



2021

Annual Report

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FROM THE CEO's Desk



Lucky Ramunongo

The year 2021 was a challenging and yet a great year for the company. We kickstarted the year with a new project called **The grade 10 and 11 Maths, Science and Accounting Learner Enrichment Programme** which is funded by the De Beers Venetia Mine (Anglo American business unit). The company's capacity was once again put to test as the afore programme required prompt implementation and the company was up to the task.

It was great to have the company retaining its clients: Glencore Merafe Venture for a project in the North West province and Kagiso Shanduka Trust under the Anglo-American South Africa Education Programme (AASA) which is fully managed by JET Education Services. The AASA Education programme continued to be implemented in three provinces; Limpopo, Mpumalanga and the Northern Cape. Our company was able to retain its clients due to the quality of results achieved during the 2020 academic year.

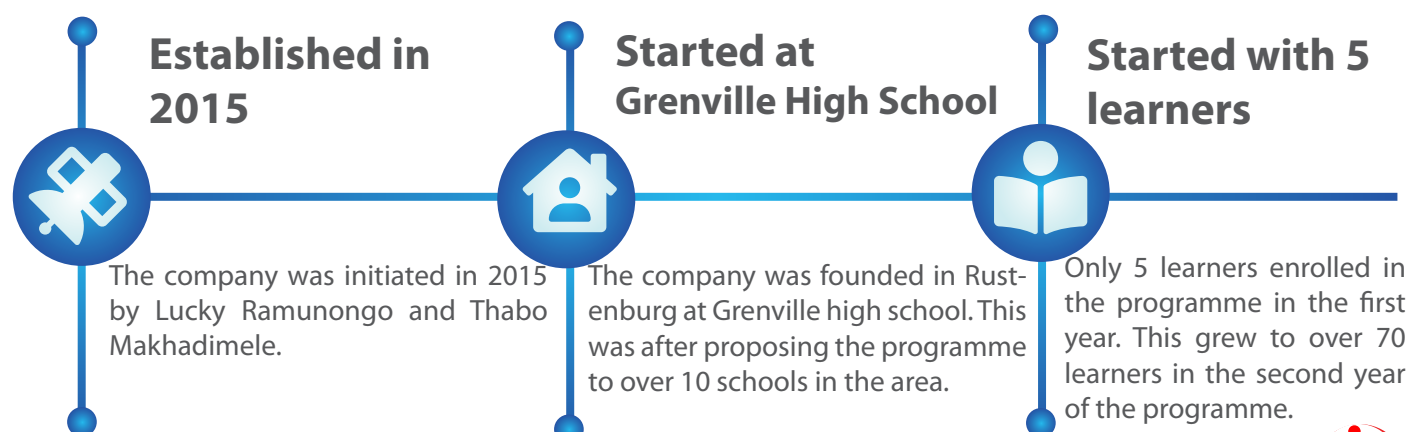
During the course of the year 2021, a new client Modikwa Platinum Mine JV African Rainbow Minerals approached us for educational support services catered for high school learners and the bursars care programme for university students. The programme benefitted learners from Burgersfort area in Limpopo province. L&T was also able to expand the bursars care programme that was

initially offered to Glencore students (western limb operations). This was life changing as university students could access mentorship and other add-on services such as psychological support and life coaching.

Though 2021 presented a number of challenges as a result of covid-19, our company still emerged victorious. I would like to thank our board of directors who worked tirelessly to see us through our success. Our employees came through very strong against the odds to ensure another successful year within the pandemic conditions. It is also worth noting that the organisation was also able to grow significantly in comparison to 2020. This is a continuous growth trend for the organisation since inception.

The company seeks to continue offering quality services to its clients and stakeholders. A number of new projects will kick start in 2022. This is encouraging as we seek to grow the organisation, thus creating new growth opportunities for our employees. In conclusion, I would like to encourage other organisations to join hands with us in improving the South African education landscape.

Interesting facts about L&T



INNOVATIVE IDEAS

"Innovation is the unrelenting drive to break the status quo and develop anew where few have dared to go."

