grants.

As of 31 March 2023, the value of approved loans is R140.6million, and the value of approved grants is R1.95million. Disbursements totalling R106.8million (76% of the total approved) have been made:

- **R79.7million has been disbursed for working capital to date (91% of the total for working capital loans approved).**
- **R26.8million (50% of the total for plant and equipment loans approved) has been disbursed for plant and equipment.**
- **Grant disbursements were R318 964.**

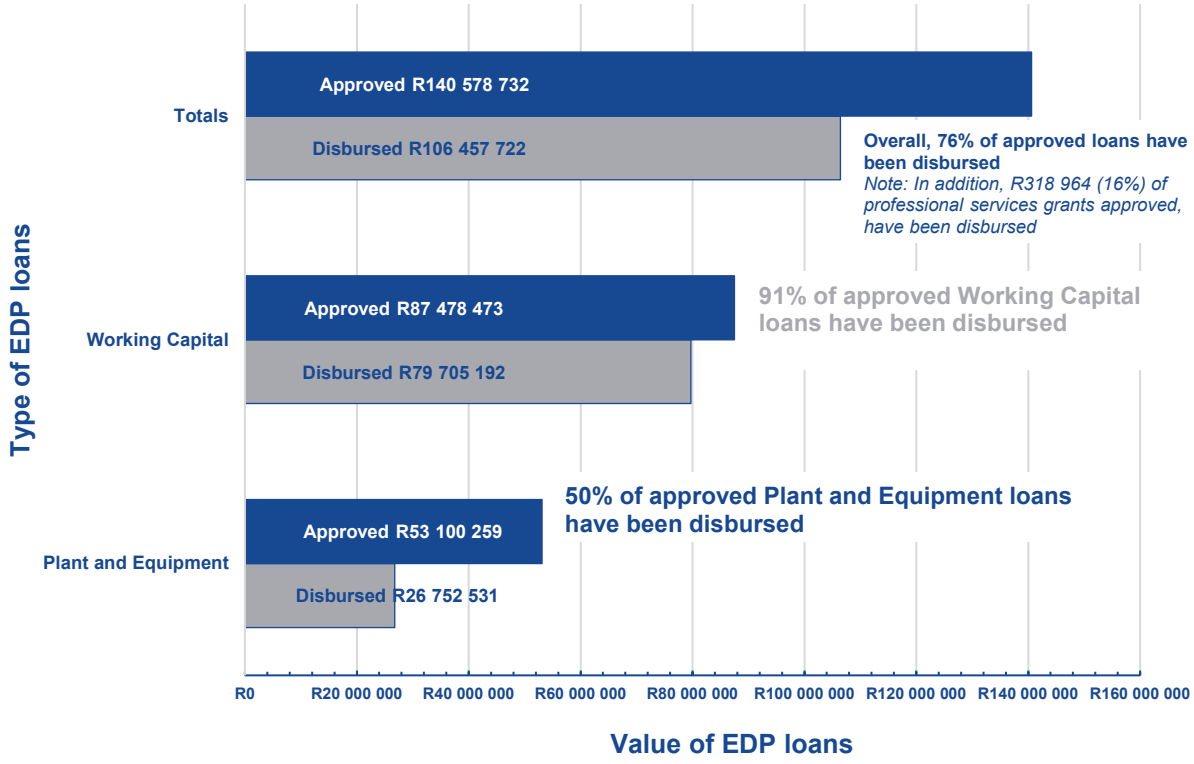


Figure 10: TCF commitment to loans and professional services grants

Company profiles of TCF borrowers vary and cover a broad spectrum in focus / speciality, size and CIDB gradings.

- CIDB gradings of borrowers range from **1 to 9 in CE and GB** categories.

TCF loans for working capital improve a contractor's cash flow dramatically and allows the contractor to meet short term obligations. Once a project has been secured, it provides cash-in-hand to negotiate for and procure materials. "Regular" company funds become available for other short term obligations, such as the hiring of labour and establishment costs for a project.

TCF plant and equipment loans enable growing contractors to invest in assets that unlock bigger projects through higher value tender opportunities.

CIDB Register of Contractors

The CIDB grades contractors according to their **capability and capacity** to perform construction contracts.

CIDB grading is a requirement to contract with Government.

A contractor that is registered and graded can undertake a contract in a specific **range of tender values**, in **the class of construction works** to which the **category of registration** of the contractor relates. The TCF focuses on contractors registered in **GB** (General Building works) and **CE** (Civil Engineering) classes.

A higher CIDB grading means that a contractor can tender for bigger projects.

(1 = lowest and 9 = highest)

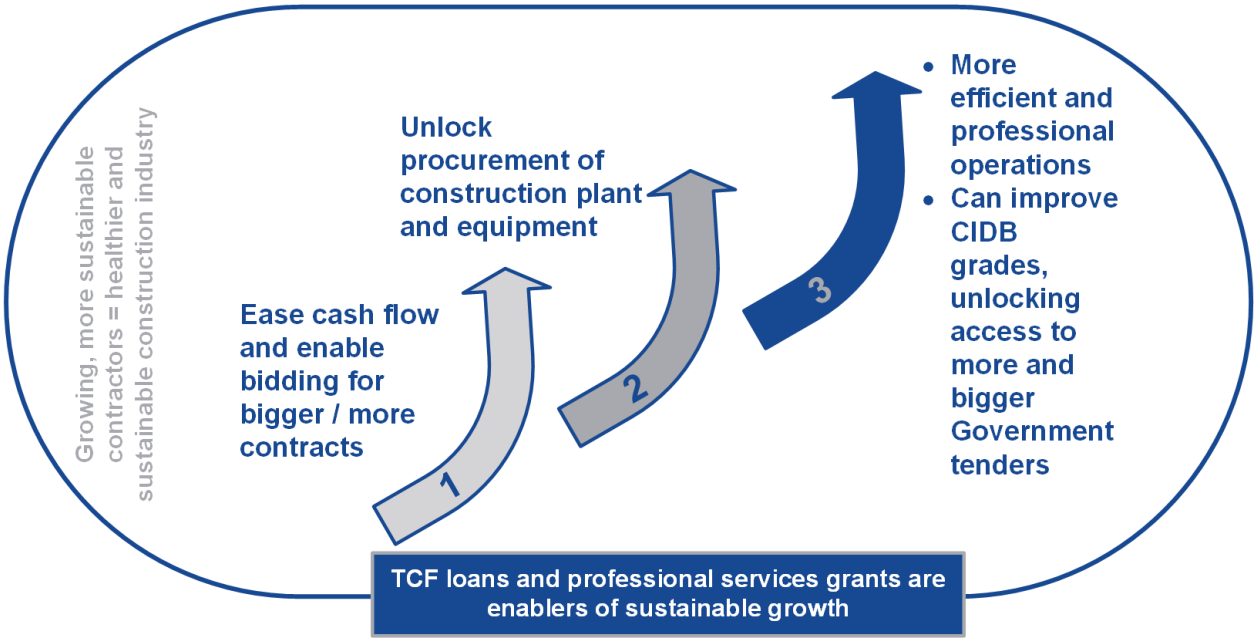


Figure 11: Enabling the construction industry to grow.

39% (11 out of 28) of the contractors supported by the TCF are 51% or more woman-owned and of these, seven (7 out of 28) are 100% woman-owned.

There has been no bid window planned for new loans during the 2022/23 financial year, but TCF continued to disburse funds against previously approved loans. The next bid window is planned for the 2023/24 financial year.

Improving the CIDB gradings of the enterprises in our portfolio is an important metric to track growth and sustainability. During 2022/23, seven of the 26 enterprises that have already used their loans, improved their CIBD gradings:

1. Golden Rewards 1981 cc
2. Lance Management Services cc
3. Mabalane A Seven Construction and Projects 102 (Pty) Ltd
4. Pinault Group (Pty) Ltd
5. Sihle Property Developers and Plant Hire (Pty) Ltd
6. Simairo Trading cc
7. Zingezethu Trading and Projects 44 cc

Plant and equipment loans provided by TCF address an important construction industry market need, that commercial banks are hesitant to fill due to the perceived high risk of defaults on loan repayments (coupled to the volatility in the industry). Owning plant and equipment is a significant driver of growth in the construction industry.

Industry dynamics affecting ability to repay loans

The construction industry remains in distress and its challenges have not escaped TCF borrowers. Several are in arrears with their repayments and experience significant difficulties with their clients not paying them on time. Government clients (for public sector infrastructure) appears to be the most prevalent source of this distress. Contractors struggle to make inroads into private sector clients, who often routinely work with specific service providers and professional teams with whom they have long-standing relationships and with whom they feel that quality of work and delivery within budget and scope are more certain.

TCF borrowers often conduct sub-contract work for bigger contractors and / or enter joint ventures when they do business with Government. Payments for satisfactory completion of work are often delayed, resulting in difficulty to repay loans on time.

As at the end of March 2023:

- Repayments to the value of **R15.7million** had been received.
- Arrears totalled **R15.4million** (15% of the value of disbursements).

Legal action has been taken against one beneficiary who has consistently defaulted on loan repayments and has not honoured their agreement, on a consistent basis.

Enabling Zingezethu to help in rebuilding Kwa-Zulu Natal after devastating floods in 2022

Zingezethu Trading and Projects 44cc is 100% black-owned and was established in 2008, with offices in Port Shepstone, on the South Coast of Kwa-Zulu Natal. It has been servicing the needs of the South Coast communities and has successfully completed multiple projects with various consulting engineers and other professional teams. The business is managed by Sibonelo Mdunyiswa Ndaba, with a team of 11 permanent employees. It focuses primarily on road maintenance services, including repair of road surface failures, edge break repairs, pothole repairs, crack sealing, repair and maintenance of inlet and outlet structures and road patching.

The TCF loan enabled Zingezethu to secure work with local authorities in Kwa-Zulu Natal after the devastating floods in 2022, when reconstruction work had to commence urgently in the Umzumbe local municipality. Working capital as well as an equipment loan from TCF ensured that they could meet their commitments.



Picture (right): Sibonelo Ndaba, owner and director of ***Zingezethu Trading and Projects 44cc***

Improved CIDB grades

Pinault Group (Pty) Ltd is a dynamic organisation that has made significant strides in construction and maintenance of bulk fuel storage systems. The company was started by a group of visionary engineers and entrepreneurs who had a shared passion for design, construction and maintenance of bulk fuel storage and distribution systems.

Since its inception, the main focus of Pinault Group has been on the provision of bulk fuel storage and distribution engineered solutions and services (mechanical, electrical and civils) to the power generation, oil & gas, and mining sectors. Over the last 4 years, Pinault Group has managed to distinguish themselves as a technically competent and reliable strategic partner in the design, construction and maintenance of commercial and retail bulk fuel storage and distribution facilities. They have clients in both private and public sector - Government, mining, oil & gas and power generation sectors.

Pinault Group is poised for continued growth and expansion, with ambitions to become a leader in construction and maintenance of bulk fuel storage facilities covering retail stations, commercial fuel storage systems, fuel depots / terminals and refineries. With an unwavering commitment to excellence, Pinault Group aims to also focus on general building construction, civil construction, maintenance of clean as well as wastewater systems and spent nuclear fuel management, while simultaneously fostering sustainable practices within these industries.

To grow the company's capability, Pinault Group has adopted a multi-faceted approach. In addition to continuous improvement and technical training, they have fostered strategic partnerships with leading industry players, domestically and internationally. These collaborations have enabled the company to leverage complementary expertise, access new markets, and expand its reach.

Pinault Group's ambition is to be able to service the power generation, utilities, oil & gas, mining & minerals sectors as a turnkey solutions service provider, cutting across design, construction and maintenance portfolios. Through this, they want to develop artisans and technicians, and create employment opportunities for the youth in an industry that is highly specialised and sustainable.

"The TCF working capital loan assisted us in managing cash flow gaps in our projects, due to longer payment terms. Pinault Group was able to maintain a consistent workflow during Sasol Route 7 and BP Glynnwood projects which happened at the same time. We were able to pay our suppliers promptly and seize new business opportunities without being constrained by limited funds.

TCF plant and equipment loan disbursements enabled us to acquire equipment and machinery that is used for our projects and maintenance services. We were able to purchase the equipment outright without straining the company's financial resources, thus enhancing our productivity, safety, and overall project quality." Ina Mbiza, Managing Director Pinault Group

Left to right: Lesego Matsididi (Technical Manager), Ina Mbiza (Managing Director), Wisani Ngobeni (Operations Manager)





TCF loan enables Lope Civils (Pty) Ltd to grow

Lope Civils (Pty) Ltd signed a loan agreement with TCF two years ago, when it was on CIDB Grade 4CE & 1GB. Phoshoko Masipa, business owner, says:

"The Tirisano working capital loan has played a significant role of growth in our company. We used to struggle with capital to fund small contracts - from procurement of materials and outsourcing plant hire. The latter impacted negatively on executing contracts and hindered us from completing projects on time. In 2023, we are at Grade 5CE and 4GB. Our projected target for the 2023/24 FY is to upgrade to CIDB Grade 6CE and remain at grade 4GB.

We highly appreciate the financial support that Tirisano is providing to our small company."



Picture (right): Phoshoko Masipa, business owner of Lope Civils (Pty) Ltd

Simairo works uninterrupted on their sites with the help of their TCF loan

Sinazo Plaatjie (female, 51% ownership) and Simthembile Mamani (male, 49%) are the owners of **Simairo Trading cc**, which was established in 2007. This 15-year-old contractor is based in Makhanda in the Makana Local Municipality, Eastern Cape Province. The company specialises in civil and building construction, plant hire, earthworks and minor concrete works. Simairo has been securing a good flow of contracts on a sub-contract basis with SANRAL, through a main contractor.

The TCF loan to Simairo enabled them to work uninterrupted on their sites and released cash for their projects, that are normally tied up for plant and equipment rental and servicing.



Picture (right): Simthembile Mamani co-owner of Simairo Trading cc, with the truck purchased with a TCF loan.

