

VOL. 1 | JOB SHADOW REPORT

SAYIPA

Career Paths in Real Estate and Property Industry



Empowering the Youth of
South Africa

The Gateway to
Success in the
Real Estate
Industry

www.sayipa.co.za



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A MESSAGE FROM THE CHAIRMAN

In my Capacity as the Chief Leader of the South African Youth in Property Association (SAIYPA), it is with great enthusiasm and commitment that I extend my message to the dynamic and passionate youth of our nation. We are at a crucial juncture in the evolution of South Africa's real estate sector, and as young professionals, we hold the key to driving the transformation and innovation required to shape its future.

Real estate, as a sector, has long been at the heart of economic development, social transformation, and wealth creation. However, it is undeniable that for far too long, opportunities within this space have been limited to a select few, often excluding vast swathes of our population—particularly the youth, women, and historically disadvantaged groups. It is time for this to change.

As the Executive Chairman of SAYIPA, I carry a responsibility to lead with vision, courage, and compassion. This job shadowing initiative reminded me why that responsibility exists in the first place: to make sure no young person in this country is ever left behind.

South Africa continues to face a grave youth unemployment crisis—over 60% of our young people remain without work. In a country as rich in land, resources, and opportunity as ours, this is more than an economic failure; it is a human tragedy. Even worse, young people remain underrepresented in decision-making, in enterprise, in leadership, and in key industries such as real estate—an industry that holds massive potential to change lives, communities, and futures.

This programme was a direct response to that gap.

It was a commitment from SAYIPA to not just speak about transformation, but to live it. These five days were about creating exposure, but more than that, they were about creating belief. We exposed learners to entrepreneurs, developers, financiers, policymakers, and most importantly, to possibilities they may never have considered before.

As a leader, this programme has reaffirmed my belief in youth potential and my deep responsibility to ensure SAYIPA becomes the bridge that connects talent with opportunity. For SAYIPA, this experience has elevated our voice and role in youth development within the built environment sector. It has strengthened our resolve to do this work at a larger scale, and in deeper partnership with organisations like Allan Gray Orbis Foundation.



“Transformation The Imperative of Our Time”

“It always seems impossible until it is done.”

— Nelson Mandela

SIYABONGA MSHIBE
CHAIRPERSON
SOUTH AFRICAN YOUTH IN PROPERTY ASSOCIATION (SAYIPA)

5-DAY PROGRAMME REVIEW

A YEAR OF MILESTONES, MOMENTUM, AND MEANINGFUL IMPACT

Day 1:

Orientation – What is SAYIPA?

The programme began with a dynamic induction session where learners were welcomed into the heart of SAYIPA’s mission, vision, and core programmes. They were introduced to our governance structure, our national footprint, and the various opportunities we champion to ensure youth participation in the property sector.

From transformation policy to on-the-ground projects, learners began to see how SAYIPA is not just an organisation, but a movement—led by young people, for young people.



Day 2:

Executive Leadership Roundtable & Sector Transformation Address

The second day offered rare and valuable access to the SAYIPA Executive Board. This face-to-face meeting included an open conversation around leadership journeys, sector barriers, and the role of youth in policy advocacy.

The highlight was a powerful keynote address delivered by Ms Portia Tau-Sekati, CEO of the Property Sector Charter Council, who took the learners through the State of Transformation 2025 report. She unpacked the challenges and the vast opportunities that remain untapped in South Africa’s real estate sector—particularly for young black professionals and entrepreneurs.



This session left learners energised and informed about their place in the future of property.

“Building Tomorrow’s
Leaders in Real Estate”

TRANSFORMATION: THE IMPERATIVE OF OUR TIME

Day 3:

Site Visits – Exposure That Changes Everything

This day was a game changer, packed with high-impact experiences:

1. Funding Fridays Business Breakfast
2. 📍 Location: News Café – Eastgate
3. Hosted by Business Partners, this session immersed learners into the world of small business finance. From asset-backed funding to working capital solutions, learners got to understand how funding can fuel enterprise—especially in property and development.



Tour of Precinct Luxury Apartments

📍 Location: Midrand

Learners toured a luxury residential development and saw firsthand the work of estate agents, property managers, and developers. They learned how residential properties can become income-generating assets and vehicles for wealth creation.