-Steven Jeffes



ABOUT US

L&T Edu-Solutions specializes in student development programmes that support young people at a holistic level with emphasis to mainstream subjects at both secondary and tertiary level. This is done through the design and formulation of effective and efficient programmes to provide direct support to learners at various schools and institutions of higher learning in our country.

Our role is to improve the quality of our learners' results; to provide first time jobs and essential training to young university candidates-and-graduates, and to provide an impactful platform for companies to invest in the social upliftment of local communities.



OUR SERVICES

Formulation and implementation of programmes that supports communities through development of skills looking at:



Direct Learner Support Programme -Support high school learners through tutoring, career guidance, motivation and mentorship



Bursars Care Programme - Support university students with mentorship and work skills development.



Skills Development Programme - Support unemployed youth with skills, work readiness and entrepreneurial training.

We work well with involved stakeholders through advocacy meetings that enable participation and understanding of the support given to our beneficiaries.

OUR VISION

To award everyone with equal chance to accessing work opportunities through skills development and training.



ACTION THAT MATTER

"No one builds a legacy by standing still."

-Oscar Auliq Ice

PROBLEM WORTH SOLVING

With one of the highest unemployment stats, South Africa still struggles with lack of skills with many young people regarded as unemployable. This results in a country that struggles with unemployment and yet still needs to import skilled employees for their industries.

Culture of learning and skills development is still a major challenge in rural areas, townships and mining communities. These are areas with the highest unemployment rates in the country. Other challenges faced by our mining and manufacturing industries include:

-  Lack of critical skills from local communities
-  High youth unemployment and unemployability amongst youth
-  Low enrollment in STEM careers and low performance in Maths & Science subjects

The challenges faced by the country translate to system failures to encourage skills development, STEM career enrollment and culture of learning within the poor communities. The schools are further under-resourced and cannot undertake many initiatives that could encourage skills development amongst young people.

SOLUTION TO THE PROBLEM

Our organisation is dedicated to bring about a change through the resolution of challenges mentioned. This is done through collaboration with government and private sector to:

-  Encourage enrollment into STEM careers
-  Support learners and students that have enrolled or intend on enrolling into STEM careers
-  Provide holistic development and mentorship of learners and students
-  Inform and guide learners on the critical careers as per the DHET's critical skill list.

We cooperate with other organisations that have the similar goals to provide additional services for our beneficiaries such as coaching and motivation.





01 We focus on our services to create change that matter. Our behaviour and actions are directed towards making a positive social impact.

02 We take robust process in recruitment and development of our people. Our team comprises of talented, educated and passionate people delivering services through our best practices.

03 We deliver our service with pride, ownership and professionalism. We have built our standards of practice on reliability, ethical behaviour and time consciousness.

04 We strive to meet and satisfy the needs, requirements and expectations of our clients. The delivery of our service is centred on the benefit brought forth to the client.

05 We believe in continuous development and growth in practices of service delivery, level of competence and structure of project management.



Commitment



Passion

Our Values



Direction



Success

Our Bursars Care Programme

Industry Ready
Graduates

**Personal
Management**

Academic Excellence
Time Management
Emotional Management
Developing autonomy

**Skills
Development**

Budgeting
Presentation
Report writing
Computer Literacy

**Professional
Development**

Establishing integrity
Workplace conduct
Financial management
Leadership

Key Resources

Mentors, Psychologist, Financial Advisor, Life Coach

Holistic Student Development

03

Holistic development that enable students to manage themselves without a parent figure.

01

Development of skills necessary to participate efficiently in the tertiary education environment

02

Development of skills necessary to participate and perform phenomenally in the work environment



To Graduate

Words from

Our Partners



Dr Phaswana

Circuit Manager (Soutpansberg North)
Department of Education

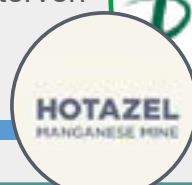


Itumeleng Mogale

Social Performance Specialist
De Beers Venetia Mine

It is vital to appreciate the good work that L&T is doing in Soutpansberg North Circuit especially when it comes to Mathematics, Physical Sciences and Accounting at our schools in and around Musina. The attitude of both learners and teachers is now positive. Our performance is gradually increasing. Attendance during our Saturday classes is improving because learners and parents know that effective learning and teaching is taking place there.

