



#MeetTheInterns



KAGISO
T R U S T
Overcoming poverty

OUR IDENTITY

OUR VISION

A prosperous, peaceful, equitable and just society

OUR VALUES

- Integrity
- Accountability
- Passion for Development
- Hands On, Bottom Up Approach

4IR

Committed to developing and implementing technological innovation

OUR MISSION

To contribute to development through sustainable funding, with like-minded partnerships and innovative scalable development models

OUR STRATEGIC GOALS:

- **EDUCATION DEVELOPMENT PILLAR**
To extend educational development programmes
- **SOCIO-ECONOMIC DEVELOPMENT PILLAR**
To promote and support socio-economic development
- **INSTITUTIONAL CAPACITY BUILDING PILLAR**
To support strategic institutional capability development for sustainability
- **FINANCIAL SUSTAINABILITY PILLAR**
To ensure financial sustainability of Kagiso Charitable Trust



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Mankodi Moitse
Kagiso Trust CEO

Message from the CEO

It is with great pleasure and excitement that we welcome our first cohort of interns, all with such outstanding credentials. We are looking forward to providing them with a glimpse into the world of work, as well as providing them with the tools that will empower and support their career goals.

At Kagiso Trust we believe in developing and unlocking the potential of the young and next generation of leaders.

The interns will be fulfilling various roles within organisation as part of its internship programme guided by the Kagiso Trust's Youth Development Framework.

Kind regards,

Mankodi Moitse
CEO of Kagiso Trust



Qualification:
Bachelor of Commerce,
Marketing and Politics and
Bachelor of Commerce (Honours)
in Marketing

Institution:
University of Witwatersrand

Intern for:
Communications and Marketing

Kabelo Lesedi Malemela

WHAT DRIVES ME...

What drives me is knowing that there's so much out there for me to experience in my lifetime. The amount of knowledge I am yet to get, the experiences I'm yet to have, and what I have to offer. This inspires me to be better on a daily and to maximise each day.

What do you expect to gain from this internship and what are your work expectations?

I expect to grow and learn about the practical side of marketing and acquire more knowledge about communications. I would also love to build good relationships with my fellow colleagues. I'm hoping to do my master's next year, so hopefully, this experience will give me context for my research paper.

My work expectations are honesty, a heads-up now and then, and a space where I can share my perspective. Respect from both parties and an opportunity to use what I have learned in my years of study.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I'm agile and detailed oriented. I have a teachable spirit and I'm tenacious. I did my honours in Marketing, so I will be bringing my academic knowledge to this position.

My focus will be branding and so I will be using the research skills I have gained from university and my creative capabilities, to come up with effective branding solutions.





Qualification:

Bachelor of Arts (Philosophy, Politics), Honours (Politics)

Institution:

University of the Witwatersrand

Intern for:

Policy Development

WHAT DRIVES ME...

- Knowing that nothing stays the same forever; that something which may seem challenging will and can be overcome.
- Achieving goals (both short-term and long-term)

Nokwanda Puleng Motsitsi

What do you expect to gain from this internship and what are your work expectations?

During my stay at Kagiso Trust (KT), I have some expectations which I will list below:

- **To learn valuable work skills and gain useful experience.**

Being able to join a development agency through an internship programme will not only provide me with the necessary practical skills and knowledge which I have only been exposed to through academia, but it will also allow me to evaluate which sphere of development I ultimately would like to be involved in (in the long run). Additionally, I would like to improve my networking and people skills which I know will be of great use within the development and NPO space.

- **A fair, open and encouraging working environment.**

I would love to be able to learn in an environment that encourages openness (open-door policy) and one where I am treated the same as other members or staff. My stay so far at KT has been just that, and I hope this continues for the duration of my stay.

- **Learn more about policy making and policy advocacy**

Although I have not been exposed much to policy work in my studies (apart from the odd course here and there in Economics), I have always known that Policy is where I would like to be. I am ready to dive more into this space and discover the practicality of it.

- **Make life-long connections**

As we've been told, and I have personally seen, KT is a family. I would like to create a lifelong invaluable mentor-mentee relationship that goes beyond the walls of KT. One in which I will be able to share failures, challenges and lessons in our industry.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

The skillset listed below, I believe, will help me excel at this position:

- Academic Writing
- Public Speaking
- Interpersonal Skills
- Knowledge of relevant disciplines (politics, development studies, economics)
- The ability to successfully multitask while paying attention to detail
- Administrative Skills

On an individual level, academic writing, public speaking, the ability to multi-task, administrative skills and knowledge of relevant disciplines will be implemented in every day.





