



KATLEHONG
CROSSING

LOCAL EMPLOYMENT AND EMPOWERMENT PROSPECTUS



PREFACE

The developers of Katlehong Shopping Centre have appointed PHEME Consulting and its subsidiary EmpowerPloy, to be the official Stakeholder Engagement Partners to this project.

Communication channels and platforms have been made available to benefit businesses, community members and leaders within the catchment area of this platform.

This development is expected to bring economic relief to this community which like any other in the country, is suffering severe effects of high unemployment and small business demise. Over and above the latter, it is expected to bring an economic paradigm shift that will come with high standards of retail experience and convenience. Working with all our local stakeholders, we envisage a development that will be a **“for the people, with the people”** landmark of the future.

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1. EXECUTIVE SUMMARY

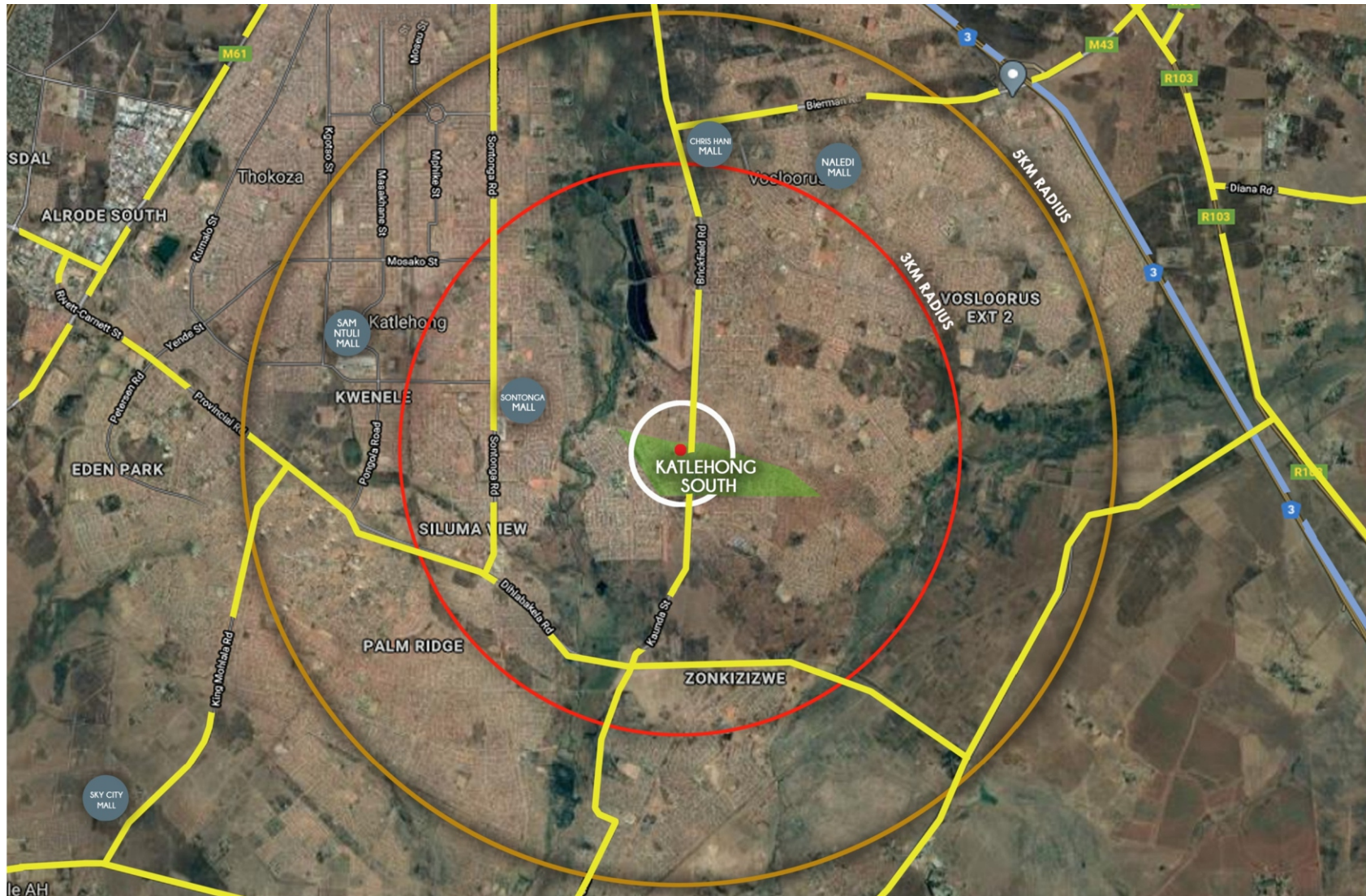
Katlehong Shopping Centre is developed by Abland Properties and Melana Developments. The developers of Katlehong Shopping Centre have partnered with PHEME Consulting and its subsidiary EmpowerPloy, which are renowned Stakeholder Engagement Specialists.

