







specific occupations, particularly glaziers, plasterers, dry-liners and building envelope specialists, with inadequate training provision in London for these areas (London EC 2013).

#### 4. CONCLUSION

The objective of the study was to recommend ways for construction SMME development in the South African construction industry. The literature reviewed reveals the need to for leadership skills development and the necessity that the owner/manager and other key personnel in SMEs should attain acceptable level of education in order to drive SMEs activities. Findings of the questionnaire survey reveal that the most recommended solutions for the further development of construction SMMEs in Gauteng Province of South Africa were; having the necessary education / skills / qualifications; attending leadership training courses; availability of financial benefits, rewards and incentives; adapting practices of current larger construction companies; learning new skills that will enhance capability. Thus it can be recommended that a culture of evaluating the impact of the available initiatives for SMMEs on an annual bases per province and further promotion of the SMME and entrepreneurship policies and programs to achieve a favourable environment for both the large contractors and the SMME contractors. It is also recommended that larger enterprises in construction should link to /adopt at least five SMMEs, to allow for skills transfer. Skills that can be transferred between the two can be financial knowledge such as tendering, cash-flow management, and preparing payment claims; managerial knowledge including resource management, record keeping, time and performance management, health and safety management, technology transfer assimilating with construction techniques, materials or equipment hiring.

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