“IF YOU WANT TO GO FAST, GO ALONE. IF YOU WANT TO GO FAR, GO TOGETHER.”

FINAL STOP ON DAY 3



Student Accommodation Site Visit

Location: Pretoria – Soshanguve (near TUT North Campus)

This stop was both emotional and inspiring. Learners visited a 20-bed student accommodation development by Hers Property Group led by Hazel Masingi, a young black female entrepreneur and SAYIPA member.

Hazel's story was a clear message to learners: "If she can do it, so can you." The entire day was more than observation—it was transformation. Learners left feeling not just educated, but empowered.

Development Specs:

- 20 single bedrooms
- Shared kitchen and common room
- 8 showers | 6 toilets
- Final construction phase: finishing, painting, ceiling installation





DAY 4: REAL ESTATE GALA DINNER CONCEPT WORKSHOP

The fourth day immersed learners in the inner workings of SAYIPA's flagship event—our 3rd Annual Real Estate Industry Gala Dinner, taking place later this year.

They learned how we conceptualise, organise, and deliver a high-impact national event with limited resources but maximum reach.

The workshop allowed learners to contribute ideas, ask critical questions, and understand how to activate industry-wide change through eventing and stakeholder engagement.

Event Snapshot:

Location: Durban ICC

Date: 25 October 2025

Theme: Solidarity, Equity & Sustainability

Key Guests :

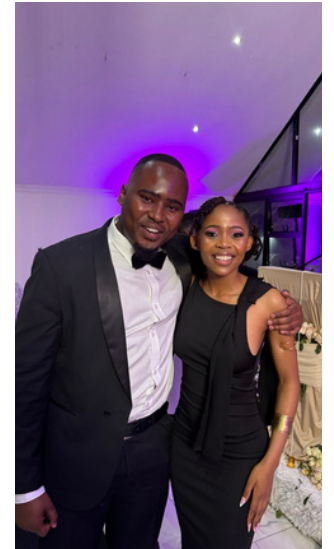
- Mayor of eThekweni
- Minister of Human Settlements
- King Misuzulu kaZwelithini (Awaiting approval from the royal home)
- Deputy President of the Republic Of South Africa

Many learners expressed deep interest in participating in this year's Gala Dinner—not just as guests, but as ambassadors, hosts, or storytellers of their own journeys.

We would be honoured to explore ways with the Allan Gray Orbis Foundation to formally include this cohort of learners at the Gala Dinner, alongside your executive delegates. This would allow for meaningful visibility, continued mentorship, and further industry exposure.

GALA DINNER 2024 HIGHLIGHT

PURPOSE-LED TRANSFORMATION



As we conclude Day 5 of the Job Shadow Initiative in partnership with the Allan Gray Orbis Foundation, I am inspired to reflect on the transformative impact this program has had on the six exceptional learners who shadowed with us. Their enthusiasm, curiosity, and commitment to growth have reaffirmed the importance of nurturing young leaders who embody the entrepreneurial spirit and values championed by the Foundation. This initiative is not merely a program but a catalyst for shaping the future of Southern Africa's youth, equipping them with the skills, mindset, and networks to drive meaningful change in their communities.

Recap of Day 5

On the final day, the learners demonstrated remarkable progress in applying the entrepreneurial principles and leadership skills they've absorbed throughout the week. Through hands-on activities, mentorship sessions, and exposure to real-world challenges, they showcased their ability to think critically, collaborate effectively, and propose innovative solutions. Their engagement with our team highlighted their potential to become high-impact, responsible entrepreneurs—aligning perfectly with the Foundation's vision of fostering an empowered, prosperous African citizenry thriving in ethical societies with dignity and hope.

The learners' reflections revealed a deepened understanding of leadership as a blend of personal accountability, resilience, and a commitment to creating sustainable opportunities for others. This initiative has planted the seeds for their lifelong entrepreneurial journeys, and we are confident that with continued support, these young leaders will bear fruit that transforms communities and economies.