It is the unequivocal intention of the developers of Katlehong Shopping Centre to ensure that this development, benefits the immediate catchment with jobs and business opportunities during the contraction phase and beyond. This is a **Private Development** that, although it is cognizant of ward demarcations, seeks to bring unity and benefit all components of its community freely and fairly.

In order to ensure mutually beneficial relations, PHEME Consulting has been partnered with, to ensure that all stakeholders are engaged pre and during the construction phase of this development. The EmpowerPloy System, will be introduced to the community and used to ensure free and fair dissemination of jobs and businesses opportunities.

Pages 12 to 16 of this document, provides details about the EmpowerPloy systems and how it will assist the community and all stakeholders. Furthermore, engagements with stakeholders, will be on a continuous basis to ensure healthy and mutually beneficial relations. This project must be completed on time and within budget without compromise to quality and building standards. Local Small Businesses will be assisted to get opportunities although not all may directly benefit.

2. LOCATION



Katlehong Shopping Centre is at ERF 2192 Katlehong South on corner: Venus Dr and Kaunda Street.

Kaunda Street is a main road leading to other amenities within the area and most conveniently leads to N3 National Free Way.

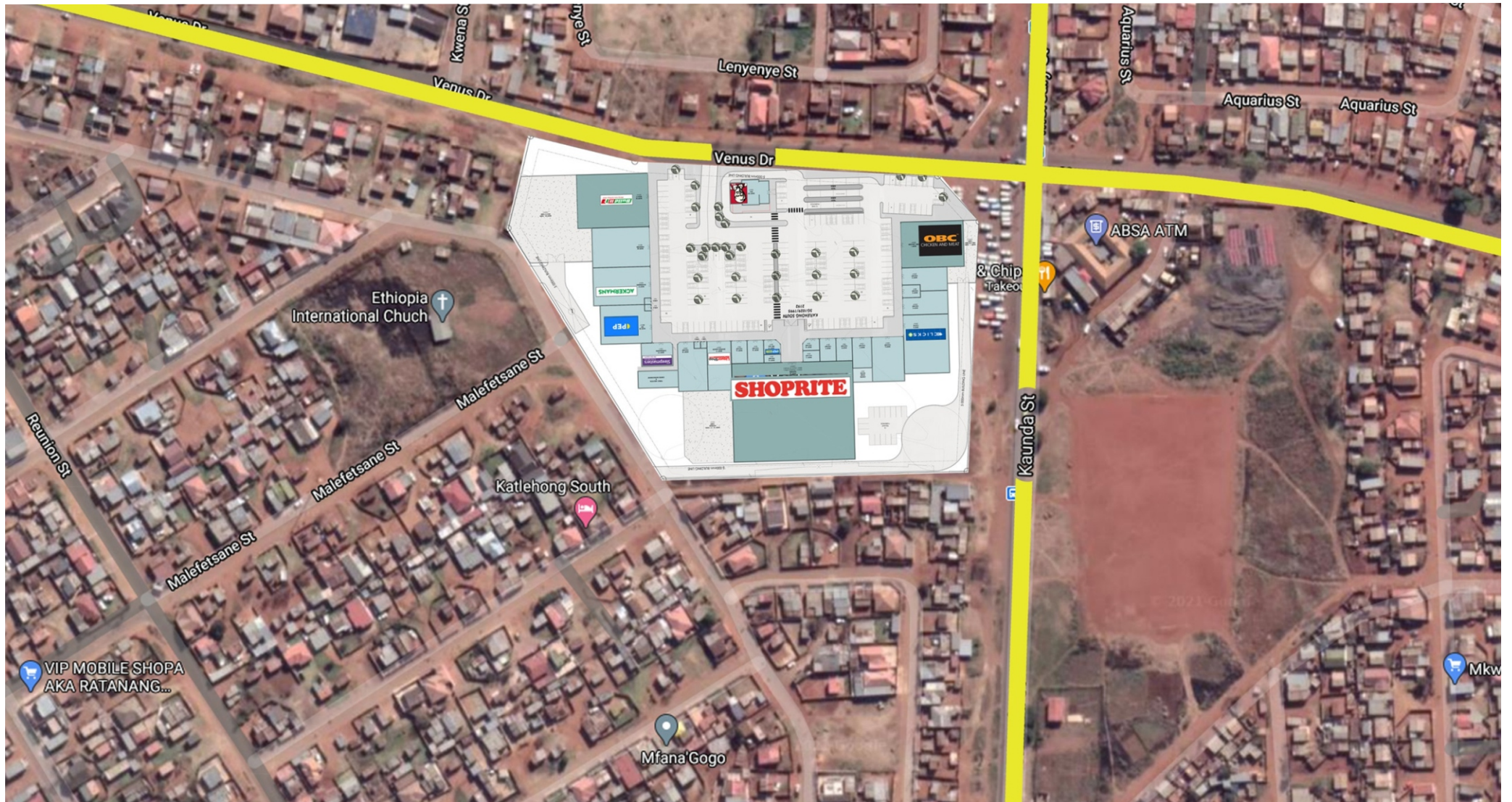
