2ND CSOS INDABA 2024

www.csosindaba.com

12-13 SEPTEMBER 2024





Feedback from Transformation Session

Affordable Reliable Justice

www.csos.org.za





Status on Transformation

Input

on

and Score card.

Transformation Strategy

Consolidation

Action	Date	Status/ Way Forward
 Concept Note approved with Minister's recommendations Draft BBBEE Scorecard for Managing Agents and Community Schemes finalised 18 Consultation Sessions held on Concept Note and draft Scorecard for Community Schemes and Managing Agents 	March 2024April 2024April to July 2024	Analysis of input/ recommendations
 Draft Report with recommendations from rountable consultation sessions in progress Approval of recommendations by the Board 	July to August 2024October 2024	Draft Report underway - to be submitted to the Board for approval
 Learnership Programme Implemented 22 cohort of learners hosted: 7 learners hosted under CSOS 14 learners hosted by Industry 1 learner resigned − job opportunity 30% classroom-based learning 70% on-the-job training 6 MOUs signed with Host Companies - Pretor, Trafalgar and 4 CSOS EMAs 	01 Aug '24 to 31 Jul '25	 Appointment of Services SETA Accredited Service Provider 30% Classroom-based learning to run for 3 months
Draft Transformation Strategy finalised	November 2024	Draft Transformation Strategy to incorporate Board approved recommendations
Consultation on Draft Transformation Strategy	• October 2024 -	Anticipated three (3) consultations sessions

November 2024

• February 2025

Draft

to finalise the Transformation Strategy and

the score card.



MOUs signed in support of Transformation initiatives



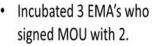
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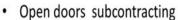
PROPERTY

CHARTER

















- · In progress:
- Services SETA
- > ARC, RCC, CAISA







Inaugural Indaba Commitment on Transformation of the sector: What are the things that need to be done for CSOS to accelerate transformation in the sector?

CSOS/ Pretor Learnership Programme

- Pretor Group currently hosting five (5) of the CSOS learners and is extremely impressed with them.
- As a result of Pretor's extensive in-house training, Pretor is confident that they will be able to absorb at least 3 learners at the end of the programme.
- These learners have been assigned to the following departments within Pretor:
 - Sectional Title
 - Home Rentals
 - Collections
 - Clearances
- The learners joined Pretor on 1 August 2024 and is eager to train, educate, and provide practical work experience to all the learners.
- Quarterly feedback will be given to CSOS on the activities implemented and progress made.





Inaugural Indaba Commitment on Transformation of the sector: The CSOS must ensure that emerging Black Managing Agents are genuinely integrated into the sector and perform meaningful work.

CSOS/ MidCity EMA Incubation Programme

- In 2022, CSOS signed an MOU with MidCity in view to empower emerging Managing Agents (EMAs) in the Community Schemes
- In giving effect to the CSOS/ MidCity MOU, MidCity signed the Agreement with Rampedi Properties and Segoale Properties (CSOS EMAs).
- MidCity together with Rampedi Properties was appointed to manage and facilitate the process to establish and manage a Body Corporate Green Hills Afri Village
- Currently manages with 2172 units



Transformation Strategy Concept Note Interventions

• The concept document aims to explore the transformation of the community scheme sector, focusing on the integration of sustainability, inclusivity, and community engagement.

CONCEPT NOTE: "Catalysing Change: A Strategic Blueprint for Transforming the Community Schemes Sector".

- CSOS will utilise the following themes to facilitate the transformation strategy:
- Theme 1: Capacitation and access to funding.
- Theme 2: Market access and opportunities.

Transformation Strategy initiatives

Capacitation and access to funding	Market access and opportunities
Training Programmes : Provide access to training programmes aimed at providing technical skills and knowledge required for various roles in	
the property sector Working in partnership with transformed higher education institutions (universities) and Technical and Vocational Education and Training (TVET) Colleges -develop special dispensation for the training and development of the historically disadvantaged which must include recognition of prior learning. Education and Certification Programmes: Offer educational opportunities and certification courses tailored to the property sector. Financial Literacy and Access to Finance Workshops	
	In order to protect public investment , qualified EMAs with the necessary training and experience will be assigned to government-owned Community Schemes , such as Public Works and Public Schemes., SHRA social housing.
	Access to Information : Ensure that individuals have access to information about available properties, market trends, regulations, and financing options.
Entrepreneurship Development Programmes: Empower individuals to become property entrepreneurs by offering entrepreneurship development programmes.	
Internship and Apprenticeship Opportunities: Create internships and apprenticeship programmes with property firms, real estate agencies, construction companies, and government agencies.	Women in Human settlement value chain Social compact commitments
Mentorship and Networking : Pair individuals with mentors and provide opportunities for networking with established professionals in the property industry. (e.g. – MOU signed and more)	
Networking Events and Industry Associations : Facilitate networking events, workshops, and conferences where individuals can connect with industry professionals, potential employers, and peers.	
Diversity and Inclusion Training: Incorporate diversity and inclusion training into capacitation programmes to raise awareness of biases and promote inclusive practices within the property sector.	