Table 11: The 28 enterprises approved under EDP.

	Beneficiary	Province	Core Focus	2023 CIBD CE/GB Grades	% women owned
1	4T Group (Pty) Ltd	Gauteng	Civil works, plant hire services, building construction (maintenance)	6CE; 5GB	-
2	Afrilink Building and Civils (Pty) Ltd	Gauteng	Infrastructure - general building / civil, mechanical and electrical engineering	7CE; 7GB	-
3	Axsys Projects (Pty) Ltd	Gauteng	Construction, property development, project management and digital solutions, specialist in underwater survey	4CE, 4GB	100
4	Black And Gifted (Pty) Ltd	Gauteng	Civil works, roads and stormwater, asphalt	4CE; 1GB	-
5	Dlamcon Construction (Pty) Ltd	Kwa-Zulu Natal	Construction in civil and building works	8CE; 8GB	39
6	Duyaza Construction cc	Kwa-Zulu Natal	Roads and stormwater	6CE 1 GB	-
7	Elezulu Construction cc	Mpumalanga	Water management for local municipalities, road maintenance and low-cost / subsidised housing	7CE 6GB	100
8	Enza Lelithuba Construction Solutions (Pty) Ltd	Gauteng	Building construction and renovations	4CE; 6GB	-
9	Golden Rewards 1981 cc	Western Cape	Routine road maintenance	3CE; 1GB	100
10	Habitat Modular Construction (Pty) Ltd	Gauteng	Construction of buildings using modular construction technology (Alternative Building Technology (ABT))	7GB	-
11	Hlumantombazana Civil and Construction cc	Western Cape	Installation of fabricated fencing, lighting; extended into road and building maintenance	4CE; 3GB	100
12	Kuhlaria Holdings (Pty) Ltd	Gauteng	Mobile batching services and fencing	3CE; 3GB	-
13	Lance Management Services cc	Gauteng	Building and civil contractors	8CE; 8GB	-
14	Lope Civils (Pty) Ltd	Gauteng	Civil works - roads and routine maintenance, sewer and water reticulation, drainage, concrete works, building works, low-cost housing, building maintenance	4CE; 4GB	30
15	Mabalane A Seven Construction and Projects 102 (Pty) Ltd	Gauteng	Building and civil construction, plant hire	6CE; 6GB	100
16	Mokibelo Investment Holdings (Pty) Ltd	Gauteng	Construction works, civil works, refurbishment and maintenance	4CE; 7GB	100
17	Motheo Construction Group (Pty) Ltd	Gauteng	General construction, housing, building, property development and turnkey solutions	9CE; 9GB	51
18	Pamco Waterproofing and Leaks cc	Gauteng	Construction in waterproofing, joint sealing, painting, general building work, infrastructure, civil works	6GB	-
19	Patiswa Construction (Pty) Ltd	Gauteng	Civil engineering construction, waterproofing, building maintenance and plant hire	1CE; 1GB	100
20	Pinault Group (Pty) Ltd	Gauteng	Design, construction and maintenance of bulk fuel storage and distribution system – retail service stations, commercial systems and fuel depots / terminals (civil, mechanical, electrical and general building)	5CE; 4GB	-
21	Pshika Trading Enterprise cc	Kwa-Zulu Natal	Civil works, building schools, water and sanitation, libraries, repairs and renovations, waterproofing, erecting fences	6CE; 7GB	95
22	Seeletso Construction (Pty) Ltd	North-West	Construction: has not utilised their loan facility yet	7CE; 7GB	-
23	Segabokeng Building Construction cc	Gauteng	Civil and building construction	8CE; 7GB	-
24	Sihle Property Developers and Plant Hire (Pty) Ltd	Mpumalanga	Building and civil construction, electrical contracting, bulk water and sewer projects	8CE; 7GB	-
25	Simairo Trading cc	Eastern Cape	Civil construction, earthworks and minor concrete work	5CE; 4GB	51
26	Sindane Mining Ventures (Pty) Ltd	Mpumalanga	Civil engineering - roads and structures, water treatments work, plant hire	7CE; 4GB	60
27	TSK Interiors (Pty) Ltd	Gauteng	General building, specialist contractor for commercial fitouts, retail fitouts, industrial fitouts	7GB	-
28	Zingezethu Trading and Projects 44 cc	Kwa-Zulu Natal	Civil engineering, general building	7CE; 7GB	-

Table 12: Plant and equipment procured with TCF loans.

	Equipment Purchased	TCF Loan disbursement Value
1	2 x FAW J5N 28.290FD 10m^3 tipper truck	R1 828 500
2	2 x Mercedes Benz axor 3335 tipper truck (used)	R1 495 000
3	2 x Bull HD96 GP Bull backhoe loader with forks	R2 243 650
4	2020 Norbit iWBMS with narrow transmit, WBMS Lidar and SV Profiler (subsea surveying)	R2 764 505
5	3 x BW 75H Bomag walk behind vibratory rollers-double drum	R734 850
6	Bell 670C motor grader	R396 750
7	Bobcat B730 backhoe loader	R747 500
8	Caterpillar 140H motor grader	R2 693 300
9	Caterpillar 320D hydraulic excavator	R1 897 500
10	Caterpillar 426F2 backhoe loader	R1 035 000
11	Dynapac CC2200 double drum vibrating roller, canopy with edge cutter	R1 339 750
12	Dynapac pneumatic roller CP275 canopy T2 En	R1 449 000
13	First part of production line from Chinese vendor VanJoin to produce wall panels for Alternative Building Technology (ABT) construction	R3 000 209
14	Ford Ranger 2.2 TDCi XL single cab	R299 900
15	Hino 700 mechanical horse and 24 T back-tipper trailer	R440 000
16	Isuzu NPR 400 CREW AMT series drop side truck	R526 282
17	Leica GNSS Geosystems GS14 System, incl smart antenna, base and rover	R585 621
18	Mahindra VX90 series backhoe loader	R879 750
19	Nissan diesel water tanker	R465 750
20	Petro Stock: 2” pneumatic powered double diaphragm pump unit and 2" petroleum hose c/w male BSP fittings (8m)	R61 314
21	Sokkia iM-52/EBD edm w/d display Bluetooth total station surveying equipment	R92 802
22	UD Nissan 80C F/C C/C personnel carrier	R509 037
23	UD Truck D04 Kuzer RKE150 4x2 F/ C	R632 500
24	3m x 1.5m x1m mesh GVM 750 kg unbraked trailer	R38 787
25	Various small construction equipment	R127 930
26	Recouping of fund disbursed but equipment not purchased	R226 842
27	Outstanding equipment loan: legal	R240 502
	Total	**R26 752 531**

EDP: REFLECTIONS AND LESSONS LEARNT

After two years of implementation on this programme, TCF has reflected on the challenges facing its borrowers and is working on a new model of support and development, to be implemented from 2024. This will encompass the structured transfer of technical and business knowledge, within a nurturing mentorship programme. To monitor progress and ensure the continued growth and success of TCF EDP enterprises within the construction industry, a quantitative and qualitative impact evaluation and monitoring system will be implemented. Industry-specific realities that present significant challenges originate primarily when:

- contractors must provide performance guarantees (typically 10% of the contract value) that ties up cash for extended periods.
- clients dictate long payment terms (30/60/90 days) on invoices for work completed.
- significant amounts are held in retention by the clients.
- unplanned variations to project schedules occur.
- implementation periods on contracts are hampered by confrontations with the so-called construction mafia, and
- contractors must deploy additional supervision (with associated costs) to ensure that the quality of work is to specified standards, especially when there are requirements for the significant use of local labour and experienced local labour is in short supply.
- "vendor financing" is taken, due to clients not paying approved invoices, impacting negatively on cash flow. Vendor financing means that the enterprise sells its debt, but then loses approximately 10-15% of the debt-value, which is often the profit margin on a contract.

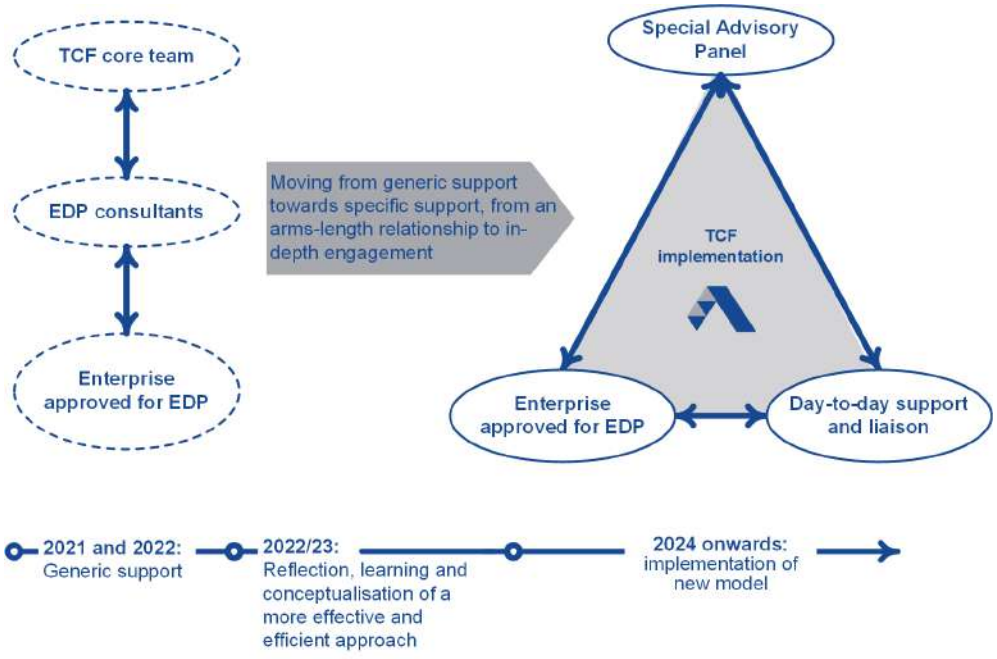


Figure 12: The new approach to EDP that will be ushered in

Programme 2: Social Infrastructure



This programme improves the quality of life of communities through promoting social and economic welfare, by funding social infrastructure programmes or projects. Social infrastructure is fundamental in addressing basic needs of communities and forms the backbone of educated, healthier and safe communities. Infrastructure programmes may include (but are not limited to) student accommodation, health clinics, rural bridges and sports fields at public schools. It aims to alleviate strategic infrastructure backlogs and consists of grant funding and project management assistance to eligible entities wishing to undertake social infrastructure projects in line with the objectives of the TCF.



To date, commitments to the value of R136.8million have been made to 4 projects and 2 programmes. Provisional commitments of approximately R50million, to another 3 projects and 2 programmes, have been recommended for approval, from the applications to Bid Window 4. These are awaiting ratification by the Board of Trustees.

In Bid Window 4, TCF introduced a new category for applications – those that are not fully "construction ready" and which would need project development work before consideration for implementation. This category provides the opportunity for deep rural and non-technical communities to apply for funding support. Their concepts or ideas can be developed with earmarked funds from the TCF and the "construction ready" project(s) could then be considered for full funding, after the project development process has been completed.

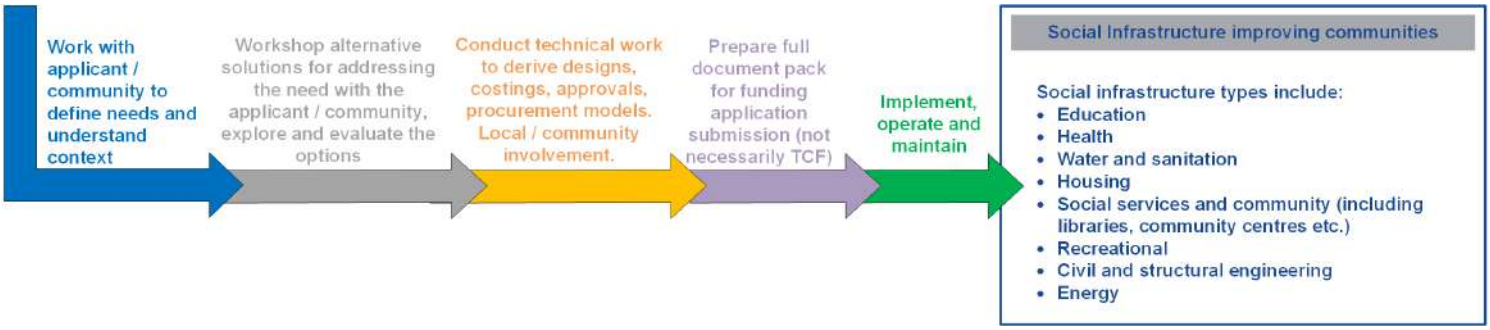


Figure 13: SIP Category 1 project development

Table 13: Commitments to social infrastructure

	Beneficiary	Commitment (R'000)	Scope	Project Status
1	Maserunyane Intermediate School	**7 650**	Refurbishment of the dilapidated school and provide a school hall, extra classrooms, teachers offices, a computer room, kitchen, dining area, storage and ablution facilities. Equip with furniture, provide a safe room for examination papers.	Completed in 2020/21 FY
2	Flavius Mareka TVET College, Mphohadi campus	**9 000**	Construction of electrical and plumbing engineering workshops and training centre.	Completed in 2021/22 FY
3	Nelson Mandela Children's Hospital	**14 750**	Structural repairs and upgrades to the hospital, including the provision of cubicles in the neo-natal ward, a 450kW solar system and the installation of optimised electrical and water systems to reduce monthly operational costs	Under construction, to be completed in 2023/24 FY
4	Municipal Boreholes Programme	**33 000**	Drilling and equipping of 41 boreholes in 10 local municipalities across the provinces of Northern Cape, Free State, Gauteng and KwaZulu-Natal	Under construction – 41 boreholes to be fully equipped
5	Qhayiyalethu Intermediate School	**10 435**	Construction of additional classrooms to accommodate the significant student population growth	Under construction, to be completed in 2023/24 FY
6	EC Schools Sanitation Programme	**62 000**	Eradication of pit latrines and additional ablution facilities to meet the DBE norms and standards in 16 schools in the Eastern Cape	Needs analysis completed, implementation to start in 2023/24 FY
		136 835		

Highlights of this financial year include:

1. The upgrades and repairs to the Nelson Mandela Children's Hospital (NMCH) in Gauteng are nearing completion.

This project started construction in 2020 but was delayed during implementation due to operational matters. Construction has been completed and snags are being addressed.