Qualification:

LLB degree

Institution:

University of Venda and Practical Vocational Training at Polokwane School for Legal Practice

Intern for:

Company Secretariat

Vhutshilo Munyai

WHAT DRIVES ME...

The fear of being average.

What do you expect to gain from this internship and what are your work expectations?

I am confident that the experience and work ethics that I will be exposed to, as an intern at Kagiso Trust, will guide me into shaping my professional career. Therefore, I expect to be exposed to a working environment that enables me to utilise all the skills I possess and to also learn other skills during the process.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I believe that putting my theoretical knowledge to the test as a secretariat and legal intern will allow me to excel in this role, not to mention my strong analytical, writing and communication skills. I also have a solution-oriented mindset, which will come in handy when dealing with difficult situations.



Qualification:

Advanced Diploma in Internal Auditing, National Diploma in Internal Auditing, National Higher Certificate in Accountancy and Advanced Diploma in Accounting Science.

Institution:

Tshwane University of Technology, University of South Africa

Intern for:

Finance Internship

Godfrey Madimetja Chokoe

WHAT DRIVES ME...

Success is what drives me to do everything to the best of my abilities. Knowing the fact that my hard work and perseverance will help me accomplish greater success, is what keeps me going.

What do you expect to gain from this internship and what are your work expectations?

My expectation involves being able to learn how to identify business problems/risks, how to mitigate risk and how to plan and execute the tactics needed to accomplish set objectives.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I bring levels of enthusiasm to the team and a can-do attitude. I will bring a disciplined approach to tasks and a determined and resilient approach to problem solving.





Qualification:

Diploma in Information Technology. Short courses: Data Science & Analytics Intro, Python, Introduction to Microsoft Azure Cloud Services, CCNA2: Routing, and Switching Essentials, CCNA1: Routing and Switching.

Institution:

Vaal University of Technology

Intern for:

Education (Systems Administrator)

Hluvuko Innocent Tlhavani

WHAT DRIVES ME...

Seeing myself better than I was yesterday, learning every day and improving myself educationally and my life in general.

What do you expect to gain from this internship and what are your work expectations?

Work experience, how to behave at work, understand the difference between school and the work place and to add value in my department.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I am computer literate and well organised, this will help me to organise my tasks so that I meet my deadlines on time.



Qualification:

Bachelor of Commerce, Bachelor of Commerce (Honours) in Economics, Postgraduate Certificate in Education

Institution:

University of Limpopo

Intern for:

Programme Management Office and Research

Lerato Nthabeleni

WHAT DRIVES ME...

What really drives me in life is hard work and an eagerness to learn new things. I live by the quote “stop complaining and start doing”.

What do you expect to gain from this internship and what are your work expectations?

I would like to gain work exposure, learn from my mentors on how MERL framework works and how to achieve research goals and strategy.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I am good at analysing and interpreting research data and good at getting citation on internet using the author names and year of publication.

Lastly, I live by the value of integrity and accountability both in a workplace and at home.





Qualification:

Bachelor of Business Administration, Higher Certificate in Human Resource Management Honours in Business Management

Institution:

IIE Rosebank College and the University of South Africa

Intern for:

Socio-Economic Development

Makgantsi Boitumelo Englishman

WHAT DRIVES ME...

I am motivated by achieving my goals, whether it's a personal or work goal whereby as part of a team, we achieve what has been set out to achieve, really drives me.

What do you expect to gain from this internship and what are your work expectations?

My expectation is being able to learn how to identify business problems, how to choose strategies to address these issues and how to plan and execute the tactics needed to achieve these goals. By learning this, I believe I can gain real-world experience of what it takes to drive business operations forward.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I have a variety of skills that I can use on the job including leadership skills, planning and organising. I plan to apply my communication skills and technical skills in this position to lead team projects, research, solve business problems and identify trends.

Mbali Thembisile Sibanyoni

WHAT DRIVES ME...

The possibility of growth and achieving all my aspirations.

What do you expect to gain from this internship and what are your work expectations?

To have a better understanding of the KT and CSSP pillar and what it offers to communities in terms of my career development. Which is to overcome public speaking and develop strategies that will impact the ways in which NGOs been managed and are seen in the country. Develop impactful advocacy campaigns, while engaging with possible partners. The aim is to make an impact that will sustain our communities.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

Collaboration skills – will help with collaborating with other interns and other pillars in different activities to come up with innovative ways to advocate for better solutions.

