1. Introduction

Statistics South Africa (2016) figures indicated that South Africa’s unemployment rate lies at 27.1%, the country’s highest in 13 years while the youth unemployment rate stands stubbornly at 54.2%.* At the same time the Gauteng Treasury Department reported that the Province, well recognised as the national economic powerhouse, will grow by a mere 0.8%.** With such challenges facing the nation at an economic indicator level, and with the conurbation of Gauteng metros being a main driver behind national economic growth, the country would not be in a position to fare much better.

It was against this backdrop that the discussion at the 42nd Infrastructure Dialogue was on “Seizing opportunities for employment in and through Infrastructure”. From the outset of the Dialogue, it was clear that planners and decision-makers would need to distinguish between opportunities for employment based on infrastructure build programmes (which are short term however infrastructure spend are leveraged to create jobs, especially through labour intensive approaches), and opportunities for employment through infrastructure that enables the development of job-creating economies that have an indirect but positive and sustainable impact on employment. In the first instance, employment opportunities are project-based while economic development through infrastructure enablement provides permanent and long-term employment.

Looking back and evaluating the outcome of the infrastructure build programme to date, we see that it has been employment neutral while there should have been a positive relation between investment, economic growth and job creation. Although there was significant investment in terms of infrastructure build and a long period of positive economic growth, the programme has not alleviated unemployment in South Africa.

This begs the question: “Should we invest in infrastructure build, or should we invest in the development of economies around infrastructure?” While there is no simple answer to this question, our main focus should be on sustainability – sustainable job creation and sustainable employment that will ensure sustainable income for individuals and households, leading to economic growth.

The Infrastructure Dialogues are hosted jointly by the Development Bank of Southern Africa, the South African Cities Network, the National Business Initiative, the Performance Monitoring and

* Ref: http://www.tradingeconomics.com/south-africa/unemployment-rate
Evaluation Department in the Presidency, and the Department of Economic Development, with the Engineering News as media partner.

2. Programme and Panellists

Dr. Geci Karuri-Sebina of the South African Cities Network welcomed the audience to the Infrastructure Dialogue. Richard Goode of the Development Bank of Southern Africa introduced participants to the topic of the Dialogue and highlighted that the objective is to find ways to “enable people to come to the right positions and allow them to work and improve their living conditions while contributing to a thriving economy.”

<table>
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<td>Sylvester Moepya</td>
<td>Senior Manager, Harambee Youth Employment Accelerator</td>
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3. **Overview**

Sustainable employment through **Infrastructure Development** and subsequent industry development

**Infrastructure Build** contributes significantly towards employment (albeit temporary)

Sustainable employment created by industry development through **Infrastructure Build**

**Overview**

**EMPLOYMENT VIA NEW BUILD**

- Dams and water supply
- Construction
- Roads & rail

**SUSTAINABLE EMPLOYMENT THROUGH INFRASTRUCTURE**

- Tourism & rural development
- Retail shops & services
- Taxi and transport services

**Requirements**

- Vision and leadership
- Education and skills development
- Localisation
- The right balance between:
  - Labour intensity vs automation
  - Maintenance vs newly built
  - Metro vs rural
  - Public vs private
4. **Sustainability in the context of employment through infrastructure**

Infrastructure development undoubtedly creates jobs through construction and project commissioning. But the nature of these jobs, even for projects that are labour intensive, is project-based and relatively short term. Once projects are completed, workers’ contracts come to an end requiring new infrastructure build opportunities for income generation.

Being a critical driver for economic growth, infrastructure development must become a catalyst for downstream industrial development. Infrastructure unlocks opportunities in a number of market sectors, creating production systems or industries that offer long-term employment.

The Renewables Infrastructure series of projects are a case in point. Although many jobs were created through the construction phase, the jobs were not sustainable. The focus was narrowed to one outcome only, namely workable infrastructure, without attention being given to stimulate other economic activity linked to the infrastructure.

This Dialogue brought to the fore that taking advantage of direct and indirect employment opportunities from infrastructure development necessitates more than budget allocations, commitments and debt guarantees. It requires holistic thinking and strategies that address all market sectors and downstream economic opportunities, the right perspective, and proper planning with a long-term vision and permanent employment opportunities as the primary objective.

It is critical that capital investment in infrastructure development should be viewed through the lens of economic development, transformation and growth. To this end, from a planning perspective, government needs to consider the transformation of the current centralised economic structure into a more vertically integrated market structure which promotes inclusivity and growth.