During the 2022/23 financial year, the work included:

- **Phase 1 and Phase 2 of the Water Efficiency System**

  Phase 1: Siting and drilling of a borehole and the equipping thereof, including the installation of pressure pumps, piping and tanks to decrease water reliance from the municipality, especially for gardening.

Nelson Mandela Children's Hospital, Gauteng



TCF funded a 450kW solar power facility, with anticipated energy cost savings of R1.7m per year (18% of their total energy bill) per year.

Phase 2: Adding water filtration to the water harvesting system, to allow the water to be used inside the hospital during municipal water disruptions.

Phase 3: Connecting the laundry and dialysis departments directly onto the water harvesting system to further lower the reliability on municipal water. Phase 3 also included the installation of missing water meters to improve the management of water received from the municipality and distribution to different areas in the hospital. This will assist the hospital in early detection of water leaks.

- **Energy Efficiency System**
    a. Installation of a complete solar system, providing a 450kW facility,
    b. Upgrading of autoclaves to be more water and electricity efficient,
    c. Lighting sensors in all offices and conference rooms,
    d. The improvement of heat exchangers on the roof and the boilers providing the hospital with hot water,
    e. The improvement of the Building Management System, to allow the facilities manager to monitor all important systems in the hospital on a continuous basis.
- **Helipad** – Design and approvals process for a helipad to receive critically injured children and sick babies. Currently, helicopters transporting babies to the hospital land at nearby hospitals with helipads and babies then must be transported by ambulance to NMCH.
- **Mentoring** – TCF contributed to the mentoring and capacity building for the NMCH Contracts Manager, Shoki Kgatla. She studied construction management, risk management, payment certification, quality control and scheduling of operations.

2. Construction of the additional infrastructure at the Qhayiyalethu Intermediate School in Kareedouw
    - Implementation phase occurring currently.
    - The Board of Trustees committed an **additional R2million** to ensure that the ablution facilities at the school are brought into compliance with the norms and standards of the DBE.
3. Contracting and implementation of the Municipal Boreholes programme
    - This programme is primarily deployed in drought-stricken regions of the country and is being implemented. To date, TCF has done work on more than 80 boreholes and will be equipping approximately 40 with the necessary infrastructure to service (mostly) deep rural communities. With a funding commitment of R33million, this programme will provide sustainable water to more than 19 300 households and will be completed in the 2023/24 financial year.
4. Finalising and signing the MOA with the DBE and selecting the schools that will be included in the TCF schools sanitation programme. All schools are in the Eastern Cape Province. Needs analyses have been conducted and preparation for the tenders to be published is taking place. Construction will proceed in the 2023/24 financial year.

Table 14: Schools in the TCF Sanitation Programme

	Learners		Educators / Support	
School Name	**Male**	**Female**	**Male**	**Female**
1. Bathande Ndamase Secondary School	91	116	3	5
2. Chief Malefane Primary School	99	111	1	9
3. Dimbaza Primary School	121	119	3	8
4. Eluthuthu Primary School	212	139	2	10
5. Extension Farm School	122	107	0	7
6. Fobane Primary School	155	143	2	9
7. Nathaniel Pamla High School	509	534	10	22
8. Ncapai Junior Secondary School	533	485	8	18
9. Nozuko Primary School	105	74	3	10
10. Ntsintsana Primary School	182	135	4	10
11. Masakane Primary School	117	106	3	17
12. Mdedelwa Primary School	127	125	1	9
13. Qhayiyalethu Intermediate School	430	500	9	20
14. Ravenscroft Primary School	200	178	2	9
15. Zele Primary School	169	156	2	9
16. Zinyosini Primary School	173	116	2	12
	3 345	**3 144**	**55**	**184**
		6 489		**239**

"The DBE wishes to reiterate its sincere gratitude for TCF's contribution and continuous support towards improvement of South African schools' infrastructure and realisation of the goals of quality public education for our learners."

Director-General of the DBE, Hubert Mathanzime Mweli commenting on the TCF Schools Sanitation Programme

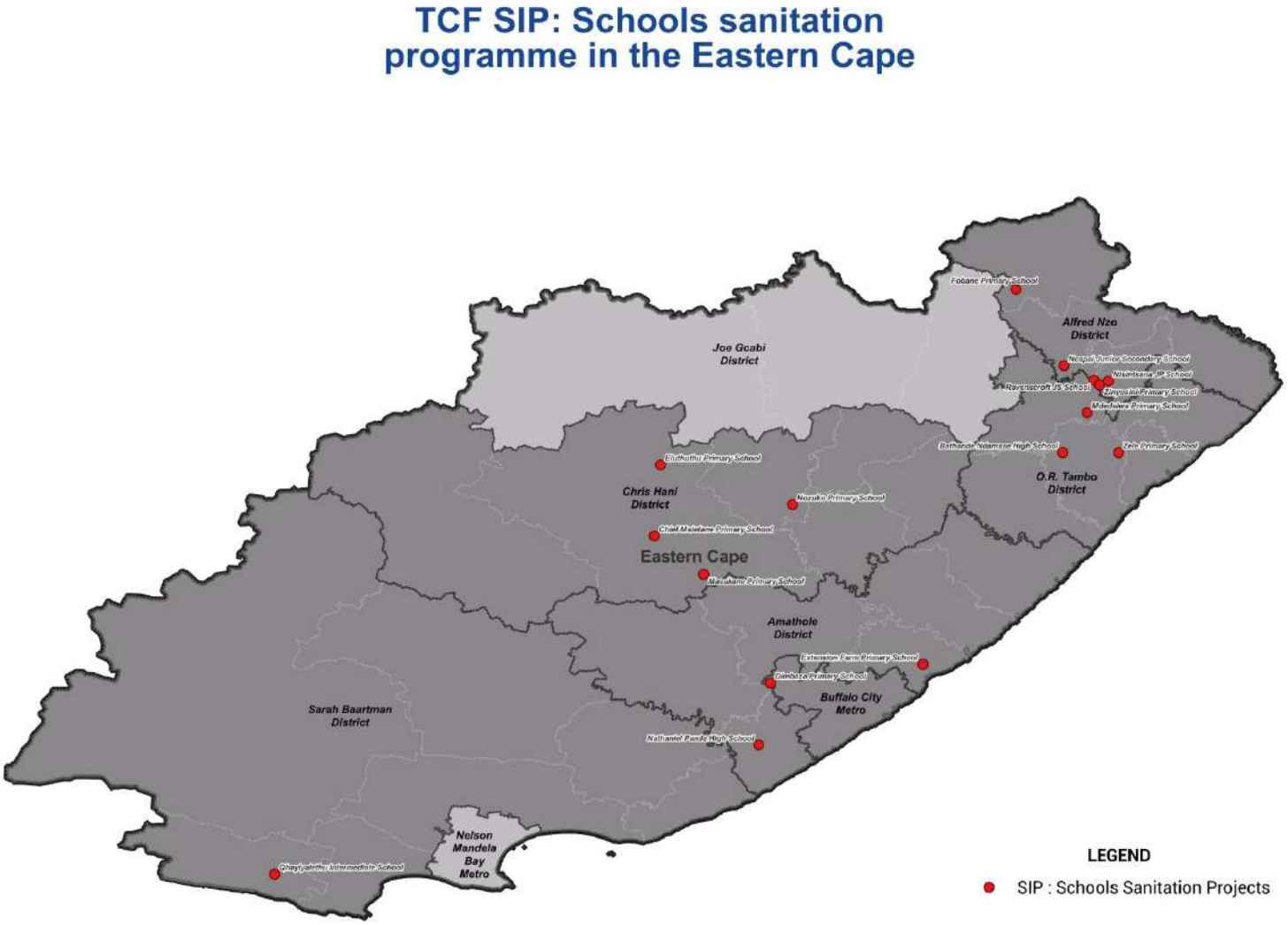


Figure 14: Locations of the schools in the TCF schools sanitation programme

Approximately 6 500 learners and 200 educators to be provided with safe sanitation at 16 schools in the Eastern Cape

Table 15: Borehole locations

	Borehole Name	Province	District Municipality	Local Municipality	Town	Households	Recommended Extraction (l/hr)
1	Houtpoort	Gauteng	Sedibeng	Lesedi	Houtpoort	24	1 500
2	Langzeekoeigat				Langzeekoeigat	40	2 000
3	Malanskraal				Malanskraal	15	1 000
4	Sedaven				Sedaven	100	2 000
5	Siphiwe				Siphiwe	50	2 000
6	Springfontein BH01	Free State	Xhariep	Kopanong	Springfontein	2 200	14 000
7	Springfontein BH02				Springfontein		28 000
8	Trompsburg				Trompsburg	2 200	3 600
9	Kingsley BH02	KwaZulu-Natal	Amajuba	Emadlangeni	Kingsley	6	200
10	Ndwakazane				Ndwakazane	5	800
11	Vaalbank BH02				Vaalbank	49	1 200
12	Vaalbank BH03				Vaalbank		2 000
13	Calvinia	Northern Cape	Namakwa	Hantam	Calvinia	2 509	3 600
14	Concordia BH01		Pixley ka Seme	Ubuntu	Concordia	1 428	7 200
15	Concordia BH02						540
16	Concordia BH05						2 500
17	Concordia BH11						7 200
18	Concordia BH12						7 200
19	Ganspan 1		Frances Baard	Phokwane	Ganspan	834	9 000
20	Ganspan 2						2 000
21	Hondeklipbay			Kamiesberg	Hondeklipbay	1 258	3 000
22	Klipfontein BH01				Klipfontein	198	72
23	Klipfontein BH02						144
24	Klipfontein BH03						900
25	Matjieskloof BH01			Nama Khoi	Matjieskloof	3 406	280
26	Matjieskloof BH02						3 600
27	Matjieskloof BH05						360
28	Matjieskloof BH06						3 600
29	Nieuwoudtville BH01					543	7 000
30	Nieuwoudtville BH02		Namakwa	Hantam	Nieuwoudtville		7 000
31	Postmasburg BH03		ZF Mgcawu	Tsansabane	Postmasburg	2 000	1 100
32	Postmasburg BH04						46 800
33	Soebatsfontein BH01					90	3 000
34	Soebatsfontein BH02						3 000
35	Soebatsfontein BH03				Soebatsfontein		3 000
36	Spoegrivier		Namakwa	Kamiesberg	Spoegrivier	198	180
37	Victoria West		Pixley ka Seme	Ubuntu	Victoria West	900	12 000
38	Warrenton BH01		Frances Baard	Magareng	Warrenton	1 258	900
39	Warrenton BH02						2 000
40	Warrenton BH03						2 000
41	Warrenton BH05						2 000
					Totals	**19 311**	**199 476**

Municipal Boreholes Programme

The implementation of the TCF municipal boreholes programme started in April 2022, in four Provinces: Northern Cape, Free State, Gauteng and KwaZulu-Natal. It is being implemented in partnership with the Municipal Infrastructure Support Agent (MISA) and is to provide water to communities in selected drought-stricken areas or where municipal service have been lacking.

TCF appointed SMEC SA through an open tender process on 20 April 2022 as the Engineering, Procurement and Construction Management (EPCM) consultant. For efficiency in implementation and optimised social impact (i.e. maximum involvement of local small and medium entrepreneurs (SMMEs)) and job opportunities, a three-pronged model is being used. This divides the work in each location into three phases across the four selected Provinces as follows:

- **Phase 1** – Drilling of a borehole, yield and water quality testing by specialist service providers (1 service provider per Province, 4 in total);
- **Phase 2** – Construction of a pump house and ancillary works by local SMMEs in every town/village (a total of 14 SMMEs to date); and
- **Phase 3** – Equipping the borehole with mechanical and electrical equipment by specialist service providers (2 service providers to be appointed to cover all the boreholes across the country).

To date, of the 80 boreholes that the team has worked on, **41 are being equipped** through the three-phased approach, providing potable water to communities. However, **39** boreholes that have been investigated, drilled or tested **cannot be equipped** due to various reasons:

- Dry boreholes: **6**
- Low yield boreholes: **14**
- Low water quality boreholes: **5**
- Refurbishment not feasible primarily due to sidewall collapses (geotechnical issues): **10**
- Water yield and quality control test only: **4**



Photo top right: A site visit to the Siphiwe borehole site

Pictured from left to right: Muzwandile Buthelezi, Marianne Van Suntenmaartensdyk, Corrie Pretorius, Sibusiso Zulu, Anita Loots, Francinah Mangaba, Councillor Mphikeleli Kubheka, Nhlanhla Mokoena, Sam Tsoep



Photo bottom right: A site visit to explore locations for the Vaalbank (Kwa-Zulu Natal boreholes)

Pictured from left to right: Asif Khan, Mhlengi Buthelezi, Muzwandile Buthelezi, Siphamandla Buthelezi, Sabelo Goniwe, Jabulani Kunene

Francinah Mangaba, inspirational founder of Pyroca 105 cc



Pyroca 105 is 100% black woman-owned borehole drilling specialist company, founded in 2011 by Francinah Mangaba. She is also the Managing Director. The company has CIDB gradings of 3CE and 1GB, and specialises in the drilling, testing and equipping of boreholes. Pyroca 105 cc is one of the contractors in the boreholes programme and was responsible for the construction of 5 pump houses in Heidelberg, Lesedi Local Municipality, Gauteng.