Event management skills – will come in handy in organising dialogues and conferences that will possibly help with stakeholder engagement.

Adaptability – the eagerness to learn more about different pillars and find better ways – create awareness of what CSSP is and aims to do especially in enforcing upcoming policies.



Qualification:

National Diploma in Public Relations Management, Advanced Diploma Integrated Communications, BWC Africa Starting Blocks Programme

Institution:

Tshwane University of Technology

Intern for:

Civil Society Support Programme





Qualification:

Diploma in Human Resource,
Industrial and Organisational
Psychology

Institution:

Damelin College & University of
South Africa

Intern for:

Human Resources

Thato Puseletso Forere

WHAT DRIVES ME...

Being in a beautiful environment. I am able to work and think creatively if the environment is aesthetically pleasing.

What do you expect to gain from this internship and what are your work expectations?

I want to gain NGO HR experience in academic learning and career development. Ability to work as well as develop skills needed to maintain a work-life balance. Multitasking in a fast-paced office setting, improvement on communicating in a professional workplace as well as the ability to handle situations as they arise.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

Computer skills I am comfortable with working on MS Office. Good understanding of recruitment and selection. Basic Knowledge of Labour legislation and organisational skills. I am planning to implement them by using and interpreting both written and verbal communication, and professional communication etiquette. Paying attention to details because as an HR intern I need to be able to communicate with employees or in the hiring process. I am going to apply all the theory work I did at varsity.



Qualification:

International Relations and
Political Sciences

Institution:

University of Pretoria

Intern for:

Local Government Support

Kamogelo Choshane

WHAT DRIVES ME...

I am driven by success, ambition to achieve more than what I currently have. Contentment is disadvantage, I constantly want to see myself evolving and improving in whatever role that I have, to the best of my abilities.

What do you expect to gain from this internship and what are your work expectations?

I am looking to gain insight on the challenges faced in our country, practical ways to assist where possible as well as be a participant in enacting change and improving at least one life in a tremendous way. My work expectations are : to learn about the professional environment, i.e. expectations, conduct, language and lastly to learn, learn and learn.

What qualities do you have that will help you excel at this position and how do you plan to implement them?

I have a heart for people, always looking to lend a helping hand. I have conflict and stress resolution skills, as well as collaborating and quality idea exchange.



Intern Exposure: 4IR – KT visit to EPF Technology Innovation Hub

by Kamogelo Choshane

On July 20th 2022, Kagiso Trust EMT members together with the group of 2022 Interns visit to the EPF Technology Innovation Hub.

The impact of technology is boundless, it simplifies life and gives us access to all kinds of information and resources at our fingertips. To be more effective in the various projects undertaken in the organisation, it is imperative that technological means be adopted. While technology can be used in countless different ways, the aim is to employ it in implementing and improving developmental projects.

The KT Executive Management Team (EMT) together with a group of interns representing the youth group were invited to the hub excursion to expand their knowledge on what tech can do in their departments so they may be able to find modern solutions to challenges faced, not only in the various projects within their departments, but within the communities they engage with in the country.

The purpose of the excursion was to introduce KT EMT to attainable innovative ways of employing modern

technology in their projects, development plans, and areas of focus in the different respective departments.

The EPF Technology Hub is an NPO founded in 2016 and designed with the aim to develop youthful South Africans and support them with their entrepreneurial ideas as well as address social challenges using technology.

At the site, the KT team received a comprehensive tour of the hub and later a series of presentations providing content on various apps and platforms developed through EPF – most of which can benefit & be used by KT in the various pillars currently existent. The education cluster stood out to be the most pivotal of the day – the education system in various parts of the country has adopted technology to provide different teaching and learning styles as well as to provide captivating and personalised learning.

The challenge however is that with the socio-economic divide, the majority of schools in South Africa do not have access to basic facilities, let alone computer or technology labs. The free-to-use Zibuza app makes





educational resources more easily accessible across the country. It provides quality educational resources, i.e., a virtual library, a wide platform for students, teachers from different schools and organisations as well as parents, to connect, engage and bring better learning outcomes to students. In this cluster, we were also presented with a digital tutoring app that can be utilised by university students.