De Beers Venetia Mine started its relationship with L&T Edu-solutions in 2020. This company owned by young leaders has been an absolute pleasure to work with. The team has taken initiative and been supportive on interventions that are driven by our operation and offered their services at an exceptional standard. Through their intervention we have developed a better understanding of some of the challenges faced by learners in the Mathematics, Physical Sciences and Accounting streams. They have developed and maintained a trust relationship with the principals and teachers at the schools where the intervention is implemented.





2021 NSC

School performance

”

"Develop Success
from failures.
Discouragement
and failure are
two of the surest
stepping stones
to success"

Dale Carnegie

”



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Results Overview

L&T supported over 34 secondary schools in 2021, with more than a thousand learners doing Grade 12 Mathematics and Physical Sciences. Most of our beneficiaries were under the Anglo-American South Africa (AASA) Education Programme where 30 schools were supported, with the total of 947 learners, 845 of the learners were doing both subjects whilst 95 were doing Mathematics only and 7 were doing Physical Sciences only.

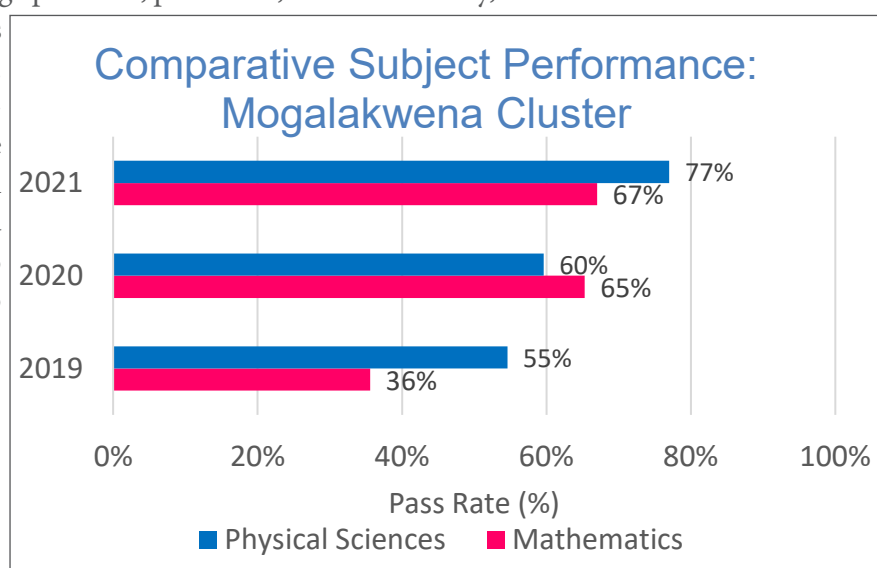
The number of learners in the programme who wrote the NSC examinations in both Mathematics and Physical Sciences was 903 and 819 respectively, and 60% passed Mathematics

whilst 64% passed Physical Sciences. The 60% in Mathematics translates to an improvement of 1% from the 2020 academic year, this is a remarkable success for the programme, given that the number of learners had improved by 10% compared to 2020. Furthermore, Mathematics performance surpassed the national performance by 2%, and this was never a reality before the inception of the programme. In Physical Sciences, 21 out of 30 supported schools managed to improve their results in 2021 compared to 2020.