Mangaba grew up in Lebowakgomo (Limpopo). Entrepreneurship runs in the family. At a young age, her parents instilled a spirit of entrepreneurship in her and her two sisters. If she needed money for her hair or petrol, she had to work for it within the family business (a motor spares shop owned by the family for 33 years). Mangaba holds a National Diploma in Public Relations and will be graduating with a Bachelor's degree in Psychology from the University of South Africa (UNISA) in May 2023. She aims to pursue her Honour's degree in Psychology that will enable her to qualify and be a registered Counsellor. Her aspirations are also to obtain a qualification in Civil Engineering or Geology as a means of enhancing her technical skills for Pyroca 105 cc.

The first contract that Pyroca 105 cc landed, was for the construction of boreholes in early 2016. At the time, Mangaba did not have any technical know-how within the boreholes field, a male-dominated environment. She has since surrounded herself with professionals that have the requisite technical skills, especially geohydrologists, geologists, environmental specialists and is making huge strides. Mangaba's short-term goal is for Pyroca 105 cc to own a drilling machine for boreholes, so that they are not dependent on others to supply them with equipment.

Mangaba says: *"It has been a great pleasure working in Lesedi Local Municipality, drawing lessons around community dynamics and the importance of community leadership. TCF is hands-on on their projects and always willing to impart their technical knowledge, accumulated over the years."*



A discussion with Liroll Tshabalala (Sedaven Community Leader) to explore how the TCF can maximise the impact of the borehole at Sedaven

From left to right: Anita Loots, Francinah Mangaba, Liroll Tshabalala



Top: Nhlanhla Mokoena, Councillor Mphikeleli Kubheka, Francinah Mangaba and Sam Tsoep at the Siphiwe site

"Tirisano came at the right time when we have been struggling with water as the Balebedi community. We are grateful for the borehole." Liroll Tshabalala, Sedaven Community Leader



A borehole as community hub

Following community consultations, the pumphouse at the Sedaven borehole was augmented with an undercover area that has a picnic bench and solar charging points for cell phones, to attract community members and enhance the sense of ownership, pride and belonging. TCF also ensured the installation of a drinking trough equipped with a ball valve to provide water to baboons and prevent them from damaging the storage tanks in their efforts to get to the water (trough under construction pictued on the right).

Mock-ups for standardisation and training

TCF routinely use mock-ups for trainig of SMMEs that are involved on projects, as pictured herewith for pipes and fittings in the mechanical and electrical aspects of the boreholes programme. This helps with training and standardisation of programmes that are deployed in more than one location.





Qhayiyalethu Intermediate School, Kareedouw, Eastern Cape

Qhayiyalethu Intermediate School is a Quintile 3 school in Kareedouw (Sarah Baartman District Municipality, Kou-Kamma Local Municipality. It was originally a Primary School located in the Kagiso Heights township in Kareedouw. As a secondary school, Qhayiyalethu was established in 2001. It is in New Rest, Kareedouw, as a Quintile Level 3 public school for learners from disadvantaged backgrounds. Before its establishment, there were only 2 other secondary schools (Paul Sauer High School and Hoërskool MacLachlan) in Kou-Kamma, Those are formerly Model-C schools with higher school fees than the general populace of Kou-Kamma Local Municipality could afford.

Qhayiyalethu produced its first matriculants in 2005. There were 315 learners at the time.

Since the beginning of 2006 the number of learners has been on the rise. They hail from all over the Kou-Kamma area to attend the more affordable Qhayiyalethu Intermediate School.

At the time that the TCF approved the project, learner numbers were just over 300. In 2021 there were 470 learners, increasing by more than 100% in 2022, to approximately 970. The school currently has 22 teachers.

The infrastructure was not designed to accommodate the current learner numbers. There are 14 classrooms, comprising of the brick and mortar, and prefabricated structures. According to the DBE's Minimum Uniform Norms and Standards for Public School Infrastructure, a school with a learner population of 970 should have a minimum of 24 classrooms.

TCF committed funds for the provision of six (6) classrooms and other facilities at the school. Because the sanitation blocks were not compliant with the Norms and Standards of the Department of Basic Education, the Board approved additional funds to include ablution facilities under the TCF Schools Sanitation Programme.

> The increase in learner numbers forced educators to implement rotational school attendance for learners (a so-called "platoon system").
> For those not in matric, under this system, there are 2 groups of learners on a two-week roster, alternating between attending school either twice or three times per week.
> Matriculants attend on a fulltime basis.

In a town where unemployment is high, this project is contracting 7 local SMMEs, 5 of which are women-owned. It has the support of the political leadership, principal, School Governing Board (SGB), community, the local business forum and learners.

> *"Schools build communities. There is no school that destroys a community. Tirisano Construction Fund is at the center of building communities."*
> Elroy Augustus, Principal of Qhayiyalethu Intermediate School

Qhayiyalethu Intermediate School, Kareedouw, Eastern Cape

Mayor Fuzile Yake of Kou-Kamma Local Municipality is extremely grateful for the funding from the TCF. It will go a long way in bringing learners back to the classroom on a full-time basis. He says:

"At last, there will be light at the end of the tunnel for learners. We are grateful for the contribution of the Tirisano Construction Fund."

Elroy Augustus has been the Principal of the school since 2021. He says:

"The Grade 10 and 11 learners will be able to return to school 100% of the time. This can only improve the environment for learning, and therefore results and prospects for a brighter future for or the learners."

The official opening of the construction site at the school

From left to right: Andile George, Dudley Maasdorp, Mayor Fuzile Yake, Elroy Augustus, Morag Campbell



Construction progress at Qhayiyalethu Intermediate School











Schools Sanitation Programme, Eastern Cape

In 2019, the Board of Trustees made a discretionary commitment of **R60million** to a Schools Sanitation Programme, following a Presidential initiative to provide decent sanitation to all schools. This national initiative is called **Sanitation Appropriate for Education (SAFE)**. Its primary objective is to replace pit toilets with appropriate sanitation according to the Norms and Standards for School Infrastructure.

In January 2023, the TCF signed a Memorandum of Agreement (MOA) with the DBE. Fifteen schools in the Eastern Cape (Alfred Nzo District Municipality, Amathole District Municipality, Chris Hani District Municipality, O R Tambo District Municipality and Buffalo City Metro) were identified and the needs analyses and scoping studies completed. A sixteenth school was added in (Sarah Baartman District Municipality) upon decision by the Board. Most of these schools are in deep rural areas and not easily accessible by good roads. The condition of existing facilities is dire and / or inadequate.



DBE Director-General and officials, TCF Trustees and Management at the signing of the MOA on 31 January 2023

From left to right: Fanele Zondi, Sabelo Goniwe, Muzwandile Buthelezi, Anita Loots, Charles Wright, Mahomed Vawda, David van der Westhuijzen, Hubert Mweli and Kgaugelo Jaca.

This programme will go to tender during 2023/24 and will provide clean, safe sanitation to more than 6000 learners and 200 teachers.

The dire condition of ablution facilities at the 16 schools earmarked for the TCF schools sanitation programme is shown below.



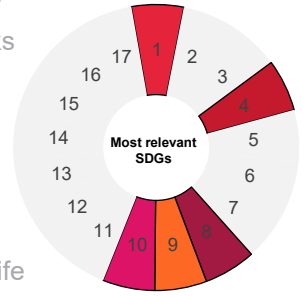




Programme 3: Engineering Bursaries



The TCF Engineering Bursaries Programme offers full bursaries to students who are pursuing careers within the built environment. This includes civil engineering, building construction management, land surveying, quantity surveying, architecture as well as town and regional planning. The program seeks to strengthen professional skills in the construction industry.



In addition, during 2020, the Board approved that up to 5 bursaries could be awarded to deserving learners that were identified on the TCF Basic Education Programme, but who did not want to study towards a career in the built environment. Such bursaries should make a dramatic impact on the learner's life as well as that of his / her family and will be awarded on a case-by-case basis.

Undergraduate as well as post-graduate degrees within any South African public university can be supported, for South Africans. Bursary funding covers tuition, accommodation, books, meals, a laptop as well as transportation costs for students not residing at university residences.

Of the fifteen bursaries that were offered to applicants during 2022, nine (9) agreements were finalised (five (5) male and four (4) female). Two (2) bursars completed their studies at the end of the 2022 academic year, two (2) are continuing during 2023 and five (5) unfortunately did not pass all subjects during 2022. These five have been released from the programme for 2023 but will be eligible for continued support after they have completed their failed subjects independently.

Table 16: TCF bursars during 2022 academic year

	Institution	Surname	Name	Gender	Intake year	Study field
1	TUT	Buthelezi	Ntokozo	M	2020	BEng Tech Civil Engineering
2	TUT	Chitllhangu	Manito	M	2020	BEng Tech Civil Engineering
3	UCT	Mokibitla	Lehlohonolo	M	2020	BEng Civil Engineering
4	UL	Digangwane	Pinkie	F	2021	Bachelor Arts (Crim & Psychology) (continuing)
5	WITS	Mahlatse	Chegofatjo	M	2019	BSc Construction Studies
6	UJ	Nqobile	Phetla	F	2022	BEng Civil Engineering
7	WITS	Akhanani	Mbiyake	F	2022	BSc Civil Engineering (continuing)
8	WITS	Thabo	Letuka	M	2022	BSc Civil Engineering
9	WITS	Baby	Mpofu	F	2022	BSc Civil Engineering

Improving the effectiveness of the bursary programme and attracting more students will be a high priority during the 2023/24 financial year. TCF is developing a mentoring programme and interventions that can create a community of practice amongst TCF bursars.

For the 2024 academic year bursar selection, TCF will have a separate landing page from that of the IDC during the open bursary call, introduce "road shows" to universities to market the TCF bursaries and identify

high achievers in the TCF BEP and CODP, who could qualify for bursaries to study at university.

In addition to the selection of individual bursars through the annual call for applications, during the 2022/23 financial year, TCF finalised a 3-year agreement with the Concrete Research Group based at the University of Witwatersrand (WITS) and the University of Cape Town (UCT).

This research group advances knowledge, research and practices on concrete construction for the benefit of the construction industry and has a technical capacity programme for Government officials. It will support 36 Master's level as well as three Doctorate level students with bursaries funded by the TCF, on topics relevant to concrete research. The outcomes of this group's research projects will be published, with a target of 10 research publications per year. The programme will help strengthen and promote research evidence towards advocating for improved construction methodologies and the use of industrial by-products and materials for more sustainable concrete infrastructure development.

Topics include but are not limited to:

- Industrial waste materials used as supplementary cementitious materials;
- Limiting corrosion of steel reinforcement in structural cement and marine environments;
- Reducing the rate of concrete deterioration caused by alkali silica reaction (ASR) and sulphate attack;
- The development of national standards for assuring long-term durability of structures made with concrete;
- Minimising the potential for cracking caused by early-age temperature development in large concrete structures.
- Fundamental mechanistic studies of cement-based materials.

TCF aims to become one of the most attractive construction industry bursary programmes and has assigned a TCF manager who will focus on EBP improvements.

Mokibitla Lehlohonolo, TCF bursar graduates in civil engineering



Mokibitla Lehlohonolo completed his studies in Civil Engineering at UCT during 2022 (BSc Civil Engineering).

He was born in Qwaqwa in the Free State, where he was raised by his 82-year-old grandmother. The family survived solely on his grandmother's social grant, with no one in the household able to work.

After completing his matric with five distinctions and pass marks of 93% and 94% in Mathematics and Physical Sciences respectively, he sought to pursue a career as civil engineer. After being accepted for a BSc Civil Engineering at the UCT, he had no means to fund his studies. Lehlohonolo applied for several bursaries until he came across an advert for the TCF bursary on the IDC website and applied. He was successful on his application and was granted a full bursary which paid for tuition, accommodation, books as well as meals. He considers education a privilege that not everyone has access to, especially in rural communities where access to information with regard to bursaries is limited. Lehlohonolo says that getting the TCF bursary was a life changing moment that gave his grandmother immeasurable joy, because it would ensure that his studies would be paid for in full. Lehlohonolo excelled in his studies at the UCT and achieved distinctions. He plans to continue working hard to make an impact with his life and to use his story to promote education in the rural community that he comes from, where many young people do not have good role models. He wants to continue to make his grandmother and family proud. He hopes to get more exposure in the field of his passion, structural engineering, and plans to pursue this further as he grows as a civil engineer.

In early 2023, he was appointed by Eskom SOC Holdings as an engineer-in-training.

The Cement and Concrete Materials Research Groups at WITS and UCT

TCF is providing funding for three years for an industry research effort at WITS and UCT. The research groups started in the late 80's at WITS and late 90's at UCT. The two groups in cement and concrete materials in Civil Engineering have managed a sustained research programme in developing the necessary evidence base for advocating the use of industrial waste materials as supplementary cementitious materials (SCM) in concrete. The more recent and general focus on climate change, as well as the global and local cement industry commitment to limit Portland cement in concrete to a maximum of 60% of the total cementitious content of the concrete, have confirmed the importance of this research approach over the years.

More than 40 years of research and development in the use of waste materials in concrete for economically and environmentally sustainable infrastructure

Their research and development contributions encourage the use of waste materials in concrete – both for its very significant technical benefits for the performance of concrete as a structural material, as well as the contribution to minimising waste streams and human effects on climate change on the planet.

The researchers of the WITS and UCT Concrete Research Group develop high-level intellectual capacity, to ensure a more sustainable approach to infrastructure development into the future. Their view is that a part of social spending on climate-change mitigation strategies in South Africa should be used to support efforts that develop the local intellectual base and will engage with the local problems of environmental protection, in a manner that is also globally relevant. This research is of world-leading quality and renowned globally.