The site is at ward 108 bordering on Venus Drive with word 60.

On a Radius of 3km, the site's immediate catchment includes wards: 62, 64, 47,44,60,63 and 108.

3. MACRO LOCATION



4. MICRO LOCATION



5. LEASE PLAN



ERF SIZE	26 295m ²
TOTAL SHOPPING CENTRE GLA	8 035m ²
YARD AREAS	2 166m ²
ALLOWABLE GLA	8 135m ²
RETAIL -10% BACK OF HOUSE PARKING [1/100m ²]	8
90% OF GLA @ [4/100m ²]	290
PARKING BAYS REQUIRED [4/100m ²]	298
TAXI PARKING BAYS PROVIDED [6-8/BAY]	N/A
TENANT PARKING BAYS PROVIDED	59
CENTRE PARKING BAYS PROVIDED	247
TOTAL PARKING BAYS PROVIDED	306
TOTAL COVERAGE (34.8%)	9 170m ²

6. ARTIST IMPRESSION GALLERY



7. ARTIST IMPRESSION GALLERY



8. ARTIST IMPRESSION GALLERY



9. ARTIST IMPRESSION GALLERY



10. EMPOWERPLOY



10.1 ABOUT

EmpowerPloy is an online system designed to give ordinary people and businesses, employment and empowerment opportunities indiscriminately. Big businesses are also presented with the capacity, opportunity and freedom to employ and/or empower at free will.

In order for ordinary people and small businesses to keep up with the fourth industrial revolution and all its associate elements, online presence is no longer a luxury but a way of life. EmpowerPloy gives job seekers an opportunity to create online profiles which entirely replaces the old type of CV's. These profiles are then made available to employers who are looking for specific skills and professions. It also gives big businesses an opportunity to empower smaller businesses without any political or undue pressure.