5. **Major Challenges**

The Dialogue highlighted and reiterated a number of challenges that South Africa needs to overcome to stimulate employment through infrastructure development. Many issues raised related directly to concerns about skills shortages and economic growth.

5.1 **Skills shortage**

It was agreed that the high unemployment rate in South Africa can be directly linked to, among other things, the lack of skills.

Across industries and market sectors, the availability of the right skills has deteriorated drastically. This is to such an extent that the country has completely lost production capabilities in some sectors, while in other cases basic artisan skills have to be imported. South Africa used to have a strong capacity to produce steel but the industry has been obliterated to the point that steel for infrastructure needs to be imported from China. The point was made that the country has lost a valuable skills base.
in steel manufacturing, which limits the opportunities to maximise forward linkages between different market sectors and the creation of sustainable employment.

One participant put forward that although certain jobs exist, there is a lack of sufficiently skilled workers. Consider the dynamics at play: Within the construction industry there are approximately 1.4 million people employed, with only 800 000 of these people being in the formal sector. The balance of individuals operate in the informal sector and contribute to the industry through sub-contractors. 80% of entry level positions are in artisan crafts, and two thirds of these are occupied by people with education levels that are below matric.

The Dialogue highlighted a number of reasons for the serious shortage of skills.

i) **Gaps in the training system**: The country’s educational system up to the level of matric does not cater for skills training and students are seldom exposed to any form of craftsmanship. As a result there is a lack of interest from the youth in taking up tradesman skills at colleges. Together with this there is the notion that tertiary education in the form of university degrees is the ultimate achievement. In the age group of 45 and older, there is a good artisan skills base but the country has seriously limited skills at hand in the younger age group. It was commented that this is due to a failure in the educational and employment system.

ii) **Building the right skills**: Although we have the TVET colleges, there is a lack of formal training and the right skills training with necessary accreditation. There is a lack of industry knowledge or linkage in terms of awareness about the right skills that are required.

iii) **Revolving door internships and learnerships**: We have a huge number of internship and skills training programmes in the workplace, mostly larger organisations, however permanent employment is not always the outcome. In the workplace, companies take in interns in order to fulfil certain requirements. The interns complete skills training but in many cases they are not permanently employed by the same company, either due to availability of permanent jobs or for cost reasons. After a year or less, these interns find themselves without a job with the reality being that over time, learnt skills are lost if not kept in practise. The same companies however might take in new interns and go through the same process.

iv) **Capacity building**: Small Medium Enterprises (SMEs) (which are a major growth segment for South Africa, envisaged to the a key employer going forward) often do not have the capacity (time, funds, etc.) to upskill employees.

In terms of skills training, there is a need for focus, clear strategies and alignment. The education system at a school level needs to incorporate exposure to artisanship and the workplace. Colleges need to be aligned with workplace requirements and internship programmes, ensuring that the right skills training are available. We need to look for success stories in the workplace and learn from that, it was stated.
It is also critical that we re-establish a culture of craftmanship and emphasise the value of this, not only in terms of industry requirements and economic growth but to showcase the potential of entrepreneurship and value generation.

The Dialogue raised the question of how to integrate the “man on the street,” providing the necessary training and accreditation. There are currently limited opportunities which are available for the very poor to gain access to formal skills training. Apart from policy making, government should be more accountable for putting mechanisms in place to enable skills training within the public employment space. Following such an approach, entrepreneurship could be introduced to trained individuals and with skills development in areas such as financial management they could be helped to start their own businesses at. It was cautioned too that entrepreneurial opportunities should be unlocked for people who are ready for it and not forced on people that do not have the right skills.

5.2 Economic growth

Infrastructure investment, economic growth and job creation should be inherently connected. In South Africa however, the infrastructure programme over the past decade has not significantly impacted on employment. The unemployment rate has even deteriorated in the past couple of years, begging the question “what are we doing wrong?” For example, with regard to the energy programme which was high priority for some time, a number of targets have been missed, all with serious cost implications. Not only did this adversely affect the economy at large, but it was detrimental from an employment opportunity perspective.

For an economy to grow, the right structures need to be in place, industries need to be linked and feed into each other. Continuous learning and the transfer of skills is required in the workplace. Employees need to transition from entry level to higher-level jobs as matriculants and graduates enter the workplace. Employees need to be correctly and adequately skilled for the positions they occupy in order to deliver desired outcomes, make the right decisions timeously, plan and execute properly.

