

28 February 2019



**Attention:**

Engineering Practitioners  
Municipal Manager  
Manager Technical Services  
Human Resources Manager  
Skills Development Facilitator

Dear Sir/Madam

**LGSETA CANDIDACY PHASE SUPPORT FOR LOCAL GOVERNMENT EMPLOYEES TRAINING TOWARDS REGISTRATION AS ENGINEERING PROFESSIONALS**

In response to the shortage of engineering staff in local government, the LGSETA has recognised the need to support candidates to develop the competencies required for professional registration. The most effective process for developing such competence is to:

- Ensure that graduates register as candidates with their statutory bodies
- Follow a structured training programme covering an adequate range of activities
- Ensure that a mentor is in place to oversee the planning of a training programme and monitor progress
- Ensure that adequate supervision and coaching takes place
- Ensure that candidates take responsibility for the work assigned to them, record their experiences and review their progress on a regular basis with their mentors
- Ensure that candidates attend supplementary training as required by the professional body

The LGSETA has extended the engineering candidacy phase programme which allows for mentors to be deployed to support the development of in-house candidates and is calling for applications from more candidates.

**Who can apply?**

**Civil, electrical and electromechanical engineering**

- Technicians, technologists and engineers in possession of a National Diploma, BTech or engineering degree who wish to work towards registering as a Pr Techni Eng, Pr Tech Eng or Pr Eng respectively
- Those who have qualifications recognised by the Engineering Council of South Africa (ECSA)
- Those who have had at least three years of experience after satisfying the academic requirements of their qualification and are involved in engineering work in engineering departments
- Preference will be given to those already registered with ECSA as candidates with no outstanding fees.

**Criteria for applications:**

- Preference will be given to those who are permanently in the employ of a local government entity but those on contract may also apply
- Must be South African citizens
- Preference will be given to previously disadvantaged, women and disabled candidates, however no candidate is excluded
- Preference will be given to applicants who form part of a group of staff requiring mentoring per municipality, in order to benefit from economies of scale, but individuals in outlying areas may also apply and an attempt will be made to pair them with the larger groupings that are identified.
- Since ECSA requires candidates to investigate problems, develop and implement solutions it is important that candidates have access to suitable work to develop in the ECSA outcomes. Typically, candidates must have the opportunity to practice and apply their engineering knowledge and skills as follows according to their category of registration:

- Engineer – Design and planning including detail design and management of a multidisciplinary engineering project
- Technologist – Design that may include planning and feasibility and management of an engineering project
- Technician – Planning, design or developing engineering solutions and management of an engineering activity

#### **What will LGSETA expect from beneficiaries and the municipality?**

- The municipality employing the individual agrees to provide adequate supervision, to release candidates to attend workshops, for mentoring sessions and to release them for secondments where experience opportunities within the municipality are inadequate.
- Beneficiaries will be expected to sign a learning agreement with the LGSETA in which they commit to applying themselves throughout the programme, preparing experience reports and cooperating with mentors, programme managers and LGSETA staff.
- Beneficiaries will need to adhere to reporting deadlines and complete all TER reports for the periods prior to the inception of the programme within 1 year of starting on the programme.
- Beneficiaries are required to remain within the employ of the local government sector for a two-year period after completion of the programme or professional registration.
- The employer will also be asked to sign the agreement and to support candidates in all their training and experience endeavours.
- Beneficiaries must have access to computers, email and the internet, to be able to communicate with mentors, upload reports and complete assignments.
- Beneficiaries should not be a recipient of any other form of candidate funding for the duration of the LGSETA candidacy support programme.
- Beneficiaries must declare any other form of employee educational assistance they are receiving.

#### **What does the programme cover?**

- Annual candidate registration fees (arrear fees are excluded)
- The provision of an external mentor to plan, oversee and review structured training towards professional registration
- Delivery of workshops as required
- The oversight of assignments
- Attendance of courses decided upon by the programme
- The final registration application fee

The **closing date** for applications is **11 March 2019**. The applicants will be informed if their application has been successful by **15 March 2019**, at which stage detailed contracts will be issued for signing. These contracts that have been signed by the beneficiary and Municipality must be scanned and emailed back to us by **25 March 2019**. The Induction workshops will be held during April and May 2018.

The application form can be found at the **LINK** : <http://www.myregistration.co.za/candidacy.php?proj=29>  
Engineering graduates are to complete the application information and are to:

- Download a discipline specific questionnaire, fill this in and upload it once it is completed
- Upload your CV, certified copies of your ID, qualifications and appointment letter from the Municipality

For queries or further assistance with the submission of the completed applications please liaise with Zan Mlambo on email [zan@ally.co.za](mailto:zan@ally.co.za)