Manual processes are also put in place to ensure that, community members who may have challenges with the online system, are not excluded during employment and business opportunity dissemination.

The website: www.empowerploy.co.za, will offer project details, daily updates and advertisements of forthcoming Business and/or employment opportunities in a form of **Expression of Interest**. All Open and Closed opportunities will be clearly displayed on the “projects” page of this Project. Our onsite Stakeholder Engagement Office will be open to public and will have the capacity to provide information to all call-in and walk-in individuals and organizations.

We have noted that, a culture and expectations have been created mostly in Townships that, projects that offer employment and empowerment must benefit the people residing in the ward within which they are being developed. Furthermore, organizations referred to as Business Forums have emerged and often seek to take control of such developments in the name of the wards and geographical locations. This phenomenon infringes on the Democratic and Constitutional Rights of people and businesses to work and conduct business freely and where they see fit. It furthermore, poses a myriad of other challenges including amongst others:

- a. Lack of needed skill and resources within the prescribed area or ward.
- b. Sense of entitlement amongst the locals which often leads to complacency and inadequacy.
- c. Intimidation and victimization of people referred to as non-local.
- d. Exorbitant pricing emanating from entitlement.
- e. Hostile take-overs in the name of the area.
- f. Deprivation of opportunities to people coming from other areas which eventually leads to conflicts and project closures in serve cases.

Employment and Empowerment will essentially prioritise the community of Katlehong with Katlehong South (Ward 108 and surrounding wards within a 3km radius) as the immediate catchment area. The expatriation of the catchment area will be according to radiuses centring the site. If particular skill or expertise are not found within the priority area, contractors and employers will have the privilege to afford other areas an opportunity.

Empowerment of businesses will be subject to **Locality, Service Relevance, Experience, Capacity and Price**. It is at this point that businesses must have loaded their profiles onto EmpowerPloy® long before the Expression of Interest is released. Short-listing will be done by the EmpowerPloy® team but the final decision remains the prerogative of the employer or contractor. EmpowerPloy® will produce weekly statistics reflecting Employment and Empowerment of Local Job seekers and Businesses.

10.2 Statistics and Classifications

All persons and businesses on site will be classified as follows:

Client-: The Developers and their Partners.

Mentor 1-: All local and non-local businesses contracted to Client.

Mentor 2-: All local and non-local Tenants.

Small Business 1-: All local and non-local businesses contracted to a Mentor Company.

Small Business 2-: All local and non-local businesses contracted to a Small business 1.

Supplier-: All local and non-local businesses that will be supplying material.

Job Seeker-: All local and non-local persons seeking employment at the site.

The Developers of Katlehong Shopping Centre, wish to empower as many local jobseekers and businesses as possible however, the primary focus will be to ensure that the centre is delivered within the set time-lines at the required quality standards. Businesses looking to get opportunities at this site, are expected to offer services that they specialize in and that they have tract record of.

10.3 Declarations

Once appointed, businesses will be required to declare their personnel. Personnel will be declared as:

Declared Local	DL
Declared Non-Local	DNL
EmpowerPloy Sourced Local	EPSL
EmpowerPloy Sourced Non-Local	EPSNL

All declared personnel will be registered in our unique access control system. No undeclared persons or certified visitors will be allowed at the construction site.

10.4 Expression of Interest Process

1. When a company on site needs to outsource services, they will declare the information to EmpowerPloy® Team and the team will release an Expression of Interest Document on the website as a downloadable document.
2. Interested businesses would then complete the document (*mostly one page*) and email it to EmpowerPloy® Team at katlehong.projects@empowerploy.co.za. The team will supply the list of applicants to the advertising contractor.
3. Once the contractor has received the submissions, they will send bill of quantities to the applicants who meets the basic requirements.
4. The advertising contractor will employ on the basis of Price, Profile/Experience, Locality, Basic Compliance and reachable references.
5. EmpowerPloy® Principal together with the appointed representative of the client will monitor this process and ensure fairness and that Local Businesses are prioritised.
EmpowerPloy® Team will work with local leaders and associate organizations to ensure that there is minimal opportunity for this system to be abused or taken advantage of.
6. All companies who may not have been successful will be allowed to bid again for any other opportunities that may be available and of relevance.
7. Unsuccessful companies will be notified of their unsuccessful bid.
8. Once appointed, the Small Business will be declared by the Mentor and the Small business itself will declare their key personnel before sourcing staff through the EmpowerPloy® System and processes.

