

Mentorship Program for Road & Bridge Construction



The structured Mentorship Program enables candidates to register at ECSA as professional Technicians, Technologist or Engineers working on road and/or bridge construction projects.

Comprehensive Coverage

Participants will gain essential knowledge and tools to effectively execute their responsibilities on site. This program addresses all aspects of design, construction and supervision related to road and bridge construction in South Africa.

Program overview

Essential knowledge about:

- ✓ Introduction to plant and materials
- ✓ Construction methods and practical tips
- ✓ Designs, tests and evaluation
- ✓ Quality, supervision and monitoring
- ✓ Measurement and payment of work

Key Features

Empower candidates to:

- ❖ Plan and manage activities; quality & production
- ❖ Identify, solve, and rectify on-site challenges
- ❖ Many tips, tricks to limit risks and avoid pitfalls
- ❖ Make informed decisions; engineering judgement
- ❖ Pro-active planning - minimizing claims & disputes

It's all you need to know to fulfil your role on site at a high level. Experience gained through the Program is signed off by a Professional Engineer as required by ECSA for professional registration.

The mentorship program is presented in 4 levels, depending on the position and responsibility on site.

Levels	Certificates	Hours	Projects	Position on site
Level 1	Profile Evidence	900	1	Student, Clerk of Works
Level 2	Competent	1200	2	Material Technician, Supervisor, Foreman
Level 3	Advance	2400	3	Ass RE, SMT, Ass Site Agent, Technologist
Level 4	Master	3600	4	Resident Engineer, Project Manager, Site Agent

Small certificates for each level will be issued for completing for each module. Big certificate will be issued for completing the minimum hours required for each level.

Part 1 Theory

Reading the relevant road construction manuals: Sabita, SAPEM, Colto, GCC and TRH.
Answer multi-choice tests online.

Part 2 Practical

Assignments and practical tasks to be performed tailor made for site conditions to ensure duties are performed to an acceptable high standard.

The Mentorship Program consist of 21 courses that can be done at any pace depending on site conditions. Some assignments to be repeated on several projects to gain deeper knowledge and valuable experience.

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Skills Transfer SA

Mentorship Program Price List 2026

OPTION 1: Price per module (fixed)

Fundamentals + 100% elective tests and assignments

No.	Courses	Level 4	Hours	Level 3	Hours	Level 2	Hours	Level 1	Hours
1	Project & persons	R8 604	47	R5 769	34	R2 645	17	R964	9
2	Site setup & Admin	R20 447	100	R17 717	87	R15 855	76	R8 610	41
3	Community	R5 541	27	R2 706	13				
4	Quality Control	R22 314	112	R7 532	41	R4 324	23		
5	Safety	R3 466	19	R3 466	19	R2 225	12	R840	4
6	Traffic	R9 031	47	R5 232	26	R3 479	18	R2 235	11
7	Patching	R12 088	61	R12 088	61	R7 258	38	R5 040	24
8	Survey	R2 810	14	R2 810	14	R2 520	12	R1 890	9
9	Services	R4 278	22	R3 648	19	R2 598	14	R1 418	8
10	Culverts	R15 838	79	R9 642	49	R5 121	27	R4 104	21
11	Concrete	R8 425	48	R8 425	48	R5 009	28	R3 304	16
12	Earthworks	R26 218	138	R21 798	113	R16 941	81	R14 175	68
13	Pavement layers	R47 915	256	R33 752	182	R25 972	135	R14 389	69
14	Drainage	R12 327	62	R10 122	52	R7 103	37	R3 953	22
15	Seals	R41 436	226	R36 172	186	R28 733	145	R18 571	91
16	Asphalt	R30 992	165	R27 278	141	R19 439	102	R12 600	60
17	Ancillary works	R11 392	58	R6 772	36	R3 832	22	R1 719	11
18	Finishing project	R28 295	136	R28 295	136				
19	Finance	R17 987	89	R10 374	52				
20	Site Management	R27 027	134	R11 907	61	R1 680	8		
21	Bridges	R30 605	161	R22 362	122	R18 094	94	R10 924	53
Total		R387 036	2002	R287 868	1493	R172 826	887	R104 736	516

Option 2: Monthly Subscription (flexible); up to 30% discount

Subscription Pace	Creep	Slow	Moderate	Classic	Fast	Speed
Learner's work pace (hours/week)	4 hours	8 hours	12 hours	16 hours	20 hours	24 hours
Mentorship contacts (15min/week)	1/week	2/week	3/week	4/week	5/week	6/week
Subscription/month (all levels)	R3 000	R6 000	R9 000	R12 000	R15 000	R18 000

Flexible across all modules and all levels (50% of electives required for certificate)

Access to all courses (4 courses per period).