Invitation to the Gala Dinner

We propose that the six learners who participated in this initiative be invited to attend the 3rd Annual Real Estate Industry Gala hosted by SAYIPA, a historic event that stands as a beacon of inspiration and connection for Southern Africa's entrepreneurial ecosystem. This is not just another event—it is a landmark gathering where key stakeholders, including heads of state, policymakers, and industry leaders, converge to celebrate and advance the Foundation's mission. Including these learners in such a prestigious setting will:

- **Inspire and Empower:** Exposing them to influential figures and high-impact entrepreneurs will reinforce their aspirations and demonstrate the tangible impact of leadership and innovation.
- **Build Networks:** The gala offers a unique opportunity for these learners to connect with mentors, peers, and stakeholders who can guide and support their entrepreneurial journeys.
- **Amplify Impact:** Their presence will symbolize the Foundation's commitment to nurturing the next generation, showcasing the real-world outcomes of programs like the Job Shadow Initiative.

Sponsorship Commitment and Collaborative Proposal

As SAYIPA, we are proud to announce our commitment to fully sponsor three of the six learners for the gala dinner, covering their accommodation and flights. This gesture underscores our belief in the transformative power of this event and our dedication to ensuring these young leaders have access to opportunities that will shape their futures.

To ensure all six learners can attend, we propose a collaborative approach to accommodate the remaining three. We kindly request the Foundation's support in exploring options, such as co-sponsorship, leveraging existing funding streams, or tapping into the Foundation's network of partners to cover costs. This joint effort would reflect our shared commitment to inclusivity and maximizing the program's impact.

Recommendations for Future Hosting

To ensure the Job Shadow Initiative continues to bear fruit and cultivate future leaders, we recommend the following enhancements:

1. **Extended Mentorship:** Pair learners with Allan Gray Fellows or alumni for post-program mentorship to sustain their growth and provide ongoing guidance.
2. **Integration with Fellowship Programme:** Create a pathway for standout participants to transition into the Foundation's Fellowship Programme, ensuring long-term support for their entrepreneurial development.
3. **Regional Expansion:** Scale the initiative to include more learners from rural and underserved areas, aligning with the Foundation's goal of equitable opportunity and impact across Southern Africa.
4. **Showcase Success Stories:** Highlight the achievements of job shadow participants at future events like the gala dinner to inspire stakeholders and attract further investment in youth development programs.
5. **Stakeholder Engagement:** Strengthen partnerships with organizations like SAYIPA and government entities to amplify resources and create a robust ecosystem for entrepreneurship, as demonstrated by the Foundation's Ignite Africa event.

A Vision for Lasting Impact

The Job Shadow Initiative is a testament to the power of investing in young leaders who can drive economic and social transformation. By including these six learners in the gala dinner, we are not only celebrating their potential but also reinforcing the Foundation's legacy of creating meaningful, sustainable opportunities. Together, we can ensure this program continues to empower curious, driven, and responsible young minds who will shape the future of South Africa.

We look forward to collaborating with the Allan Gray Orbis Foundation to further strengthen this initiative for future generations. Please let us know how we can work together to finalize arrangements and explore additional opportunities for impact.

With gratitude and shared vision,
Siyabonga Mshibe
Executive Chairman/ Chief Leader
South African Youth in Property Association

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CAREERS STARTED

- 100+ Students
- 500+ Active Members

EDUCATIONAL OPPORTUNITIES

- Access to real-estate advisory consultations.
- Monthly masterclasses with industry stakeholders.
- Regular newsletters, updates, and publications.

EXCLUSIVE MEMBER BENEFITS

- Free Online Property Courses
- Discount on SAYIPA events
- Representation



PUBLICATION
SAYIPA

DATE
08 August 2025

RETENTION AND SUSTAINABILITY

Ensuring Long-Term Success

**RETENTION****1. Personalized Mentorship and Support**

- Regular check-ins and guidance from experienced mentors.

2. Ongoing Education and Professional Development

- Advanced courses, workshops, and seminars.

3. Networking Opportunities

- Regular industry events and an alumni network.

4. Career Pathway Guidance

- Career counseling and job placement services.

5. Recognition and Rewards

- Achievement awards and incentive programs.

**SUSTAINABILITY****1. Partnerships and Collaborations**

- Strong ties with industry leaders and organizations.

2. Financial Sustainability

- Membership fees, grants, and sponsorships.

3. Program Evaluation and Improvement

- Regular feedback and performance metrics.

4. Community Engagement

- Volunteer programs and public awareness campaigns.

5. Technological Integration

- Online learning platform and data management systems.