10.5 CLO/VCO Office

EmpowerPloy® Stakeholder Engagement Principal for this project, serves as the official engagement partner to the project. A local person will be sourced through an interview process to serve as the Verification and Compliance Officer. This officer will be responsible for the verification of all persons and companies on site. Issues of locality, declaration and compliance will be processed and managed by the verification officer at the site VCO Office. The VCO Office will also serve as the information Centre for all visitors.

The appointed VCO will be expected to be a neutral person who commits himself/herself to working for this projects and all its stakeholders impartially and with integrity.

10.6 Contact Details

Email	: katlehong@empowerploy.co.za
Cell	: 063 453 1739
WhatsApp	: 069 135 0638
Tel	: 010 100 3392
Website	: www.empowerploy.co.za/katlehong
Project Principal	: Patrick Moraka
Direct Cell	: 083 300 4333
Email	: patrick@empowerploy.co.za

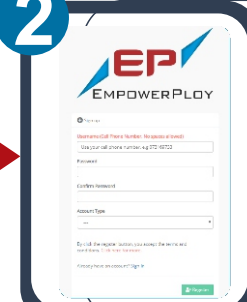
11. HOW TO REGISTER

1



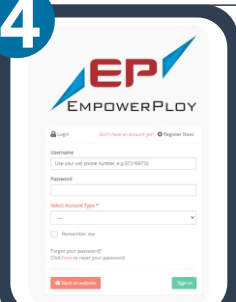
1. Access our website on www.empowerplay.co.za.
2. Click on "Register" on the relevant category (Jobseeker/Small Business/Mentor).
3. A portal Screen will open on the centre of the screen.
4. On the Portal, Follow the next step.

2



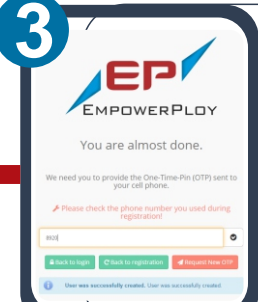
1. If you do not see two spaces to type in your password, click on "+ Register Now", then you will have "User Name", "Password" and "Confirm Password".
2. Use your Cell Number as "User Name", Enter a password of no less than 6 characters. Enter Password again under "Confirm Password".
3. On "Account Type", select "Jobseeker/Small Business/Mentor".
4. Click on "Register" on the bottom right.
5. You will be taken to the OTP screen and at the same time, you will receive an sms with an OTP Number.
6. See the next step.

4



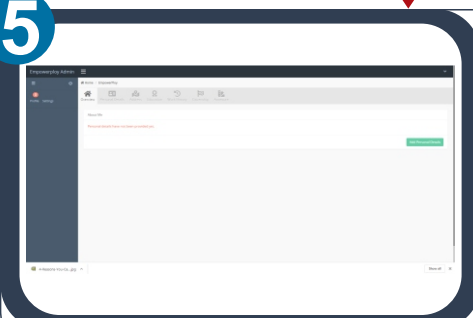
1. On the login page, insert the username and password you have used to register.
2. Select account type if it is not already selected.
3. Click on "Sign In". At this point, your profile will open but remember, it does not have any of your details.
4. Follow the next step here under.