Skills Transfer SA can also provide the following services:

- Site visits
- Quality System with automatic As Builds and progress,
- Pre-checking drawings, project specification and Bill of Quantities.

EXAMPLES

Note: Level 2 tasks = level 1 tasks + additional tasks.

Level 3 tasks = level 1 tasks + level 2 tasks + additional tasks.

Level 4 tasks = level 1 tasks + level 2 tasks + level 3 tasks + additional tasks.

Example 1a (fixed):

Client place student on site to work as Clerk of Works to gain experience on 5 month project.

Enrol for level 1 Seal course; cost R18 571; total estimate hours to complete = 91 h.

Sessions with mentor = 91 hours / 4 = 23 sessions. (4 hours work = one 15min Mentor session).

Minimum 23 sessions / 5 months = 4,6 sessions / month, thus 1 session per week.

Course need to be completed in 5 months, or shorter period.

Example 2a (fixed):

Contractor enrol Assistant Site Agent on level 3 for 8 courses on 12 month contract.

No.	Ref	Course	Amount	Hours to complete
1	PP1	Project and persons	R5 769	34
2	SA1	Site setup and Admin	R17 717	87
3	QC1	Quality Control	R7 532	41
4	EW1	Earthworks	R21 798	113
5	PL1	Pavement layers	R33 752	182
6	AP1	Asphalt	R27 278	141
7	FN1	Finance	R10 374	52
8	SM1	Site Management	R11 907	61
Total			R136 127	711 hours

Sessions with mentor 711 hours / 4 = 178 sessions. (4 hours work = one 15min Mentor session)

Minimum 178 sessions / 12 months = 14,8 / month or 14,8 / 4 = 4 sessions / week (Mo, Tue, We, Th)

Cost level 3: R136 127 (Note: cost level 4: R201 504)

Enrolled courses to be completed in fixed time period and all elective assignments need to be completed. Certificates are obtained after completing each course.

Example 2b (flexible):

Contractor enrol Assistant site agent for level 3 on 8 courses as above, but after 8 months was promoted to Site Agent and worked on another project for 12 months; level 4.

Option 2 is monthly cost and any level could be done on any project. 50% of elective tasks need to be completed to obtain a certificate.

Level 3: Fundamental tasks 376 hours, electives tasks 336 hours.

Required for level 3 certificate: Fundamentals + 50% electives = 376 + 336 x 50% = 544 hours.

Sessions with mentor 544 hours / 4 = 136 sessions. (4 hours work = one 15min session)

Minimum 136 sessions / 8 months = 17 / month or 17 / 4 = 4,3 sessions / week

Enrol for monthly subscription of 4 sessions / week = R12 000 / month

Period = 136 sessions / 4 sessions/week / 4 weeks/month = 8,5 months

Cost R12 000 x 8 months = R96 000 (thus 30% less than option 1)

Upgrade to level 4

Level 4: Fundamental tasks 526 hours, electives tasks 516 hours.

Required for level 4 certificate: Fundamentals + 50% electives = $526 + 516 \times 50\% = 784$ hours.

Additional tasks for level 4 on 8 courses = $784 - 544 = 240$ hours.

Additional sessions with mentor 240 hours / 4 = 60 sessions. (4 hours work = one 15min Mentor session)

Period = 60 sessions / 4 sessions/week / 4 weeks/month = 3,8 months

Upgrade to level 4, upgrade to 4 sessions/week:

Cost R12 000 x 4 months = R48 000

Total cost level 4 over 12 months R96 000 + R48 000 = R144 000 (thus 29% less than option 1)

Certificates

Certificates for each course (total 21 courses) are obtained by successful completion of all fundamental tests, assignments and practicals plus the required elective tasks.



Major Certificates

Major Certificates are obtained when 20 road construction modules/courses are completed. For level 2 to level 4, fundamental tasks need to be repeated on other projects. Each project have different materials, team dynamic and environment. e.g. Level 4 assignment to investigate asphalt failure need to be submitted on 4 projects. The answer for each project will be different.

Requirements for Major Certificates:

Levels	Major Certificate	Projects	Hours
Level 1	Profile of Evidence	1	900
Level 2	Competency Certificate	2	1 200
Level 3	Advance Certificate	3	2 400
Level 4	Master certificate	4	3 600