In the workplace and specifically, the construction industry, there are limitations for economic growth, not only due to skills shortages but because of a lack of skills transfer that enables employees to take on higher level jobs. For example, in the Medupi Project which is considered a mega-construction project, it was found that the majority of supervisors lacked foundational skills, including numeracy and literacy. These were people responsible for the translation of complex engineering drawings. These people were required to make critical decisions. The issue with having insufficiently skilled people in key roles, among other issues, delayed the completion of the project which not only led to an escalation in costs but negatively impacted economic growth. For the R1 billion invested, only around 1000 jobs were created for the period of construction while the industry is looking to achieve at least double that, or invest half of that for the amount of jobs created.

In 2016 the country trudged on through a depressed job market. The Dialogue highlighted that there are 162 000 new entry level placements estimated for 2017 in the construction industry, and asked the
question whether the South African Government has a strategy specifically linked to the infrastructure spend, to drive economic growth through employment.

Government has committed to substantial infrastructure spend over the next four years, which will see a budgeted increase of approximately 7%. Owing to the slow economy and pressure on the budget deficit, it is uncertain how much of the spend will materialise. What is needed are plans to train and upskill entry level workers, to enable them to apply for and occupy higher level jobs once such construction projects are completed. Where possible, planning should consider linking projects or projects should be aligned with permanent employment opportunities in downstream market sectors, allowing employees to apply for higher level jobs. Care should be taken to limit displacement of workers post construction.

In addition to direct employment in construction, jobs become available in the supply chain however the majority fall within the informal sector. Looking at the operational history of the four big construction companies, a large percentage of the work is implemented by sub-contractors. This is good news for SMEs, however for many people employed in this sector, it does not necessarily mean permanent employment. The Dialogue posed the question whether this market sector can be regulated through project requirements to ensure that sustainable employment for young people and the necessary skills training takes place. This should be approached carefully and must not exclude SMEs due to a lack of the capability to comply.

With a focus on creating sustainable employment through infrastructure development, it is pertinent to identify specific opportunities for permanent job creation and make these a priority. This will enable us to create permanent employment in the supply chain, support services and downstream market sectors as a result of investment into infrastructure projects.

6. Requirements

6.1 Vision & Leadership

South Africa needs a vision for the future. Where are we as a nation going? What do we as a nation want to achieve? What is our core competency and comparative advantage? What will make us successful in the long-term?

A vision, inspired by leadership that has earned respect, needs to become the driving force, which currently does not exist. As a country that is in turmoil, where leaders and systems are not trusted, where there is a significant cultural divide, the need for a clear vision is of utmost importance.

While this was the sentiment raised at the Dialogue, it was also noted that South Africa has the NDP with many policies, strategies and plans. The point of weakness lies in poor and divisive implementation. Poor or inconsistent leadership results in a lack of coherence and drive. Although we
have numerous, sound plans and major infrastructure projects that can generate employment, the country will not move forward without a clear vision and strong trustworthy leadership.

6.2 Education & Skills Training

The deep need for skills discussion led to the topic of education and training.

South Africa has various colleges, including the Technical and Vocational Education and Training (TVET) colleges that focus on education and skills training. However, these learning institutions are not producing enough of the appropriately skilled candidates who have had workplace exposure and are, as a result, able to do the job that is required. The quality of the college educational system is poor, especially with regards to mathematics and science.

The requirements of the SIPs project plans were brought to light, with it being said that South Africa does not have the quality of candidates and the right skills to deliver on such projects. A note of cynicism entered the Dialogue as participants commented that it is one thing to create employment through infrastructure development but if the country does not have the skills to execute, unemployment will remain high and the economy will continue to deteriorate.

From a holistic point of view, the country needs to re-examine its policies and educational curricula in the light of critical skills requirements. Cooperation between government, educational institutions and industry is needed to reform the educational and training landscape. Vocational and skills training needs to find its rightful place in the educational fraternity. School students, teachers and parents also needs to be informed of the benefits and future opportunities for candidates that choose careers in craftsmanship. These could take the format of information sessions with demonstrations and case studies to make student aware of choices.