The 2023 WITS Concrete Research Group



From left to right: Prof Yunus Ballim, Nwabisa Nelani, Pule Ramodisa, Sivuyile Mkhondweni, Janine Kanjee (Lecturer), Nonkuselo Madlakana (Lecturer)



The 2023 UCT Concrete Research Group

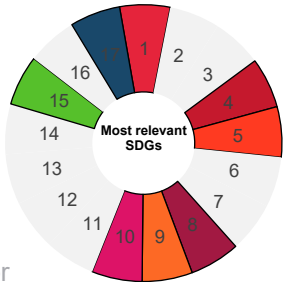
From left to right: Prof Mark Alexander, Onalenna Mochotlhoane, Nonjabulo Mbele, Zaid Karjikar, Sabelo Goniwe, Thato Mile, Prof Hans Beushausen, Professor Pilate Moyo

Programme 4: Construction Occupations Development



The CODP provides occupationally directed instructional and work-based learning programmes for artisans relevant to the construction industry.

The CODP is presented through accredited institutions and training centers, culminating in certificates of completion for learnerships and / or trade tested artisans. Training centers work in partnership with manufacturing, engineering and related Sector Education and Training Authorities (SETAs). TCF funding is for up to four years and is paid directly to institutions who sign an agreement with the TCF.



The total commitment to date for CODP is R88.2million.

- R50.3million was committed to 5 institutions during Bid Window 2 prior to the 2022/23 financial year, towards 257 trainees. These were primarily focused on learnerships. Two of these programmes were successfully drawn to completion and a third is concluding, pending proof of the successful trade tests of the artisans.

Who benefits from CODP?

Commitments made in this programme to date are providing opportunities to 650 trainees towards qualifications as electricians, brick layers, plumbers, welders, carpenters, road workers and surveying technicians.

- **Bid Window 3** was concluded in early 2022 (the **2022/23 financial year**). For this, TCF placed stronger emphasis on supporting programmes that will either deliver **trade tested artisans** through traditional 3-year programmes or through recognition of prior learning programmes, and qualifications in the **new construction occupations** (e.g., road workers and construction supervisors) and / or specific areas where skills are in **significant shortage in the industry** (surveying). **During 2022/23, TCF contracted 7 training institutions** to a value of R14.1million during their first year of implementation, R12.3million in the second and R10.1million in the third year, contracted to benefit 566 individuals. Implementation is ramping up and all programmes are active, although two programmes of the Artisan Recognition of Prior Learning (ARPL) type are currently struggling to meet contracted trainee numbers.
    - Following the successful completion of the Flavius Mareka TVET college SIP project, the college was awarded a training programme for 30 plumbers to trade tested level.

Altogether, contracts signed between TCF and training institutions for CODP programmes to date, will provide training to **more than 800 aspirant artisans.**

Table 17: CODP Bid Window 2 commitments (R thousands)

	Institution	Funding period (Years)	Year 1 (2020/21 FY)	Year 2 (2021/22 FY)	Year 3 (2022/23 FY)	Year 4	Total	# trainees	Status
Completed learnership programmes									
1	**Mbekweni Youth Centre**	1	R5 160	-	-	-	**R5 160**	55	Completed
2	**Isipani Foundation**	1	R5 160	-	-	-	**R5 160**	52	Completed
Bid Window 2 programmes active during 2022/23 FY									
	Institution	**Funding period** (Years)	**Year 1** (2020/21 FY)	**Year 2** (2021/22 FY)	**Year 3** (2022/23 FY)	**Year 4**	**Total**	**# trainees in 2022/23**	**Status**
3	**MCD**	1.5	R5 188	-	-	-	**R5 188**	40	Completed, retention payable upon provision of trade test certificate copies
4	**Jirah Academy**	4	R5 126	R5 126	R5 126	R5 126	**R20 503**	54	In Year 3 of implementation
5	**NMI Training**	3	R5 111	R4 634	R4 634	R0	**R14 379**	56	In Year 3 (final year) of implementation
			R25 794	**R9 760**	**R9 760**	**R5 126**	**R50 390**	**257**	

Table 18: CODP Bid Window 3 and an additional discretionary Board commitment (R thousands)

	Company	Funding period (Years)	Year 1 (2021/22 FY)	Year 2 (2022/23 FY)	Year 3 (2023/24 FY)	Trainees (2022/23 FY)	Total
6	**Motheo Academy** (Bricklayers, will be trade tested)	3	R3 726	R3 912	R4 108	**21**	**R11 746**
7	**Khosithi** (Electricians, will be trade tested)	3	R1 256	R1 318	R1 384	**15**	**R3 958**
8	**SAVE** (Road Workers and Construction Supervisors – Not Trade Tested)	3	R4 821	R2 025	R1 329	**157**	**R8 175**
9	**ACS** (Assistant Survey Technicians – Not Trade Tested)	3	R1 800	R1 890	-	**12**	**R3 690**
10	**Tjeka Western Cape** (Carpenters, will be trade tested)	3	R436	R458	R481	**0**	**R1 375**
11	**REACT** (Plumbers, will be trade tested)	3	R1 159	R1 522	R1 597	**50**	**R4 278**
12	**Tjeka Gauteng** (Bricklayers, will be trade tested)	3	R870	R1 142	R1 198	**0**	**R3 210**
			R14 068	**R12 267**	**R10 097**	**255**	**R36 432**
Additional discretionary Board commitment during 2022							
			Year 1 (2022/23)	**Year 2** (2023/24)	**Year 3** (2024/25)		**Total**
13	**Flavius Mareka TVET College** (Plumbers, will be trade tested)	3	R2 004	R1 850	R2 150	**30**	**R6 004**
							R42 436

Khosithi Artisan and Skills Training Institute (Mpumalanga) trains electricians and additionally ensures an N6 qualification

Khosithi is a 100% black-owned accredited training institution for electricians and welders. With TCF support, Khosithi is training 14 electricians, who will be trade tested. In addition, all trainees will complete their N6 qualifications.



Thuli Nkosi (on the left in the picture) is a female trainee in the group of 14 and is in her second year of training. Nkosi comes from Louieville, just outside the City of Mbombela**.** Having successfully completed her workshops and classroom training, she has been successfully placed with Fire Sibindi Electrical (Pty) Ltd for her in-service training. Fire Sibindi is an electrical company operating on the Barberton Mines. She is one of the female electricians-in-training with Fire Sibindi and has impressed the company with her dedication and skills. Nkosi is preparing for her trade test, which she is confident she will complete successfully. She says that the Tirisano funding opened opportunities for her to make an impact with her work and will allow her to realise her dreams of - one day - running her own company. She is excited about the future and the opportunity to show that women can also do well in the electrical space. She hopes to inspire other young women to pursue opportunities in the electrical industry. She emphasises that the journey is an easy one, but that hard work and dedication allowed her to gain confidence in her work despite the industry still being sceptical on giving women opportunities.

Nomsa Dibakwane (on the right in the picture) is another of the 14 trainees at Khosithi in her second year of studies at Khosithi. She hails from Shabalala, a sprawling township outside Hazyview in Mbombela. After falling pregnant at a young age, she was determined to change her life trajectory. Dibakwane always knew that she wanted to do something significant with her life. Initially, she enrolled at the Ehlanzeni TVET College for N1 in electrical engineering. The TCF funded programme through Khosithi has given her a new vision for the future. She plans to start her own electrical company after her studies. She would like to be involved in finding solutions for the electricity challenges that South Africa is facing and providing services that remain scarce in rural villages and townships in Mbombela. Dibakwane is excited about the knowledge she has gained through the programme and looks forward to inspiring other young women. She is testimony to the fact that it is possible for women to pursue skills in trades that were previously seen as trades for men. The training at Khosithi has left her confident in working with electrical components. She enjoys working on panels and rotors, which were very challenging at first. Citing transformation challenges, Dibakwane's view is that some companies are still reluctant to hire women but feels happy to be one of the few women showing that they are just as capable in the trade as their male counterparts.

From "self-taught electrician" to best performing artisan trainee

Mcolisi Shilubane (right) is one of the top performing trainees in his second year on the Khosithi training programme. Shilubane hails from Pienaar, kaDaanjie outside the City of Mbombela. Prior to enrolling to the programme, he was a self-taught "electrician" helping his community with odd repair jobs and fixing of electrical items. In addition, he sold popcorn as a means to sustain himself.



In 2022, he applied to enrol on the TCF funded training programme with Khosithi, after seeing the advert on Facebook. He says that this opportunity gives him hope and the passion to soon be a qualified electrician, which will change his life. He is currently one of the best performing candidates in the Khosithi programme and placed with Powerplant Electrical Technologies (Pty) Ltd (PPE Technologies) in Mbombela for his in-service training. He plans to - one day - run his own business, offering services to the greater Mbombela area.

South African Value Education (SAVE) training road workers

SAVE is an accredited training provider based in George, Western Cape. Its primary accreditation is with the Construction Education and Training Authority (CETA). It is also registered as a private Further Education and Training College (FET College) at the Department of Higher Education and Training (DHET). Their accreditation allows them to deliver training programmes on National Qualifications Framework (NQF) levels 1 to 7. SAVE is a majority black woman-owned company and is contracted by TCF to provide road workers and construction supervisors training.

SAVE will train 140 construction road workers to NQF levels 2 and 3, over three years. The best performing learners will be trained to NQF Level 4 (Construction Supervisors).

SAVE engaged and signed agreements with Tau Pele Construction, the Garden Route District Municipality, Oudtshoorn Local Municipality and George Local Municipality as collaborative partners on this programme, to ensure that trainees will get extensive practical in-service training.

The programme was launched on 14 November 2022, when the first group of 29 (21 female) trainees started near Elliot, Eastern Cape. Three groups are hosted by Tau Pele Construction (Pty) Ltd in the Eastern Cape, on road construction projects for SANRAL near Elliot, Virginia and Dordrecht.

South African Value Education (SAVE) training road workers



Above: The first group of trainees hosted by Tau Pele Construction near Elliot in the Eastern Cape, being trained in the SAVE programme of November 2022

From left back: Nomaxabiso Qamata, Cikizwa Shologu, Ziyanda Nzule, Sinalo Fetana, Aphinda Loni, Mbalentle Tsholoba, Sinesipho Lande, Kuthula Arosi, Thembisa Nombadla, Rebaona Makhetha, Ayabonga Slibanzi , Khanya Matiso, Ziyanda Ntshebe, Yanga Faco,
From Left Middle: Oliver Mdekazi, Nontle Njilane, Athule Kwange, Yolanda Tshali, Zimasa Moss, Lihle Bizwaphi,
From Left Front: Ashwin Ambraal, Nonceba Mfakadolo, Anita Loots, Sinethemba Sikade, Lindiwe Ndabeni







Above: Trainees hosted by Tau Pele Construction near Elliot in the Eastern Cape, busy with in-service training.

Left: *Siyabonga Silatsha*
Right: *Sinesipho Lande and Nomaxabiso Qamata*



Kelitah Nasibeko Tambwali is 25 and from Allanridge in the Free State, in the Matjhabeng Municipality. She matriculated from St Andrews Secondary School in Welkom in 2015 and has two qualifications from Nelson Mandela University - a Diploma in Building (obtained in 2020) and an Advanced Diploma in Construction Management (obtained in 2022).

The Matjhabeng Municipality faces high unemployment (especially amongst the youth) and high crime rates. The TCF-funded training programme is helping the youth in the municipality by creating opportunities to learn new skills.

Tambwali found out about the training programme through social media platforms and decided to apply because she wanted to broaden her understanding and knowledge in construction.

Her future plans include being more involved in the construction industry. She finds it encouraging to see many females participating in the SAVE programme. With the knowledge and skills acquired from the programme, she plans to venture into building construction and roads, establishing her own construction company.

Kearabetsoe Matshidiso Mohapi is 21 and from Thabong in the Free State. She matriculated from Teto Secondary School and attended college at Goldfields TVET college (Tosa campus) where she studied Information Technology and Computer Science. She saw the training programme on Facebook and because she has always been curious about the construction industry, applied and was accepted. She says that this opportunity has impacted on her life in the most positive way possible because she has learned about so many aspects of the industry in class as well as and on site, ranging from how to apply Health and Safety in a workplace to establishing and preparing a work area.

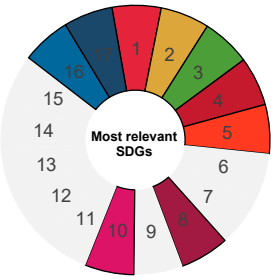


Mohapi says: *"Having experienced the construction work environment, my plans for the future have shifted from wanting to work in a typical 9 to 5 job to wanting to study further in the Health and Safety department and to not only further my studies but also to open my own construction company where I will apply all the things I've learned in this programme."*

Programme 5: Basic Education



This programme enhances the quality of pure Mathematics and Physical Science at the basic education level, with a view to improving the pipeline of learners that transition into tertiary education. TCF prioritises rural and / or Quintile 1 to 3 schools that are performing poorly in pure Mathematics and Physical Science. Support in English is also included, if needed. Several programmes provide leadership development and personal mastery components.



Support and interventions can include:

- Digitisation of textbooks - for Mathematics, Science and Technology-related subjects.
- Provision of tutors to assist learners with pure Mathematics, Physical Science and Technology-related subjects.
- Support for learners to participate on college readiness courses.
- Provide foundational equipment for pure Mathematics, Physical Science and Technology-related subjects and / or
- Enhancing the skills of teachers.

What are Quintiles in the basic education system in South Africa?
Quintile 1 is a group of schools in each province catering for the poorest 20% of schools. Quintile 2 caters for the next poorest 20% of schools while Quintile 5 schools represent the least poor. Schools receive money from Government according to their Quintiles.

In addition to the normal curriculum augmentation for schools, the TCF supports bridging programmes for learners who have not been able to complete secondary school, but who wish to do so. Jirah Academy offers such a programme and delivers NQF Level 1 (Grade 9 equivalent) training.

Learners are expected to improve their pure Mathematics, Physical Science and English performance in a measurable way. This should give them the ability to choose technical careers, and, over the medium term, help address the structural unemployment challenges that still exist as the legacy from the past. Educators are expected to improve the quality of their teaching and thereby improve the academic results of their learners.