In the safety & security cluster, the team was introduced to a GBV-F app which is a safety app and a tool for all to use in reporting, responding to, and preventing GBV-F cases.

We also attended an unplugged coding workshop with six bricks by Care for Education.

WHAT IS UNPLUGGED CODING:

Unplugged Coding with Six Bricks is a concept designed to assist students to become confident problem solvers by teaching them the process of breaking down a problem into simple steps so that they understand the problem and solve it just as a computer would, therefore unplugged coding teaches computational thinking that can be used in any field. Unplugged Coding refers to the process of teaching computing skills without the use of technology – which is a solution given the context of schools in our country. There is a need for a tangible solution that can be successfully implemented in any school environment.

The visit addressed aspects of the fourth industrial revolution (4IR) that would be advantageous for projects undertaken in the organisation. The expert insight received on how the different ways 4IR can

improve development in South Africa, and eventually Africa as a whole, was well worth the time spent.

The visit was also inspiring in the sense that we (the team) got to learn about the latest as well as emerging tech, as well as ways we can utilise it by creating innovative development models. Therefore, it presented an opportunity for collaboration with various high-tech apps.

Organising the event, my first ever work event, was a thrilling experience. Challenging at first, however, once I created a spreadsheet, a thorough and specific schedule detailing all the activities to be completed, I was able to organise and run the planning smoothly.



Mandela Day

by Hluvuko Thlavani

It was my first time attending such an event. When we got to Nkgopoleng Secondary School in Sasolburg, we were warmly welcomed by the schools cheerleaders. The first task on the agenda of the day was to set up our KT Branding, which consisted of pull-up and teardrop banners with the comms and marketing team.

This was the first time experiencing setting up branding. We then proceeded in partaking in the various activities for 67 minutes that were lined up. These were planting of vegetables, cleaning of the school premises, painting of the classrooms and parking lots. In which I painted the principal's reserved parking area and felt special for doing it.



After doing our bit in contributing to our #67Minutes for Mandela Day we then regrouped at the hall for announcements of donations



towards the school and the learners in which KT donated some uniform items for the learners.

Graduation

by Lesedi Malemela



Friday, the 22nd of July was a very special day for me as I got to cross the Great Hall stage for my graduation.

In 2021 I completed my Bachelor of Commerce in Honours degree, majoring in Marketing with distinction. During my studies, I had to overcome many challenges that most students face, but through my support system I managed to

achieve all the goals I had set for myself.

The current slogan at Wits is "For Good" which I connect to because all the knowledge and experience I carry as a Witsie will be used for the greater good, beyond the university gates. Now that I'm Wits Alumni, I am looking forward to the valuable contribution I will make in society and Kagiso Trust is the perfect place to start my exciting career!





The Youth Dialogue and Exhibition

by Lesedi Malemela

Within less than two weeks of being an intern at Kagiso Trust, I was granted the opportunity to go to Makana (Grahamstown) with Nomkhosi, our Communications and marketing officer, and Paul Smith, who is the Head of Local Government. In as much as this was a work trip, I saw it as an extension of my induction, an opportunity to get a deeper insight into what Kagiso Trust does on a local government level.

This event was planned in collaboration with other organisations within the Makana district. The main objective of this event was to hear the concerns and ideas of the people in the community regarding the challenges they face, specifically the youth. As the Makana Circle of Unity seeks to allow ordinary people from the community to have a platform to start or be part of projects that seek to build a community that functions effectively alongside the municipality.

As we arrived at an empty hall, I was a bit worried about the turn-out and wondered if the date of the dialogue and exhibition was scheduled correctly. My assumption was that people would be at work as I am aware of the unemployment statistics in South Africa. However, being exposed to the actual realities of the

number of people who are unemployed was shocking and saddening. As we got closer to the actual start time of the event, many community members started pouring in. It was a sight to see young people making their way to the hall. The turnout was great. Besides the community, other stakeholders that were involved in the Youth Dialogue and Exhibition were Harambee, SA Youth, Public Service Accountability Monitor (PSAM), and the Makana Circle of Unity.

At the start of the programme, all the organisations involved introduced themselves and highlighted their roles and what they have to offer the community. Soon after, the discussion began, the community members were allowed to raise certain concerns they might have. I was invested in what the youth, who are my peers had to say. One of the greatest challenges that result in little to no participation, particularly amongst the youth, was communication or the lack thereof. The community members stated that the current communication tools that bring awareness to events such as these are limiting and too 'modern' for them. They highlighted that communicating events through Social Media platforms can be exclusive, as many people in the Joza area do not have enough data to connect or do not have access to social media at all. It was suggested



that the Makana Circle of Unity should create a communication strategy that specifically targets the people of Makana. This was an eye-opener for me, as it highlighted the privilege, I have of having easy access to data and connection. One tends to overlook such opportunities.