Harambee Youth Employment Accelerator

In search of the right skills, Harambee Youth Employment Accelerator implemented a project with the four big construction companies in South Africa to educate and train students in carpentry and bricklaying. There was a shortage of candidates at the TVET colleges, particularly those who had graduated with the National Certificate Vocational level qualification in construction and civil engineering.

Harambee was established to assist people that are locked out of the formal economy to obtain skills that will enable them to find employment. These are typically young people who do not achieve good results at a school level and struggle to make a smooth transition between school and employment. Harambee helps the youth to become work ready through various interventions, and in this way they assist families that were previously reliant on just social grants.

Research done by Harambee shows a poor correlation between learning potential and numeracy. Most young people have the potential to do almost any type of entry level job. In many cases however employers are only looking for matric level mathematical skills. Many of those jobs do not require matric level but only Grade 9 level. In these cases Harambee advocates a change to employment and recruitment practices.
The educational system should take action in light of the current attrition rate of learners. Too many students drop out of school before they complete matric while this basic education level should be made compulsory. Skills training and career guidance that focuses equally strong on vocational training as on tertiary education after school should be built into the schooling curricula.

### Cuba Case Study

When the parents of a child are uneducated, the child most often lose interest in learning at school and easily drop out of school and find himself/herself without the necessary basic skills to apply for work. Although children can go to school at no cost, once they are at home after school, there is little drive and support to learn and develop further. In Cuba, this social problem was dealt with by taking children from uneducated households and putting them in boarding secondary schools. This gave them the opportunity to be amongst other learners most of the time, and after school they would dedicate some time to learning. In this way, a culture of learning was generated to overcome a social circumstance. While there are arguments for not breaking a family system, South Africa should investigate the benefits of such innovative solutions to enable a culture of learning.

### 6.3 SME development

Economic growth is dependent on the development of the Small & Medium Sized (SME) businesses sector in the country. Where there is a saturation of jobs in the formal sector, SMEs can still create opportunities.

The National Development Plan states that by 2030 we need 11 million new jobs, and statistics indicate that 90% of these will come from SMEs. Although they will not employ lots of people individually, combined they will help to bridge the unemployment crisis.

30% of infrastructure spend must be reserved for SMEs which, it was noted, is good for the stimulation of SME development. But when it comes to skills development there is little or no transfer of skills that currently benefits SMEs. In this sense, SMEs are not empowered. Big corporations focus on the construction side of the contract and work against targets, and while they sub-contract to SMEs, they do not have the skills to upskill these organisations. South Africa needs creative solutions to bridge these gaps.

It was highlighted that the City of Johannesburg has seven regions and in each region there are SME hubs, which are one-stop-shops for development. Theses hubs covers compliance requirements, fast tracking registration, access to land, access to water and electricity. This concept should grow into an alliance between the City, big businesses and SMEs, and could be explored as a model for similar developments.
6.4 Localisation

The Dialogue reiterated that South Africa needs to take advantage of infrastructure build and boost localisation by developing downstream manufacturing and business opportunities. Development plans should allow easy access for the private sector to build factories, stores and shops adjacent to the new infrastructure. The Industrial Development Corporation (IDC) engages with State-owned Enterprises (SOEs) and businesses in this regard and makes funding available to South African entrepreneurs. The requirements for such co-existence are important to take into account as these will determine the success of the outcome.

6.5 Imperative to get the balance right

6.5.1 Labour intensity versus automation (new technologies)

There is a tendency to compare South Africa with the Western World when it comes to technology implementation and automation but the country faces different challenges. Therefore it is important to find the right balance. The country cannot pursue technology to the detriment of labour and it also cannot get stuck in old labour intensive practices. What is needed is a review of the country’s demographics, resources and issues and then to determine the right balance between labour-based manufacturing and automated production. Having such a large percentage of unemployed people, the emphasis should be on bringing these individuals into the mainstream economy. Solutions should be formulated to enable them to be employed in more labour intensive operations, rather than making the decision to automate.

In the democratic South Africa, where labour has a voice and strikes are a regular occurrence, business tends to shy away from labour intense practices to the detriment of the poor and unemployed. Rather than automate for these reasons, business and government should continue to seek creative solutions to solve labour issues. The Expanded Public Works Programme (EPWP), supported by the International Labour Organisation, promotes intensive labour construction methods. The Dialogue stressed that business in South Africa needs to come to the understanding that we have to employ people and skill them. This is the only way the economy will grow.