The total commitment to date, to interventions in the BEP, is R61.4million. In total, R33million has been paid to beneficiary programmes, reaching almost 13 000 learners and nearly 300 educators from inception to March 2023. During the academic year that started in January 2023, TCF-supported programmes will support over 7 500 learners and approximately 170 educators through the 8 active programmes.

The proportion of female learners on the programmes that we support is significant,

representing over 60% of the Bid Window 4 programmes contracted in 2022.

Commitments to the BEP were made in Bid Windows 1, 2, 3 and 4 respectively as follows:

- **Bid Window 1-2:** An amount of **R35.8million** has been committed to 7 institutions. During the 2021/22 FY (i.e., 2021 academic year (AY)), over 500 learners and over 70 educators benefitted. During the 2021 AY, these programmes benefitted approximately 3 400 learners and over 120 educators through the provision of pure Mathematics, Physical Science and English curricula and educator training. During the 2022/23 FY (i.e., the 2022 AY), over 500 learners and approximately 80 educators benefitted from these. Three of these programmes – Edufundi, Fundani MaAfrica, Go for Gold were multi-year programmes that concluded at the end of December 2022. MCIS had a one-year programme that also concluded their work at the end of 2021. Jirah Academy and MSI are continuing into the 2023 academic year.
- **Bid Window 3** was concluded in early 2022. Two service providers were contracted, and implementation started in the same academic year, with a total commitment of R9.3million. During the 2022 AY, over 6 700 learners and more than 150 educators benefitted from these.
- **Bid Window 4** was concluded in early 2023. Four service providers have been contracted for implementation from the 2023 academic year onwards, to the value of R15million. Over 700 learners and over 30 educators benefit from this programme in the 2023 AY. One more applicant is being supported to develop their proposal and a commitment of R1.2million could be made available to them, should an agreement be reached.

Basic education faces many societal challenges, including under-resourced schools, unreliable electricity supply, limited internet connectivity, insufficient access to technology, safety and security challenges, extreme poverty in feeder communities, food insecurity, temporary school closures due to service delivery interruptions and educational disparities that have been worsened by COVID-19. These often contribute to gaps in the delivery of the curricula at schools.

TCF monitors the programmes it funds and supports and intervenes constructively in those that are not delivering on their contractual obligations to ensure quality education to the affected learners.

Table 19: Commitments to BEP Bid Windows 1 and 2 interventions (R thousands)

Bid Window 1 & 2 (R thousands)
Note: FY = Financial Year; AY = Academic Year; L = Learners; E = Educators; M = Mentors

	Institution	TCF Funding (Years)	Year 1			Year 2			Year 3			Year 4			Totals			Status in 2023 AY
			2020/21 FY	Beneficiaries 2020 AY		2021/22 FY	Beneficiaries 2021 AY		2022/23 FY	Beneficiaries 2022 AY		2023/24 FY	Beneficiaries 2023 AY		Value (R'000)	Beneficiaries		
1	**Adopt-A-School:** Qhayiyalethu Intermediate School	1	R2 258	L:	-	-	L:	255	Not applicable	L:	Not applicable	Not applicable	L:	Not applicable	**R2 258**	L:	**255**	Completed
				E:	-		E:	2		E:			E:			E:	**2**	
2	**Fundani MaAfrica** Limpopo	3	R2 260	L:	390	R2 260	L:	390	R2 260	L:	390	Not applicable	L:	Not applicable	**R6 780**	L:	**1 170**	Completed
				E:	16		E:	16		E:	16		E:			E:	**48**	
3	**Edufundi**	3	R2 127	E:	56	R2 127	E:	56	R2 127	E:	61	Not applicable	L:	Not applicable	**R6 381**	E:	**173**	Completed
				M:	4		M:	4		M:	4		E:			M:	**12**	
4	**Go for Gold**	3	R2 000	L:	87	R2 200	L:	87	R2 200	L:	93	Not applicable	L:	Not applicable	**R6 400**	L:	**267**	Completed
				E:	4		E:	4		E:	4		E:			E:	**12**	
5	**Jirah Academy**	4	R1 350	L:	60	R1 350	L:	60	R1 350	L:	60	R1 350	L:	60	**R5 400**	L:	**240**	In Year 4
				E:	-		E:	-		E:	-		E:	-		E:	**-**	
6	**Maths and Science Infinity (MSI)**	3	R2 120	L:	-	-	L:	1 309	R2 120	L:	-	R2 120	L:	-	**R6 360**	L:	**1 309**	Intervention in 2022/23 FY
				E:	-		E:	10		E:	-		E:	-		E:	**10**	
7	**Maths Centre Incorporating Sciences (MCIS)**	1	R2 214	L:	-	-	L:	1 320	-	L:	-	Not applicable	L:	Not applicable	**R2 214**	L:	**1 320**	Completed
				E:	-		E:	36		E:	-		E:			E:	**36**	
				L:	**537**		L:	**3 421**		L:	**543**		L:	**60**		L:	**4 561**	
				E:	**76**		E:	**124**		E:	**81**		E:	**-**		E:	**281**	
			R14 329	M:	**4**	**R7 937**	M:	**4**	**R10 057**	M:	**4**	**R3 470**	M:	**-**	**R35 793**	M:	**12**	

Table 20: Commitments to BEP Bid Window 3 interventions (R thousands)

Bid Window 3 (R thousands)
Note: FY = Financial Year; AY = Academic Year; L = Learners; E = Educators

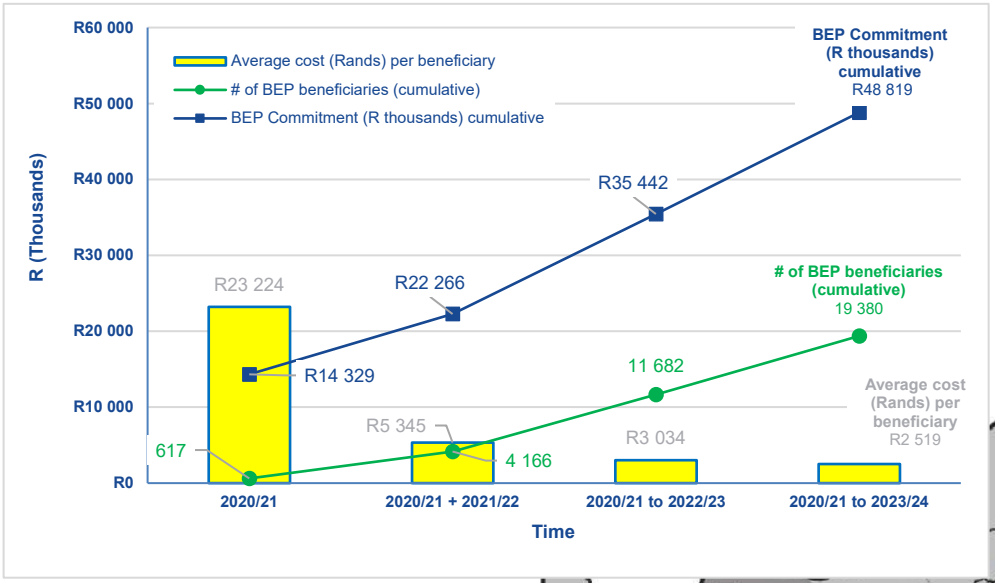
	Institution	TCF Funding (Years)	Year 1			Year 2			Year 3	Total			Status 2023 AY
			2022/23 FY	2022 AY		2023/24 FY	2023 AY		2024/25 FY (2024 AY)	Value (R'000)	Beneficiaries		
8	**WITS / AMORICOM**	3	R1 969	L:	6 216	R2 126	L:	6 216	R2 296	**R6 391**	L:	12 432	In Year 2
				E:	146		E:	146			E:	292	
9	**MCIS**	3	R1 150	L:	518	R1 241	L:	500	R515	**R2 906**	L:	1 018	In Year 2
				E:	8		E:	8			E:	16	
				L:	**6 734**		L:	**6 716**			L:	**13 450**	
			R3 119	E:	**154**	**R3 367**	E:	**154**	**R2 811**	**R9 297**	E:	**308**	

Table 21: Commitments to Bid Window 4 interventions (R thousands)

Bid Window 4 (R thousands)

Note: FY = Financial Year; AY = Academic Year; L = Learners; E = Educators

	Institution	TCF Funding (Years)	Year 1		Year 2	Year 3	Totals			Status in 2023 AY
			2023/24 FY	2023 AY	2024/25 FY (2024 AY)	2025/26 FY (2025 AY)	Value (R'000)	Beneficiaries		
10	**Go for Gold**	2	**R1 500**	**L:** 76 **E:** 8	**R1 500**	-	**R3 000**	**L:** 76 **E:** 8		In Year 1
11	**Fundani MaAfrica** Limpopo	3	**R1 800**	**L:** 200 **E:** 6	**R1 800**	**R1 800**	**R5 400**	**L:** 200 **E:** 6		In Year 1
12	**Fundani MaAfrica** Eastern Cape	3	**R1 800**	**L:** 150 **E:** 6	**R1 700**	**R1 700**	**R5 200**	**L:** 150 **E:** 6		In Year 1 in 2023 AY
13	**PROTEC**	1	**R1 440**	**L:** 310 **E:** 12	-	-	**R1 440**	**L:** 310 **E:** 12		In Year 1 in 2023 AY
	Totals		**R6 540**	**L:** **736** **E:** **32**	**R5 000**	**R3 500**	**R15 040**	**L:** **736** **E:** **32**		
	Potential Secondary School in Eastern Cape	**1**	-	-	**R1 210**	-	**R1 210**	-		Negotiations under way



Selection of BEP interventions with better leverage and higher impact, as we learn and adjust over time.

- **18 747 learners**
- **621 educators**
- **12 mentors**

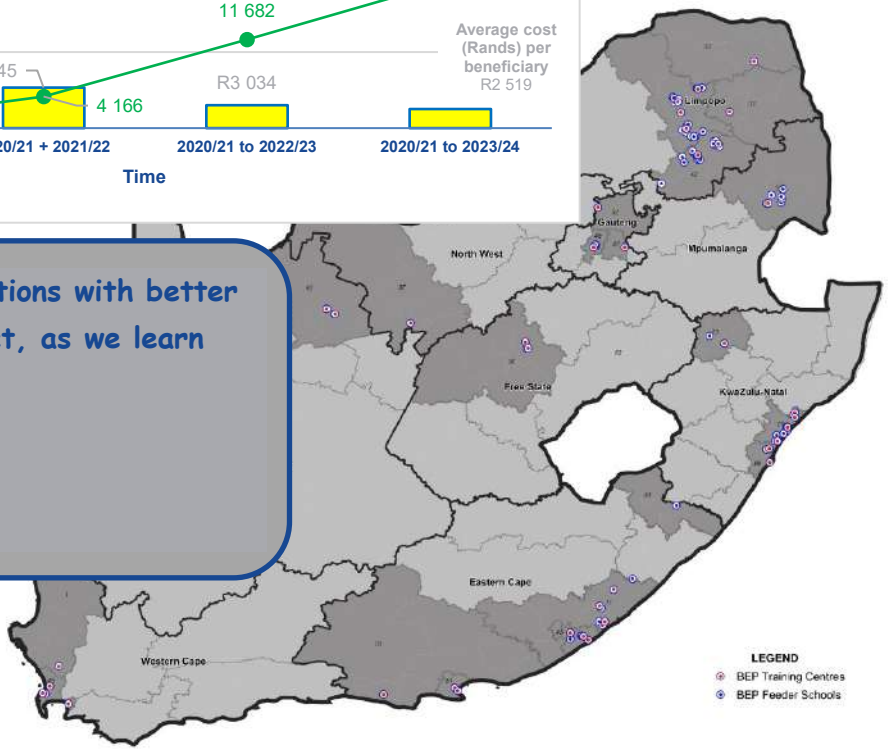


Figure 16: TCF-supported BEP interventions

Fundani MaAfrica, Limpopo Province

Fundani MaAfrica Education and Training is a Non-Profit Organisation (NPO) incorporated in 2008. It undertakes community-based education and training development projects, and teaches Mathematics and Science to Grades 10, 11 and 12 to learners at three centres / hubs over weekends. During the 2022 academic year, 390 learners and 16 educators benefitted from their programme in Limpopo Province. Their success in Bid Window 4 enabled them to also start a TCF-funded programme in the Eastern Cape.

Their programmes provide learners with a TCF-funded meal and transport when they attend the weekend classes.





Above: Learners at Ditsepu Secondary School, a hub for the Funda MaAfrica Limpopo programme, are provided with transport and a meal.

"The TCF support for the Fundani MaAfrica Limpopo Province programme contributed to the district being placed first within the province." Randy Mbuso, Fundani MaAfrica

PROTEC's World of Work

PROTEC is a BEP beneficiary from Bid Window 4. It was established in 1982 as a Non-Profit educational Organisation (NPO), dedicated to addressing Science, Technology, Engineering, Mathematics (STEM) workforce skills gaps. They improve academic performance and university acceptance rates, preparing learners to excel in their chosen future careers, aligning with their mission of creating a well-equipped, diverse, and inclusive future workforce. PROTEC augments the annual teaching plans offered to learners at school with their own curriculum, called World of Work (WoW). They use a hybrid system of face-to-face and virtual learning platforms through EduVod. Their teaching philosophy and approach merges traditional methods with real-world applications and contextual learning, promoting critical thinking and problem-solving skills. They create an inclusive learning environment that blends different perspectives, enhancing the educational experience and broadening learners' world view.



PROTEC brings together learners from various schools at a common venue, typically on Saturdays. The lessons last 90 minutes and are broken down into three 30-minute sessions, each focusing on a different aspect: assess, impart, and re-assess.