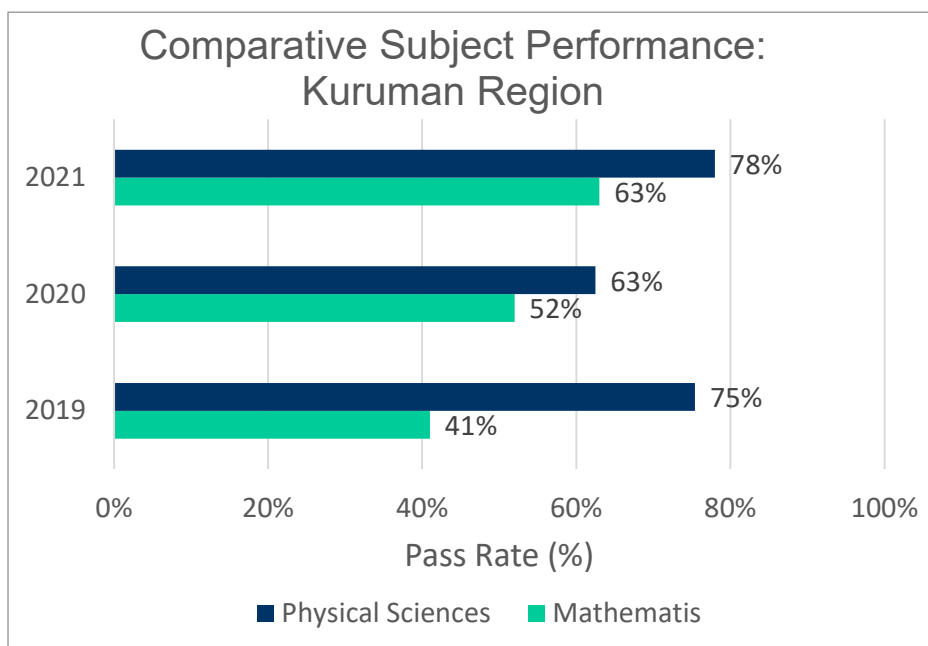
Most Improved Regions

Mogalakwena and Kuruman are some of the regions which have shown incredible improvement in their results as compared to their low results in 2019 – before inception of the programme. Both regions were performing far below their district average pass rate, provinces, and the country, but their historical trends took a positive turn with the programme, as they are now leading their counterparts. Mogalakwena schools performed exceptionally well in Mathematics. The district's Mathematics results have been improving steadily year on year and their Physical Sciences moved from 55% in 2019 to 77% in 2021. That is a 22% increase over three (3) years.





Most Improved Regions



In Kuruman, schools performed beyond expectations with continuous and enormous improvement, especially with 22% improvement in Mathematics from 2019. The cluster has achieved its highest pass rate of 78% in Physical Sciences for the first time in the past three (3) years.

The good stories that were born out of the programmes that L&T has implemented in 2021 have shown great potential in areas that are currently struggling, as such continuous improvement is the key.

Good Advocacy

The great reception of the programme by all stakeholders within the Kuruman region is one of the contributing factors in the improvement of the results within the region. This was observed through great participation of DBE officials and parents in the programme.

SMT Participation

Collaboration between the programme and the school management team is a significant component for success.

It creates a perception that the programme and the school are one translating to positive attitude from the learners.

Learner Attitude

Presence of the learner on the sessions is the very basis of learning, and schools with good attendance had proven this with outstanding results they achieved.

Therefore, learner attitude becomes an important influence to the school performance. This is improved through motivation and mentorship

The Principal's Word

Moshokoa Secondary

Principal Mr SV Boloka

“Our school truly appreciates the contribution and experience we learnt from L&T in the tutoring of Mathematics and Physical Sciences in our school. Learners need uninterrupted contact sessions in these two subjects, L&T tutors are always present with learners, making regular assessments and timeous feedback.

Our school has improved performance in Mathematics from 60,9% in 2020 to 87% in 2021 and Physical Sciences is at 92%.The number of learners, taking up, Mathematics and Physical

Sciences is increasing in Grades 10-12 due to the positive impact of the programme

L&T also accommodates Accounting with the purpose of improving learner performance in this subject.The school really appreciates the contribution that L&T Edu-Solutions is making in the lives our learners.”



