INVITATION FOR TRAINING AND DEVELOPMENT OF EMERGING CONTRACTORS THROUGH THE INDEPENDENT DEVELOPMENT TRUST'S EPWP VUK'UPHILE LEARNERSHIP PROGRAMME

The Independent Development Trust in partnership with the National Department of Public Works is embarking on a contractor development programme, which is part of the Expanded Public Works Programme (EPWP). This is a learnership programme to be implemented as a joint initiative between the Independent Development Trust and the National Department of Public Works. Through this programme the IDT and the Department intend to develop emerging contractors into sustainable construction companies able to execute labour intensive projects. The emphasis of the programme is to develop ADMINISTRATIVE, TECHNICAL, CONTRACTUAL, MANAGERIAL and ENTREPRENEURIAL SKILLS that would assist them in sustaining the contracting entity. It is the intention of Independent Development Trust to have an equitable representation of the learner contractors from across the KZN Province.

The Independent Development Trust is targeting 10 contractors with Grade **1GB PE or 2GB PE.**

SELECTION CRITERIA

A. Requirements for applicants

1. The applying contractor must have an existing registered, with Companies and Intellectual Property Commission (CIPC), business entity.
2. The applying contractor must be currently registered with the Construction Industry Development Board (CIDB) grade *1GBPE or 2GBPE*,
3. The applying contractor should not have been involved in any training through the Construction Education and Training Authority (CETA) before entering this programme,
4. The applying contractor should have a valid tax clearance certificate,
5. The applying contractor must be willing to enter into a full time up to three (3) years learnership agreement and not get involved in any other activities, outside of the learnership programme, for the duration of the learnership programme,

6. The applying contractor should also have potential and experience in basic construction projects. The individual to be trained as a contractor must/should meet the following requirements
    - Be literate and numerate,
    - Have academic qualifications of Grade 11(Standard 9) or higher (applicant(s) with qualification below Grade 11 should obtain Recognition of Prior Learning and submit by the closing dates).
    - Experience in Construction activities (preferably on infrastructure and labour intensive projects).

7. The applying contractor must have an individual to be trained as site supervisor who should meet the following requirements
    - Be literate and numerate,
    - Have academic qualifications of Grade 11(Standard 9) or higher (applicant(s) with qualification below Grade 10 should obtain Recognition of Prior Learning and submit by the closing dates).
    - Experience in Construction activities (preferably on infrastructure and labour intensive projects).

8. Both the applying contractor and the applying Supervisor must be willing to participate in a National Qualification Framework Learnership Programme.

B. Affirmative Action Criteria

Applications will be evaluated according to the following affirmative action criteria:

- At least 85% of the selected learner contractors and learner supervisors should be historically disadvantaged individuals,
- At least 50% of the selected learner contractors and learner supervisors should be women,
- At least 50% of the learners should be youth (younger than 35 years), and
- At least 2% of the selected learners disabled.
- The preference will be given to contractors from within Kwazulu Natal Province.

C. Experience of applicants

This learnership programme targets those people, within the affirmative action framework described above, that will have the best chances of succeeding as contractors. The following characteristics of applicants will therefore count in their favor in the selection process:

- Experience in the construction or contracting sector,
- Experience in owning/ running or managing a business,
- Higher qualifications than the minimum specified,

- Access or ownership of capital or assets that would be useful for the contracting company, and
- CIDB registration.

D. Selection

Final selection will be done based on written test results, interview results, affirmative action, and qualifications. Weighting of the different aspects evaluated will be as follows:

Locally resident individual	:	15%
Contractor residing within the Local Municipality	:	5%
Written test results	:	15%
Interview results	:	45%
Qualifications	:	8%
Affirmative results	:	12%

Compulsory briefing session(ONLY FOR SHORTLISTED CONTRACTORS) will be held as follows:

Venue: KZN –IDT Offices, 12th floor Marine Building, 22 Gardiner Street (Dorothy Nyembe) Durban 4001
Date: 24 July 2012
Closing Date of Submission: 05 July 2012
Place for Submission: Same as the venue for the briefing session. Envelopes should be clearly marked **" Contractor Learnership Programme"**
For General information: Babalwa Mbambalala (012) -845 2000/ 2188