Go for Gold - a conduit for connections, Western Cape and Gauteng Provinces

Go for Gold, as a conduit for connections, has 25 years of experience in the education-to-employment domain. Their integrated approach develops learners through STEM education and personal development, guiding them from secondary to tertiary level education, and into employment in the built environment. They connect and expose learners directly to the built environment through strong partnerships in the construction industry. Interventions focus on academics as well as on the emotional well-being and intellectual development of each learner. This holistic developmental programme emphasises the needs of the whole child, and follows a three-tier approach, that takes into consideration the context, networks of people and environments surrounding each individual, to assist in dealing with day-to-day realities:

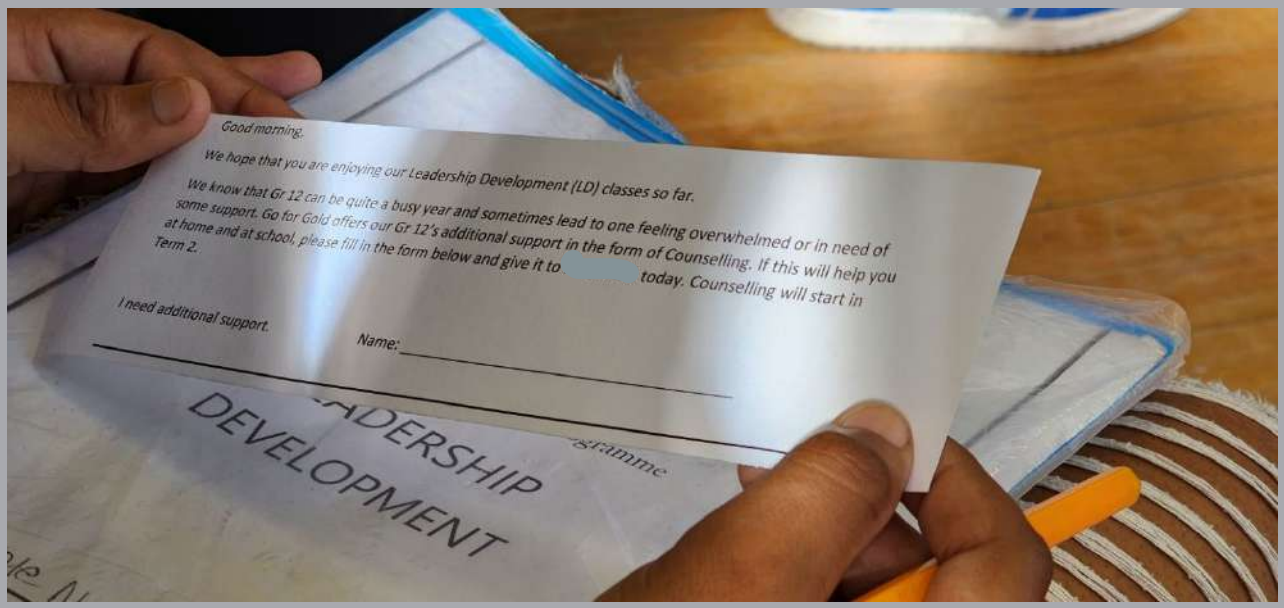
1. Leadership development through peer support that cultivates resilience and hope.
2. Psychological support in confidential counselling for learners in need.
3. STEM teaching and learning to address educational gaps.

Go for Gold maximises the impact of their programme by maintaining a focused group of learners from Grade 10 to Grade 12, into a subsequent workplace learning year, and tertiary education with bursary support, where possible. This approach establishes connections across life-changing periods and ensures the necessary support is available to learners throughout their educational journey. It develops a strong sense of group identity and peer support which cultivates an attitude of resourcefulness and tenacity in young people.

"I can approach life differently."

As part of their leadership development course and holiday programmes, Go for Gold includes industry specialist talks and construction site visits. These activities help learners to visualise themselves in future roles and careers, changing their self-perception and giving them hope for the future. Learners are linked with mentors who have experienced similar life stories, offering credible support which is coming from a place the learner can connect with.

Go for Gold also seeks ways to develop their educators and ensures collaboration and open communication that aids the provision of quality education for all. Through their overarching academic four-stage process of exposure, understanding, experience, and evaluation (through summative and formative assessments), in partnership with Star Schools, Go for Gold ensures that learners and educators, have the necessary means to shine in their teaching and learning.



Programme 6: Technical Capacity



The programme aims to deploy professionals, to provide the Government with engineering, project management and other technical services. This will assist the state - particularly local Government - and strengthen its capacity to design, construct, operate and maintain public infrastructure through, amongst others, the secondment of skilled personnel from organisations operating in South Africa.



This programme started in 2022, following a request from Government to assist in assessing the damage from devastating floods in KZN:

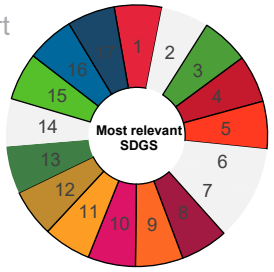
- The Board of Trustees capped the TCF involvement at 576 hours (4 consultants at 144 maximum each)
- The TCF technical team held weekly virtual meetings with officials, assessing flood relief support requests for 20 companies. As part of this work, TCF team conducted four site visits to KZN and ensured close collaboration with the flood relief team within IDC. Approximately 80 hours of assistance were dedicated to this intervention, costing approximately R200 000.

The Board approved the use of this programme for future emergency-type events, should the State so require. In addition to this support, that will be provided on an approved, as-needed basis, the WITS / UCT Concrete Research Group will provide technical capacity to the State as part of their contract with the TCF. This will include short courses aimed at engineers and technologists in the public sector, focusing on inspection, maintenance and repair of reinforced concrete infrastructure. Courses will be done in partnership with the National School of Government and the Schools of Public Management at UCT and WITS.

Programme 7: Professionalising Engineering Practitioners



The programme is aimed at funding the relevant training academies and/or mentoring institutions, which provide structured development programmes for graduate engineers. This will facilitate such engineers' registration with the Engineering Council of South Africa (ECSA) as *Professional Engineers* in terms of the Engineering Profession Act No. 46 of 2000. The programme endeavors to ensure the strengthening and rebuilding of the engineering sector and will thus support black and female candidates as a priority. Provision of support to young professionals through training and mentorship programmes aligned to the ECSA blue book for registration.



This programme will be implemented from the 2023/24 financial year onwards.

OTHER HIGHLIGHTS OF THE YEAR

Women's Month August 2022 Networking event

The first ever networking event for TCF was held on 31 August 2023. The event served as an enriching platform for women to connect, exchange stories, and start building a supportive community of practice.

In addition to presentations and discussion related to construction contractual matters, the event promoted interactive storytelling of personal journeys. Presenters shared their rich experience and knowledge in an open and honest environment. They included Board Trustees Felicia Msiza (presentation delivered by Reabetswe Mamogwe due to urgent commitments of Msiza) and Charles Wright, Joanne Bate (IDC COO), Lettie Mashau (CEO Motheo Construction), Nandi Mncwabe (CEO, NM Training Consultants), Ingrid Campbell (WBHO), Morag Campbell (Openrider Academy) and Anita Loots.

Networking

Networking opportunities help overcome challenges and break barriers. For women, they create safe spaces and supportive communities that help them to excel in a still predominantly male-dominated industry. By fostering a culture of support and collaboration, we break down barriers and challenge outdated stereotypes, paving the way for a more inclusive and diverse construction industry in which everyone can compete on an equal basis and be successful.

First ever TCF networking event during Women's Month in August 2022



Back row (Row 1): Gladness Msiska, Anita Loots, Hellen Nkadimeng, Nomaphelo Hlakula, Nosiphiwo Msitweni, Tshidi Dlamini

Row 2: Mmamogo Dikgale, Yvonne Reece, Pretty Mabundza, Lettie Mashau, Rabi Mamogwe

Row 3: Nandi Mncwabe, Thandeka Simon, Nokuthula Mahlangu, Thabiso Makgoka, Asive Rasimphi, Damaria Ndlovu, Julia Matlala

Row 4: Lynette Milne, Morag Campbell, Mosa Keneilwe Makhele, Ingrid Campbell, Charles Wright

Following the inspirational speakers, participants were provided with kits to build models through which to visually represent their life and career paths and those of their construction companies. This creative immersive model building exercise was facilitated by Morag Campbell and not only celebrated individual journeys but catalysed lively conversations around personal and business growth.

Lessons for female leaders in the construction industry, from the motorcycling world

Morag Campbell shared her experiences as a renowned motorcycle rider and internationally qualified BMW Motorrad off-road instructor – a woman in a predominantly man's world - and discussed the many similarities in approach between off-road riding and the challenges faced by women in construction. Finding one's own **path to success in business**, requires the management of fear and negative inner dialogue by implementing simple techniques that could include:



1. **Looking ahead to where one wants to go:** being aware of one's context and holistically evaluating this context / terrain in order to identify the opportunitties ahead.
2. **Identifying (rationally and precisely)** the various perceived opportunities, changes and obstacles on the path ahead.
3. **Evaluating the available options** clearly, and assembling the required resources, skills and potential routes to surmount or optimise the perceived obstacle(s), challenges and / or changes.
4. **Discarding the fear of the change(s), obstacle(s) or challenge(s).** Having made a decision, continue to look ahead, not focusing on the obstacles, so that one can implement the decision - always in the process of implementing "now" - whilst analysing the path ahead.
5. **Fixating on a target**: one goes where one looks or what one fixates on. Ensuring that one looks along the preferred path, acknowledging the opportunities and restrictions / changes / obstacles, and applying this continual evaluation and implementation process, will assist and guide one's direction ahead, towards success. This process will encourage upskilling, gaining of self confidence, and making one adept at navigating a continuously changing terrain. It will no longer be threatening, and one will start to enjoy the challenges and discover a group of like-minded riders / people who will support each other and celebrate successes.





Understanding business growth and personal journeys through the analogy of off-road riding

Following the talk by Morag Campbell, participants in the Women's Month event engaged in an immersive work session augmented by model building, using boxes filled with random material, ranging from rocks and engineering aids, to pens and paper. The aim was to reflect on and understand their journeys as growing black contractors, discussing and sharing their business histories and planning for their futures.







Insights for growth

"The TCF Women's Month event was by far the greatest contribution towards the growth of women and the development of the companies. Personally, I learned a lot and I have taken note of possibly great networks for the growth of our company. The talks and information were quite insightful. It challenged me to look deep into Mabalane's growth plan that I have been hesitant on viewing. There has been a great growth change in our company since attending the event. The approach in handling both financial and production issues is now much more successive and positive." Julia Matlala (Director, Mabalane A Seven Construction and Projects 102 (Pty) Ltd)

"It changed my life" (Damaria Ndlovu, Fundani MaAfrica)

"It (the TCF Women's Month event) really changed my life. When given the opportunity to share, then and there I knew where I was, what are my stumbling blocks, where I wanted to be, and how I can come out of my shell. So mapping out of my life on that piece of paper changed my life and saved me a lot of money as I was thinking to go see a therapist…because the downs were more than the up…but then and there, seeing other women doing that, I was revived… from there I knew that I don't belong in the office, I belong out there, to change other women, to give another girl child the opportunity that I was given that day to see yourself in a different way, to see yourself move. Even though there were pillars that I had put in my way, I found a way of removing them. Since that day I became new. Believe me when I say the guys in the team are shook, I have a voice, it helped make me visible. You may not control all events that happens to you, but you can decide not to be reduced by them."



Role models and peers alike

Model building in full swing – Lettie Mashau (CEO, Motheo Construction (Pty) Ltd and Nandi Mncwabe (Founder of NM Training Consultants) *(pictured below)*. Motheo is an EDP beneficiary and NM Training Consultants trains welders and bricklayers under CODP. Mashau and Mncwabe felt the event was very beneficial and created a platform for women within the different spheres of the construction industry to network and learn from each other . Mncwabe says:

"As women we felt that we were heard and supported. It was interesting to note that most of our challenges are similar. We also had the opportunity to be motivated and learn different strategies of problem solving."

Mashau complemented the choice of speakers and their wisdom, also from the so-called "captains of the industry" and says:

"It was a great opportunity to discuss some of the common challenges we face in this industry and engage with some of the best tried and tested practices."

Pretty Mabundza and Thabiso Makgoka (Mokibelo Investment Holdings (Pty) Ltd) *(pictured below)*. Mokibelo is an EDP beneficiary. Makgoka says:

"I learned that no matter what obstacles and difficulties one may encounter along the way in business, we should never give up or quit. Instead, we should continually get back up, keep the focus on the end goal, and persevere despite all odds. This was drawn from Morag's presentation with her experience with the bike and the activities we engaged in. This event provided a true reflecting time which we needed to undertake."





Inspirational leader and entrepreneur - awards for Golden Rewards 1981 cc

Golden Rewards is a 100% black woman-owned contractor based in Cape Town that focuses on roadside maintenance, fencing and reinforced concrete works. Owner Mampho Sotshongaye is a registered civil engineer and founded her company when she was 26 years old in 2010. It is a CIDB-grade 3CE and 1GB contractor. Despite challenges, Sotshongaye loves the construction industry because she is always learning, and every job is unique. She believes that stepping out of her comfort zone is when she performs best.

"My journey hasn't been easy, and at times I have wished that things were different or not as tough. However, I have come to realize that challenges have shaped me into the strong, caring mentor that I am today. I believe that "uncomfortable" encourages growth and my scars are a testament to my strength. I have a clear understanding of the hard road to success, but I am grateful for the obstacles and experiences that have taught me valuable lessons."



Sotshongaye has received many awards since she started the company, and 2023 has been no exception. She is a role model for women in contracting as well as for young entrepreneurs and an active mentor to many. She attributes her achievements to both the influence of her mother and her life journey, both of which have compelled her to give back, through mentoring others.

She acknowledges the importance of staying humble and grounded and that - no matter how far you've come or what you've achieved - it is essential to maintain a sense of humility and to remember your roots.

Sotshongaye ran away from home to go to school when she was 15. Living in a mud hut, 90 kilometres from home made her determined to get not only herself, but her whole family out of poverty.

"My mom always said we are born for a purpose, and I believe I was born to get my family out of poverty".