On the continent, East Africa is leading in terms of technology development, and specifically with regard to mobile technology. It will, for example, cost them more to develop roads than using drones to deliver necessary goods to rural areas. This is an excellent example of how technology can bridge the infrastructure gap and create new job opportunities in alternative market sectors that are developed as a result. Where possible, South Africa should look for such opportunities and ensure that the country does not fall behind in terms of advanced technology deployment. The main objective however should be job creation. If these disruptive technologies have the ability to create new industries, it should be pursued and people should be enabled through skills development.
6.5.2 Maintenance versus New Build

Looking at various case studies, the Fiscal and Financial Commission (FFC) found that maintaining infrastructure that is effective in its intended purpose is more beneficial for sustainable economic growth and job creation than building new infrastructure. It allows opportunities for skills development.

Government has the tendency to prioritise new infrastructure while old capital stock is degrading which comes with a huge cost for future rehabilitation. Comparing South Africa with European countries, our established infrastructure is not old. With required maintenance, it should all be in good workable condition.

South Africa needs a paradigm shift. Through effective planning and long-term asset life management, the country should focus, in the first instance, on managing and maintaining existing infrastructure and allocation of spend accordingly. The unemployment issue can be addressed significantly through infrastructure. It is central to development and industrialisation. However, we constantly have to look at all activities around infrastructure and ask the questions of where we create the most productive jobs and where it is sustainable. Maintenance is one such area as a job in maintenance is a job for life. In this regard, skills development in maintenance should also be a priority.

In prioritising maintenance, South Africa has to look at the associated budget allocations. Even within the planning of new build projects, maintenance should be factored in. Service providers can be informed with a projection of maintenance opportunities in future.

The argument between building roads to give people access to opportunities as opposed to filling potholes was made. Conversation raised an example of a case that was made for reducing maintenance by rather doing resurfacing or replacing pipes instead of fixing leaks. The argument put forward hinges on finding a balanced solution rather than replacing one with the other.

6.5.3 Urban - Rural Dynamics

Another factor to contemplate is the issue of migration into the cities and rural neglect. People go where there are job opportunities. Construction is mainly concentrated in metros but currently our cities cannot accommodate the influx of people.

Ensuring economic growth and prosperity not only in our cities but across the country, the South African Government has to plan for and develop appropriate infrastructure in rural areas and ensure that it has a long-term impact on job creation and skills development. This will require creative planning and cooperation with local governments and municipalities.
Johannesburg – The Migration Challenge

The city of Johannesburg currently has 180 informal settlements and the number of these is growing. The metros are perceived to have job opportunities, however, in December 2016 the unemployment rate of the city was 30%, comprised of 880 000 unemployed people.

The city has a housing backlog of 300 000 units and currently there are only 3500 units produced per annum. The problem is the 300 000 is a moving target. In three years’ time, it is estimated that this will have risen to 500 000.

Due to migration and the ever-increasing population, the city’s infrastructure is under strain. There is currently a 10-point plan on the table to make Johannesburg a world-class African city. What does this mean? Having good and safe living conditions for the people in the city of Johannesburg? Having access to the latest communication technologies? Being competitive in world standards? Overall, the city has to grow economically and provide employment for the increasing population.

The drive is to revitalise the inner city. In the process, it is important not to neglect old infrastructure but rather to focus on cleaning it up, rehabilitate where needed, and make it safe and available to the public. Furthermore, Johannesburg has to look for opportunities to develop industries around existing and new infrastructure so that market sectors feed into each other, providing opportunities for SMEs and micro businesses to thrive.

It is critical that the unemployment issue is addressed country-wide and in all areas, including rural areas. With creative, long-term strategies, the right objectives and holistic infrastructure development, economic development and growth can be stimulated that will bring new jobs not only in the metros but towns and settlements all over the country.

6.5.4 Public versus Private

Government should ensure that the right policies and mechanisms are in place to steer and govern employment practices.

More and more jobs are outsourced to the private sector but the problem is that the private sector no longer offers apprenticeships, and is often not certified with the necessary training credentials.

Who should take responsibility for the issue of unemployment? There is regularly an issue between government and the private sector as to who should be responsible for creating employment. In short, it is the responsibility of both.

Where work is outsourced, it is the responsibility of the government to ensure that contractors are qualified, skilled and certified for the job. Yet, a case is also being made to bring back the basic skills into local government and municipalities, and employ people within government rather than follow the outsourcing model. If this approach is to be followed, it will be important for the government to put plans in place to ensure proper skills development and monitoring thereof.