Ogies Gekombineerde

Principal Mr Masuku

“Since this programme started in 2020. It has made a huge impact and in essence Gekom-bineerde Skool Ogies has benefitted a lot.

1. The support given to educators for Mathematics and Physical Science has taken our educators to another level. They are confident, well informed and enjoying their work.

2. The support given to our learners on Saturdays, Sundays, school holidays and

during camps has helped the school to improve significantly in terms of performance especially in Physical Sciences. In Mathematics we are not there yet but there is also improvement compared to where the school was before. The attitude and conduct of the tutors and officials who are supporting the programme (Mapula, Pleasure, and Thamsanqa) has impressed all and I wish they keep up the spirit.

3. As much as the support is

for Mathematics and Physical Sciences. The improvement of the two subjects rubbed off positively to other subjects. On behalf of the SMT, SGB, staff, parents, and learners we are so grateful for the opportunity and support!

4. It is worth mentioning that the support provided is in line with the ATPs that educators are using. Hence it is easy for our educators to embrace and use the opportunity to the advantage and benefit of the learners.

In the SPOTLIGHT



Lerato Mogole is an industrial engineering graduate from the University of Pretoria, she leads the Northern Cape business unit under the Anglo-American Education Programme. The Sishen cluster improved immensely in Mathematics and Physical Sciences pass rates in the 2021 NSC examinations. Her team contributed to this remarkable feat.

“My working experience at L&T Edu-Solutions has been wonderful so far. When I first joined the company I wasn’t sure if I would manage because it was a completely new environment but with the great support I received from the directors my work became easy and their passion for education rubbed off on me. I enjoy my work - especially interacting with learners, their determination motivates me to go beyond my scope of work.”

“The CEO checks up on me and my team to find out if we are coping and if we need any support and this is something we appreciate. One thing I also like about L&T is the way the lead tutors are always willing to assist and support each other with work issues. The directors make an effort to encourage professional development of their employees.

I believe a lot of us have acquired skills that we did not have when we joined the organization. There are obviously challenges that we come across as expected with any job, but it feels good to be part of a company that cares about your well-being as an individual and that encourages growth. I am grateful for the opportunity to kick-start my career in a healthy working environment.”



Education is the Power tool of change

By Thabo Makhadimele

It is with no doubt to say that education is indeed a super weapon which unlocks the doors of success for human beings. Many people believe to have come on earth for a particular purpose, while they exist. The fact of the matter is that we still must survive daily while we strive to achieve the life purpose, and for this survival we somehow need education to enable us to meet our needs. Education does not always have to be formal, as people learn in numerous ways through their day-to-day experiences. However, the education I refer to is the one that involves giving systematic instruction, at the school or university. The success of this kind of education system mainly depends on the design and implementation of its curriculum. The main objective of any curriculum should be to grant to the candidates, the relevant knowledge and skills in a way that can be economically applicable. The strive of the different education systems have been, in one way or the other, around achieving this goal.

I would like to refer to the education system of Finland, which is one of the most successful in the globe. Their curriculum is designed in a way that covers a fewer, and yet the most relevant concepts towards the economy. Each concept that is included in their curriculum is taught in depth, incorporating a lot of practical activities, for candidates to relate the learning to their daily experiences and to better apply concepts in real life. Of course, this kind of teaching approach requires more time, hence their curriculum covers fewer concept as compared to the other countries. This kind of education system is almost always successful as it produces the graduates who are suitable to resolve the real economic challenges, which is therefore the objective of education. In contrary, most of the countries have the huge curriculum that covers more concepts to equip learners with broader knowledge. Even though having more is known to be better, countries like South Africa generally fail due to lack of relevant resources to successfully implement their curriculum. The challenges of overcrowded classrooms, lack of



quality of or professional development for teachers, lack of infrastructure, etc, all negatively impact the curriculum which then leads to teachers having no choice but rushing through the curriculum for the sake of its completion. Learners, on the other hand, must resort to “rote learning” – where concept memorisation takes a lead. This also contributed to privatisation in education where parents take their children to private schools or get them private tutors, and those who cannot afford are left disadvantaged.