Sotshongaye reflects on how her experiences in the construction industry have shaped her perspective on life. Despite encountering difficulties, she has learned that not everyone is cruel or heartless, and that sometimes the biggest obstacles we face are in our own minds. She attributes much of her growth to the mentorship she received and values the importance of building strong relationships with others and believes that if you work hard and give people the opportunity to know you, they are often open and willing to help.

"I understand how challenging it is to start and finish a project with the same energy, deliver good quality, finish on time, and ensure no injuries. In the current environment, it seems that bigger companies are often prioritised, leading to a decline in work opportunities for smaller businesses like ours. Unfortunately, without plant and equipment, our company is forced to take the crumbs. However, we remain committed to delivering the best possible results for our clients and continue to strive for growth and success."

Golden Rewards has a working capital loan from TCF.

Sotshongaye's advice to those wishing to pursue careers in construction is to **show up, ask questions, be visible, be open to learning, and remember that no one owes you anything.**

Streetwise, growing contractor knowing his niche – Lope Civils cc

Lope Civils (Pty) Ltd cc is a 100% black owned contractor established in 2014 and based in Gauteng. It specialises in major sub-surface road drainage, new road construction, road rehabilitation, road surfacing, general building works, concrete works, stormwater drainage and walkways. Phoshoko Masipa (pictured below) is the business owner and is registered with ECSA as a Professional Technologist. He aims to register with SACPCMP.



Steep learning curves, calculated risks and sustainable growth

Lope Civils recently upgraded to a CIDB grade 5CE and also holds a 4GB grade.

Masipa acknowledges that growing his business was tough, marked by underquoting, unforeseen challenges, and lack of proper risk management. But he feels that the challenges helped build his character and resilience, shaping him into the businessman he is today. He believes in Lope Civils' future growth, with appropriate strategic business advice. Along his journey, he received invaluable mentorship and, in return mentors others, strengthening his belief in the power of knowledge-sharing, which he believes is a crucial element in both personal and professional development.

As a young man growing up in rural Limpopo, Masipa's driving desire to be the first civil engineer from his community was inspired by his parents' focus on education. In the early stages of his career, his "hands-on" work as a civil engineering technician and resident engineer on various roads projects shaped his

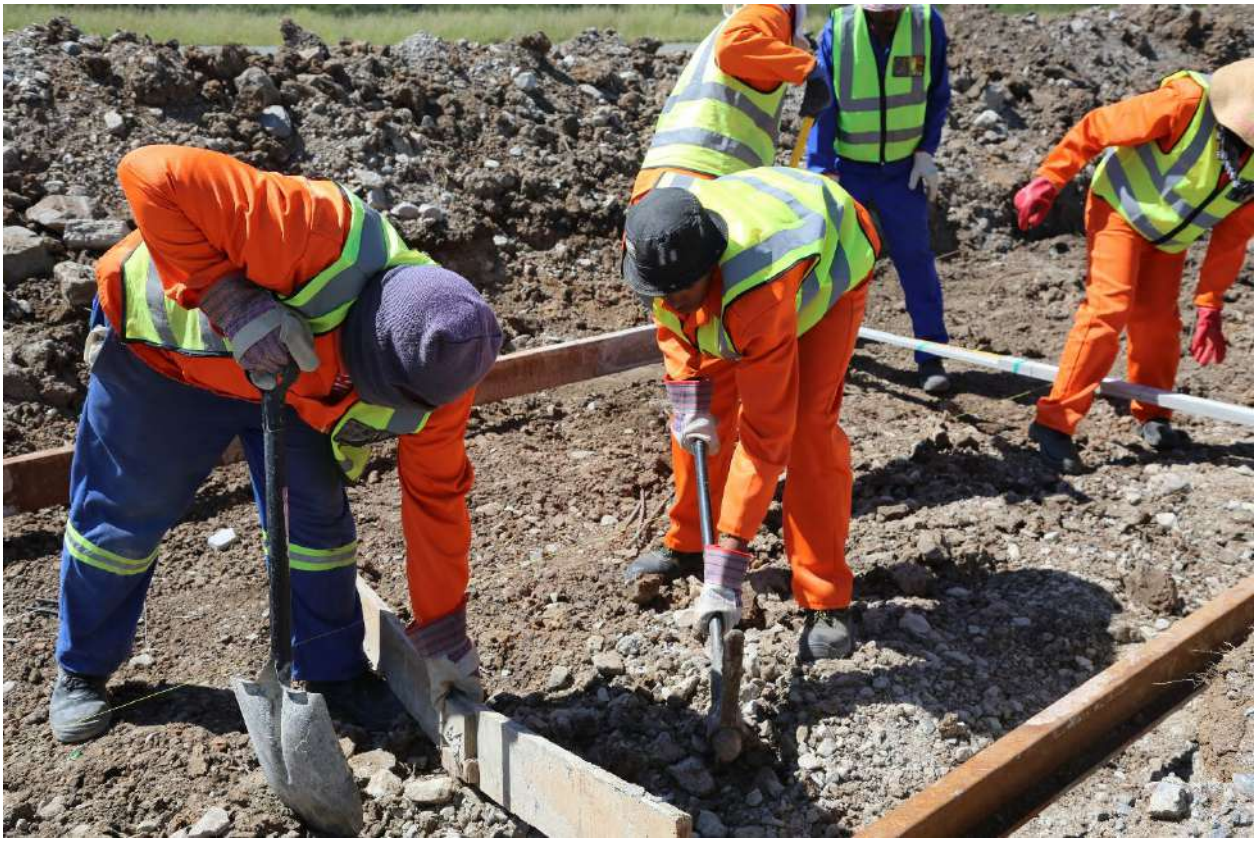
meticulous approach to road construction and problem solving.

Masipa intends to grow his business to fulfil his lifelong philanthropic desire of societal contribution and “giving back” to others. As such, he is steadily working on expanding his company, pursuing sustainable growth that balances financial and operational capabilities.

His methodical approach involves incrementally building up human resources, plant and equipment holdings, and improving his CIDB grading to take on larger contracts. Masipa’s focus on time management, quality work and strong relationships with clients, helps him unlock repeat business. Masipa is aiming to expand into the mining industry.

“I like building roads, contributing, and being part of building the infrastructure that will assist people to move their goods from one place to another, just to make a difference to the country economy.” (Phoshoko Masipa. Lope Civils (Pty) Ltd)

Lope Civils has a working capital loan from TCF.



PERFORMANCE AGAINST THE ANNUAL PLAN

TCF delivered all planned programmes as envisaged in the Annual Plan for the year. However, the recommendations for social infrastructure in Bid Window 4 could not be accepted and funding commitments could not be concluded by the Board of Trustees, due to it not having a quorum.

Company contributions to the TCF have improved, with both Stefanutti Stocks and Murray & Roberts having reached agreement on new payment schedules with Government. The settlement from the Group 5 business rescue process has been received in incorporated in planning for future allocations to projects. Government and the Board of Trustees are pursuing those that are not honouring commitments according to the Settlement Agreement.

The core team of the TCF has been strengthened significantly during this year. We have recruited three senior professionals. One started in September 2022 and the others in January 2023. All new team members are on 5 year contracts. The incentive and retention scheme that has been approved by the Board, is now active. The team is rethinking implementation models and approaches on all programmes, which will lead to improvements and higher impact in the coming years.

Project deployment and implementation retained momentum. Operational bottlenecks and challenges are being dealt with effectively and efficiently on an ongoing basis.

The role of TCF consultants has been reviewed and the number of consultants will be reduced from seven to three for 2023/24 and one new consultant will be added. The proposed new model for EDP will require a specialist panel of advisors with a different skill sets from the traditional technical consultants. Planning to finalise the skills sets that will be needed, is underway.

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1. **EDP:** of the 28 black contractors approved for loans and /or professional services grants, 26 have used their facilities. With an industry in distress, arrears on repayments have been increasing, but levels are still lower than similar facilities in the market. We are developing better support structures for our borrowers to help with sustainability of their businesses and reduce the exposure risk of the TCF.

2. **SIP:** Projects are various stages of implementation.

   a. The implementation of the boreholes programme is making significant impact on rural communities and municipalities in drought-stricken locations. Almost 20 000 households will have access to the clean drinking water that TCF will provide.

   b. The schools sanitation programme is underway, and the 16 schools earmarked for this programme will have safe ablutions for more than 6 300 learners and 230 educators.

   c. Bid Window 4 projects have been selected and are awaiting Board ratification before contracts can be finalised.

3. **EBP:** This programme has seen an injection of energy with the addition of the WITS and UCT Concrete Research Group, that will add significantly to the number of high quality Masters and Doctorate level bursars over the next 3 years.

   We are re-designing the bursary call as well as selection process to improve the numbers and outcomes of this programme.

4. **CODP:** The new approach, to include ARPL-type programmes, are delivering promising outcomes. The training programmes deploying the traditional artisan training curriculum and approach are also all having good success, with significant numbers of female trainees. TCF funding helps to fill the skills gaps in the construction industry.

5. **BEP:** Bid Window 4 has selected and contracted new programmes, with thousands of learners now having better access to Mathematics, Science and English teaching.

   We are actively identifying interventions that will ensure holistic programmes and relevant events that could help to maximise the social impact of TCF-supported programmes. We aim to ramp up the number of immersive learning experiences in future that will provide hands-on experience, especially to learners who do not have access to science laboratories at schools.

6. **TCP:** This programme is now active, albeit on a small scale, with technical capacity support to Government on an as-needed basis and as approved by the Board of Trustees.

   In addition, the WITS / UCT programme will be providing concrete technology seminars to Government officials working on infrastructure.

7. **PEPP:** This programme is not yet active, but various models for implementation have been considered. An approach will be submitted to the Board of Trustees during 2023/24 for future implementation.

AUDITED FINANCIALS

Table 22: Audited Financials for 2022/23 financial year

ITEM / DESCRIPTION	FINANCIAL YEAR					
	April 2017 to March 2018 (R'000)	April 2018 to March 2019 (R'000)	April 2019 to March 2020 (R'000)	April 2020 to March 2021 (R'000)	April 2021 to March 2022 (R'000)	April 2022 to March 2023 (R'000)
Income received						
Income from Contributions	R 234 000	R 117 000	R 123 000	R 123 000	R125 000	**R107 750**
Interest Income	R110	R13 533	R25 739	R15 958	R14 364	**R21 941**
Other Income	-	-	-	-	R 5 223	**-**
Less: Income at Risk	-	R 20 353	R 61 750	R86 750	R 83 750	R 64 625
Annual Total	**R 234 110**	**R 110 181**	**R 86 989**	**R 52 208**	**R 60 837**	**R65 066**
Total Cumulative Income	**R 234 110**	**R 344 290**	**R 431 279**	**R 483 487**	**R 544 324**	**R609 390**
LESS: Expenditure						
Audit Fees BDO	R 73	R 73	R 75	R 154	R 142	R 386
Accounting Professional Fees – PKF Octagon	R 43	R 43	R 43	R 43	R 43	R 151
Legal fees	-	-	-	R 1 168	R1 413	R1 335
Marketing costs	-	R 36	-	R 4	R 299	R 569
Management Fees	R 510	R 4 193	R 1 804	R 2 617	R6 370	R9 939
Interns (5)	-	-	R 408	R 516	-	-
Travel - local	-	-	R 28	R 233	R 503	R 466
Administration costs	-	-	-	-	R 7	-
Finance Costs	R 17	R 1 553	R 2 351	-	-	-
Catering	-	-	-	R 30	-	R 16
Technical Consultants	-	-	R 3 350	R 4 484	R 4 635	R 7 119

	2017/18 (R'000)	2018/19 (R'000)	2019/20 (R'000)	2020/21 (R'000)	2021/22 (R'000)	2022/ 23(R'000)
Programme disbursements:						
• Enterprise Development Programme (EDP)					R 73 050	R 33 727
• Social Infrastructure Programme (SIP)			-	R 9 077	R 13 831	R 12 168
• Basic Education Programme (BEP)			-	R 10 171	R15 354	R7 497
• Construction Occupations Development Programme (CODP)				R17 950	R16 508	R14 801
• Engineering Bursaries Programme (EBP)			R 3 413	R 3 831	R 802	R 1 031
Loss Allowance on EDP loans					R6 596	R14 291
COVID-19 Essential Supplies			R 5 158	R 174	-	-
Expenditure for the Year	R 643	R 5 898	R 16 630	R 50 452	R 139 552	**R103 496**
Total Cumulative Expenditure	R 643	R 6 541	R 23 171	R 73 623	R 213 175	**R316 671**
Operating Surplus	R 233 467	R 104 283	R 70 359	R 1 756	-R 78 715	-R38 430
Cumulative Operating Surplus	R 233 467	R 337 750	R 408 109	R 409 865	R 331 150	R292 720
Taxation	R 49	R 5 873	R 11 326	R 6 791	R 5 109	**R8 534**
Cumulative Taxation	R 49	R 5 922	R 17 248	R 24 039	R 29 148	**R37 682**
Surplus for the Year	R 233 418	R 98 410	R 59 033	-R 5 035	-R 83 825	-R46 964
Cumulative Surplus	R 233 418	R 331 828	R 390 861	R 385 826	R 302 001	R255 037
Working Capital Adjustment	R 116 308	-R 11 917	-R 26 677	-R 3 020	-R 1 301	-R10 955
Surplus for the year after working capital adjustment	R 117 110	R 110 327	R 85 710	-R 2 015	-R 82 524	-R36 009
Cumulative cash flow surplus after working capital adjustment	R 117 110	R 343 745	R 417 538	R 388 846	R 303 302	R265 992
Committed Funds by Year	-	R 60 051	R 126 526	R 138 866	R 86 759	**R57 091**
Cumulative Committed Funds	-	R 60 051	R 186 577	R 325 443	R 412 202	**R469 293**
Surplus after Committed Funds (Cumulative income minus cumulative committed funds)	R234 110	R 284 239	R 244 702	R 158 044	R132 122	R140 097



Jirah Academy welding artisans training programme: Ester Jacks

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