The country needs to think ahead and determine the skills required and where those skills will be deployed. The best solution will be the right balance between the public and private sectors.
Government needs to get the structures in place for effective public-private cooperation, it was stated at the Dialogue.

7. Conclusion

South Africans need to approach infrastructure spend with the objective to boost sustainable employment. There are a range of touchpoints that must be activated and within the planning sphere. It requires striking the right balance that makes infrastructure work harder to create long-term jobs. The decisions to be made are not easy. In many instances, it will require a tradeoff between equally important objectives. However, benefiting the unemployed, long-term and sustainable employment needs to be the primary focus.
Eddie Rakabe

Eddie is the Programme Manager for the Fiscal Policy Unit at the Financial and Fiscal Commission (FFC). He holds a Master’s in Economic Policy and Development from the University of Johannesburg. His focus areas of research are design of intergovernmental fiscal systems and grants, education, housing and health finance, public expenditure efficiency, and miscellaneous provincial and local government fiscal framework issues. Eddie is also part of the Research Project on Employment, Income Distribution and Inclusive Growth (REDI3x3) (managed by SALDRU), where he publishes occasionally on aspects related to low-income markets, informal sector, second economy activities and inclusive growth. Before joining the FFC in 2007, Eddie worked at the National Treasury as a policy analyst in the local government Finance Policy unit and senior economist in the provincial policy unit. He also worked as economist and strategist for the Square Kilometre Area (SKA) project at the National Research Foundation and led several local consulting teams on economic development. In 2004 Eddie received an award in the postgraduate category of the Nedbank / Old Mutual Budget speech competition for a paper on Black Economic Empowerment.

Lizeka Matshekga

Lizeka is the Divisional Executive of Agro, Infrastructure and New Industries within the Industrial Development Corporation (IDC). She has extensive experience in the financial services sector, which includes investment banking, treasury, turnaround and restructuring management, BEE financing and post investment management. In addition to her wealth of professional experience, Lizeka is a member of a number of professional bodies and holds Directorship positions of IDC investee companies, GVN (Pty) Ltd, Aerosud and Kalagadi Manganese. Lizeka holds a Masters Degree in Development Finance from the University of Stellenbosch, an Honours degree in Financial Analysis and Portfolio Management from the University of Cape Town, a BCom degree from the University of the Western Cape, stock broking Registered Persons Exams and Global Executive Development Program of Gordon Institute of Business Schools (GIBS).

Edwell Gumbo

Edwell is a Master of Business Administration (MBA) graduate from the Nelson Mandela Metropolitan University of Port Elizabeth and currently heads up the Expanded Publics Works Programme unit in the City of Johannesburg’s Economic Development Department. Altogether, he has 15 years’ business experience in the areas of Project Management, Business Coaching, Entrepreneurship, Engineering, Chemistry Education, Leadership and Management in a number of organisations. His recent roles included Mentor for the Cherie Blair Foundation and Incubation Manager for the Awethu Project. Edwell has featured on a number of radio shows discussing Entrepreneurship and Innovation. A firm believer in entrepreneurship and that Africa can turn the corner through looking at problems with a different lens.

Sylvester Moepya

Sylvester is a senior manager with Harambee Youth Employment Accelerator responsible for key accounts management work in the broader industrial segment, including Automotive, Manufacturing, Mining, Construction, Transport & Logistics and Power/Utilities sectors. Sylvester’s portfolio also includes developing strategic
relationships and interface with the education sector. He has spoken extensively at seminars and conferences on topics unpacking the transitioning of unemployed youth into the formal economy. Sylvester holds a Master of Business Administration (MBA) and currently has embarked on a PhD investigating proxies for core scientific mathematics and the relationship between mathematics and learning potential as a predictor for progression potential in the formal economy.
Picture Above: 42nd Infrastructure Dialogue Panellists

*From left to right: Sylvester Moepya, Eddie Rakabe, Lizeka Matshekga, Edwell Gumbo*

Picture Above: 42nd Infrastructure Dialogue – Dialogue Attendees taking part in the discussion
Seizing Opportunities: Employment in an through Infrastructure in the context of South Africa’s job crisis

Dialogue in Pictures

Pictures Above: 42nd Infrastructure Dialogue – Roundtable Discussions