In addition, it was stated that organisations such as Kagiso Trust and the Makana Circle of Unity, should come to events that the community host. This will show that both parties are both willing to collaborate for the development and progress of the community, which is the main objective of the Makana Circle of Unity. I was happy that the community mentioned that commitment be shown on both sides, in a country such as South Africa, solutions are often imposed on people. So, it was refreshing to see what organisations such as the Makana Circle of Unity, work with the community to come up with effective solutions.

In the second session of the programme consisted of the organisations exhibition stands, which gave the community an opportunity to engage with all the stalls that were available. It was at these stalls where a robust conversation erupted, about the youth's involvement in social activism. In engaging with the youth, "What does support look like for the youth?" Was a question posed by Paul in hopes of finding possible solutions. Although there was a bit of hesitation, the conversation revealed that there is a need for the youth to create a platform for themselves where they can raise their suggestions and concerns. It was also stated that organisations like Kagiso Trust seek to support the youth in developing the policies and assisting in the implementation of these strategies. This dialogue concluded with agreeing that the Youth should create a group that will cater to focusing on the social activism of the young people of Makana. This structure would also assist in ensuring that communication of events and the work of NGOs is transferred fairly to the youth, to encourage



participation. This will hopefully bring about a revival in young people's involvement in the development and progress of their communities.

After the valuable discussion Kagiso Trust had with the young people, I walked around the stalls, to find out what the different organisations were offering. I was amazed to find out about organisations that offer rich support to young people, with the intention of encouraging development in their community. Some organisations teach young people skills that will give them entrepreneurial skills, some were offering platforms in which employment opportunities can be found, and organisations focus on advocacy and local government participation. It was beautiful to see that there were no brochures left at every stall, this highlights how hungry young people are for more knowledge and opportunities.

In the end, the young people who were present at the event agreed to create a WhatsApp group, as the first step to organising themselves as a body that will participate in social activism. The Youth Dialogue and Exhibition was a great success and is the start of many progressive and effective dialogues that will inspire real change. As a young person in South Africa, I was inspired by my fellow peers to be more involved in my own community, as this is the only way effective change can be implemented.



Mandela Day Celebration at Nkgopoleng Secondary School

by Lesedi Malemela

On the 26th of July, Tuesday morning, we headed out to Zamdela, Sasolburg. The hour and a half trip led us to Nkgopoleng Secondary School, where we were going to perform our Mandela Day duties.

When we arrived on the school premises we were greeted by a guard of honour, that consisted of beautiful cheerleaders.

After marvelling at such a thrilling welcome, we had to set up all the Kagiso Trust and KST branding. This was an amazing experience as it was my first time putting up banners. Before even working at Kagiso Trust, I knew that putting up banners will be part of the many duties one will be responsible for as a marketer. So that experience felt like a rite of passage in my marketing career. Soon after we enjoyed a bit of tea and muffins in the holding room as we listened to the order of the day being discussed.

Soon after, we went to the holding room where the order of the day was being discussed before proceeding to the main hall. Whereby all the parents, learners, staff visiting principals and teachers were welcomed. Then we began with some hand on work



for our #67Minutes which included planting vegetables, tilling the soil to plant some vegetables, painting the classrooms and the parking demarcations. This was the highlight of my experience because there is just something special about doing something for the benefit of others. It was also lovely to see the students, who seemed excited by the event that was taking place at the school.

The day was sealed with a speech from the MEC for Education, Dr Tate Makgoe. Finally, donations from the different organisations were given to the school. It was beautiful to see how the many organisations invested in the Secondary School. We as Kagiso Trust and KST donated shirts and school shoes. This experience displayed the impact that Kagiso Trust has on the Free State with their partnership and collaboration with the Free State Department of Education. Honestly, a day out in the office gives purpose to those days in the office... That was a Tuesday well spent.



For more information contact:

Tel: 011 566 1900

Email: info@kagiso.co.za

www.kagiso.co.za

Address:
27 Scott Street, Waverley,
Johannesburg 2090
Gauteng, South Africa