Koy highlights on input received under Thomas

Capacitation and Access to Funding					
Proposals from the Roundtable Sessions	Areas of alignment with CSOS Concept Note	Resolutions/ Action required			
 Funding for incubation of EMAs (MidCity Incubation Programme with Rampedi Properties estimated at R95 000 on operational costs as at May 2024) Costs of setting-up are a hindrance (i.e. licenses and systems) Stringent funding requirements Professional Indemnity is a challenge 	up programmes (Banks, NHFC).	 To facilitate funding, the CSOS is to engage/ collaborate with the Banking Institution of South Africa (BASA)/ Banks/ Development institutions Engage with the NHFC Engage with PPRA on their Transformation Fund as legislated We Connect IT System to be explored for EMAs 			
 CSOS to identify capacity gaps in light of the transformation programmes to be introduced. Skills gap and pool of qualified persons is diminishing. There is a gap between what the Universities provide and what the industry require. Misalignment between education and career opportunities. Review of the current EMA NQF level requirements to consider Recognition of 	 Training Programmes: Working in partnership with transformed higher education institutions (universities) and Technical and Vocational Education and Training (TVET) Colleges Current MOU between CSOS and UNISA. 	 Capacity gap analysis to be conducted in the property sector. Establish a panel of Estate Agents and all other services required to operate a scheme. Signing of MOUs with higher institutions of learning Develop an accredited training programme to address the limited tertiary or industry specific training – also proposed at 2nd Indaba 			
requirements to consider Recognition of		8			

Prior Learning.

Key highlights on input received under Theme:

	Access to Funding	ed under meme:
Proposals from the Roundtable Sessions	Areas of alignment with CSOS Concept Note	Resolutions/ Action required
CSOS value proportion; placements, monitoring mechanism and exit strategy on the EMA programme should be clearly articulated.	Current EMA Programme	CSOS to develop a framework for the EMAs – Currently in progress
 Consideration for learnerships and graduate programmes – youth advancement A developed course should align with an apprentice/ learnership/ in-service training 	Internship and Apprenticeship Opportunities	Graduate programmes to be considered as part of the CSOS proposal
Concept note is silent on Homeowners Associations (HOAs) - Concept note to be conceptualised to include HOAs.	 Scorecard on Managing Agents and Community Schemes CSOS Legislation review 	Engage with the Association of Residential Communities (ARC).

Kay highlights on input received under Thoma: Market Access and Opportunities

Key nightights on input received under Theme: warket Access and Opportunities			
Proposals from the Roundtable Sessions	Areas of alignment with	Resolutions/ Action required	
	CSOS Concept Note		
There are challenges on how public schemes are	• Opportunity on	• CSOS to engage with the DHS, Provincial and	
ran and managed by municipalities and state-	management of Public	Municipalities on the proposed Directive.	
owned entities.	Schemes	• CSOS to coordinate and report on a pilot project of	
Directive through the DHS to look at the parameters		managing a public scheme.	
within which an establishment of a social scheme		• Develop a public scheme management model in	
need to take place at Provincial and Municipal level.		consultation with the industry	
• Parameters should cover the CSOS to a point that,		• CSOS to facilitate and engage with Municipalities	
if necessary, social schemes should not be		and CoGHSTA on the management of public	
considered for approval if there is no proper plan		schemes – Proposed at 2 nd Indaba	

Networking

Entrepreneurship

Development Programmes

and funding in place in terms of management and upkeeping/ maintenance of such scheme. More awareness on CSOS – CSOS is still unknown Access to information · Continued CSOS awareness and visibility drive. · Current Visibility drive to the community schemes Development of Transformation Communication Communication Strategy on transformation to be developed · CSOS know your Rights and Obligation in a

• CSOS to be involved at development stage of a •

CSOS to advertise the participation EMAs at •

development stage of schemes

scheme

· CSOS to collaborate with Developers, NHBRC, events and **Industry Associations** institutions to participate at scheme development stage - Proposed at 2nd Indaba

different social platforms.

Property Practitioners via PPRA.

Strategy - share transformation messages on

community scheme booklet/ Framework shared with



Thank you