3



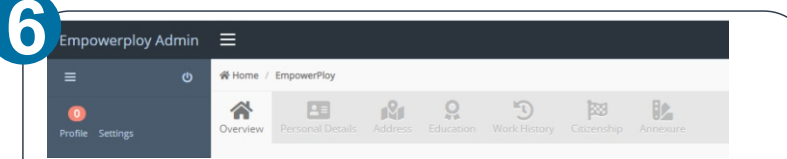
1. From the previous step, you would have received an sms, it may take a few seconds to arrive. If you have not received the sms within a minute, click "Request New OTP".
2. Insert the four digit number on the OTP allocated space.
3. Click the "✓" button on the right hand side.
4. At this point, your account is registered. You will see the "Congratulations" message.
5. Click on "Click to Login" button which will take you to the login window.
6. Follow the next step on the left.

5




1. Click on "Add Personal Details". A drop-down of all the details you must insert will open.
2. Fill the allocated spaces with your personal details then click "Save" at the bottom right.
3. If the information has been inserted correctly, a message will be displayed at the bottom written in green and if something requires your attention, a message in red will be displayed.
4. Once Personal/Business Details have been inserted correctly, your account is ready, complete the rest of the details.

6



Click on each of the buttons above for you to add the rest of your details. It is very important to have all the required information completed because it all makes up your profile. EmpowerPlay will be updating from time to time, just follow the update instructions.

12. SAMPLE OF EXPRESSION OF INTEREST

	BRICKLAYING SMALL BUSINESS INVITATION	BLSB1-1920-01
INVITATION OPENING DATE:		05 October 2021
INVITATION CLOSING DATE:		08 November 2021 @ 12:00 PM
REPLY TO:		katlehong.projects@empowerplay.co.za or contact 010 100 3392

Dear Construction Businesses in Katlehong,

Businesses within our "Local Area" (As depicted under downloads on the Employment and Empowerment Prospectus) are hereby invited to apply for a **Bricklaying Contract** (Labour Only) at Katlehong Shopping Centre.

The following will be required:

1. Company must be registered as a Small Business on EmpowerPlay®.
2. Valid letter of Good Standing (COID)
3. Tax Clearance Certificate
4. Proof of Company Registration
5. Certified ID/Passport Copies of Directors and Proof of Address (Signed **AAF1920-02** form – can be accessed on www.empowerplay.co.za/downloads)
6. 3 x contactable references for previous work, specifically related to labour only bricklaying, with 3 x projects completed successfully with a minimum value of R200 000-00: Retail or commercial projects preferable.

NOTE:

1. If documents are not uploaded onto EmpowerPlay®, the applicant will have to send via e-mail.
2. Should the need arise, we may request that the applicant provides a business profile.
3. Successful businesses will be allowed to bring with a small number of their owned skilled workers and thereafter, all additional workers will be sourced from EmpowerPlay®.
4. Scaffolding will be supplied by the main contractor (Mentor) but the successful Small Business will have to supply their own working tools and PPE for their workers.
5. This contract is classified as Small Business 1 which means, successful candidates will be allowed to contract Small Business 2 businesses. (See: Business Classification under downloads on page 13 of the Employment and Empowerment Prospectus)

REPLY FORM:

Kindly complete the spaces below and return this invitation via email to katlehong.projects@empowerplay.co.za:

Name of Business : _____

EmpowerPlay® Cell Number : _____ Contact Person _____

EmpowerPlay Application Type : Form Application Online Application

Alternative Cell Number : _____ Signature _____ Date _____

For any further information, feel free to contact our office on 010 100 3392 or katlehong@empowerplay.co.za

Kind regards

EmpowerPlay® Team

13. DISCLAIMER

In order to reach-out to all organs of the catchment community and as part of Stakeholder Engagement, PHEME Consulting has consulted with community leaders and various stakeholders. It is agreed that the EmpowerPloy System is to benefit the community indiscriminately and without any form of prejudice or undue pressure.

No organizations or individuals will be allowed to persuade functions of this project to be biased or impartial in any manner. Small businesses are urged to become members of local structure so that they can access information swiftly however, EmpowerPloy and Katlehong Shopping Centre information remains open to all.