The organisations like L&T Edu-Solutions play the biggest role in supporting the country to achieve its educational objectives, with the additional support and resources given to learners to supplement our education. In recent years, it has been phenomenal seeing more private companies placing their funds to support the Department of Basic Education to combat these challenges. Although the learning objectives are yet to be met, together we are stronger, and we can always achieve more.

What our Learners got to say

TESTIMONIALS

Top Achievers blog



Fatima Milazi
Makaase Combined School

"I was able to understand topics that I thought were too difficult for me and I'd never understand. I got good matric results, all thanks to the L&T."

"When I started matric I had no hope that I will be able to pass Mathematics and Physical Sciences but with the support from L&T tutors Mr Thuto and Mr Dennis I managed to understand and passed the two subjects. In the beginning of the program we wrote some tests & I kept on failing but they told me I should never give up & should believe in myself and at the end of the year I gave my best. L&T made everything possible for me and I'm really thankful to the team!!!!"

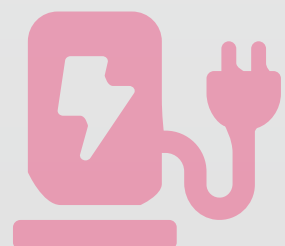


Ipeleng Modise
Dibotswa Secondary School



Tshogofatso Mosiapoa
Nametsegang High

"From grade 11 my results were bad & I was not even reaching the levels I wanted for my career, but I upgraded at matric. The journey of matric 2021 was not easy especially when we started, we were complaining but as time went on, we got used to it. The simple methods to pass Mathematics and Physical Sciences was easy and amazing. If it were not about the inspiration from the kind tutor Mr Ekaile I wouldn't have passed my matric"



Success Breeds Confidence!



"My message for 2022 learners is to stay consistent by always being two steps or more steps ahead of your school-work. Procrastination is the enemy, don't depend on anyone. Remember you're on your own and gather as much information you can and stay true to yourself and dreams, whatever you do have limits"



Agnes Luvuno
Mabande Comp. School

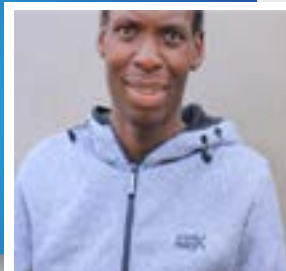


Sandile Masango
Bonginsimbi Comp. School

"I wasn't really an A student but I believed in my self and worked hard , having a favourite subject made it easy for me to master Mathematics as well getting help from L&T tutors who made sure we get it right , we were so lucky to have extra help where we had one on one sessions. We are all different and I learnt to accept that & make use of what I had the way I am"

i

"Complements to one of L&T tutors Maila Maria. The effort she used and contribution towards my success was sufficient. She made me enjoy Mathematics and I saw myself improving in the subject. Thank you L&T."



Mavuna Solomon
Mathipha Makgatho Secondary School



Inspirational Story



Happy Ndou
Renaissance Secondary School

"When I was in grade 11 in 2019, I failed all my final exams excluding Home Language and Life Orientation and I lost all the desire of passing my Matric with good grades .The following year which was 2020 I pulled myself up and managed to pass my grade 11 with level 4 and 5. In 2021 when I was in matric, I just wanted to obtain level 4 and 5 in my grades, I wasn't expecting much because I had never obtained level 6 and 7 in my secondary journey so why would it start at matric?..."

Therefore we wrote a quiz at the beginning of the year and my results were not satisfactory. L&T guys came to give us extra lessons after-school. As time went on, I realized that my grades were improving . I started enjoying my academics because L&T tutors made it look easy. I mean it was hot knife through butter with my tutors; Ms Zwivhuya and Mr Masindi Filipos from L&T Edu-Solutions. I started aiming high because they assisted me whenever I needed help and not forgetting our specialist Mr Hlenga and Mr Lesibane from the programme. At the end of the year, I missed a distinction by only 1% meaning I scored 79% in Mathematics. "





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