



ANNUAL REPORT 2022



Edu-Solutions
Ahead of time

Welcome

to L&T 2022 Year End Report



L&T Edu-Solutions considers the year 2022 as one of the most successful years in the business. The organisation was able to introduce new services which contributed to the growth of the company. These services include Bursary Scheme Management, Portable Skills Development and Second Chance Matric Rewrite. Looking at the bursary scheme, L&T was able to manage students enrolled in different universities across the country funded by Modikwa and Glencore bursaries schemes. The organisation also had its first graduates in skills development who managed to graduate with the trade test. Under the second chance matric, the programme was launched at the Hotazel Manganese Mine Education Trust in the Northern Cape, where 75 learners benefited from Dithakong area.

The company was able to retain its services with Glencore, Anglo American South Africa (under Kagiso Shanduka Trust) and the Venetia Mine for the direct learner support services. This attributed to the great performance achieved by the organisation during the 2022 academic year. A high number of learners achieving distinctions across our operations.

The organisation was able to gain a new client by the name of Hotazel Manganese Mine Education Trust and this was positive news for the organisation resulting in an increase in the company's market share. The company addresses youth unemployment by recruiting STEM related career university graduates who performed well in Mathematics, Physical Sciences and Accounting at high school.

During the 2022 financial year, the organisation had a total of 15 permanent employees and 112 part-time employees. Female employees are well-represented in the company's top management aligning with the company's goal on diversity and inclusion.

Aligning with the requirements of the King IV report, the organisations continued to support its stakeholders through ethical and effective leadership. As part of the Corporate Social Responsibility (CSR), the organisation supported academic awards at Mulamuli Primary school in Limpopo province. L&T further sponsored a youth seminar in Soweto Glory of God Worship Church (Gauteng), one of the youth candidates who represented South Africa in Australia under the field of Diesel Mechanic and also some of the employees in their postgraduate studies. The company also donated funds to the organisation that takes care of the families of the health care workers who were affected by COVID-19.

The collective effort of the board of directors, management and employees, consultants and other stakeholders contributed in the growth of the organisation. L&T Edu Solutions would like to acknowledge the formidable relationships established with clients and suppliers. Our footprint in South Africa had an exponential growth and through the L&T Online Learning Platform, the majority of our clients will be able to access our services from anywhere in the country.



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Awarding Top Achievers

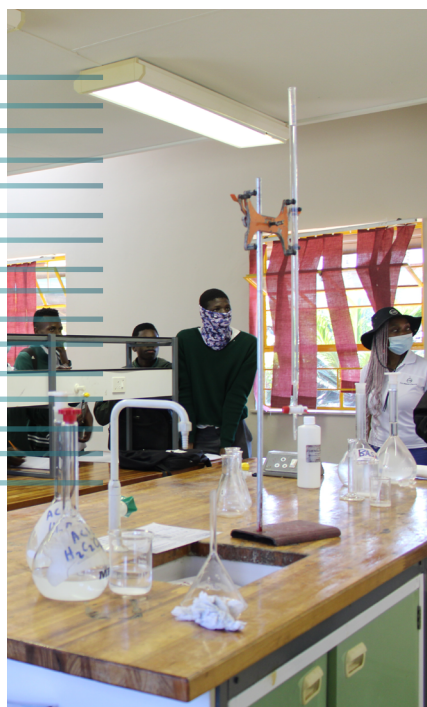
to encourage excellence in academic performance

Academic awards granted to learners for their outstanding performance serve as a strategy to encourage positive and competitive academic environment amongst learners. The award ceremony is hosted mid-year, where learners are awarded based on the June examination results to encourage improvement going into the preliminary and NSC final examinations.



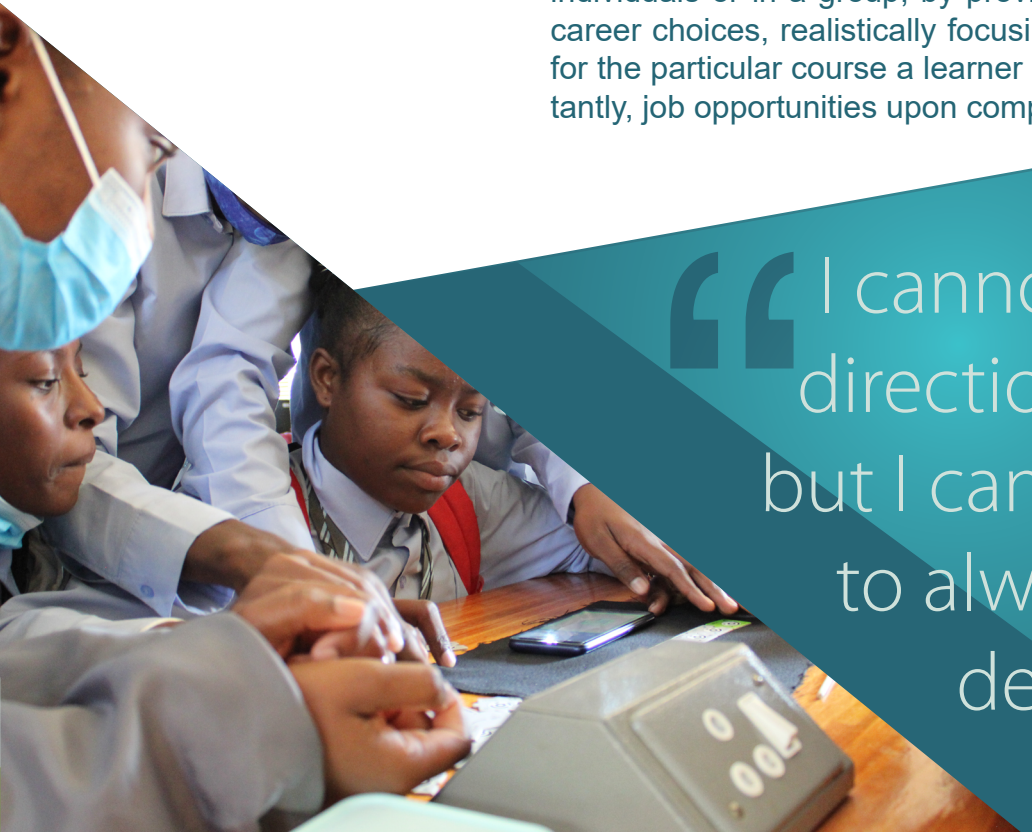
GUIDING LEARNERS THROUGH CAREER CHOICES

Career guidance is pivotal in the educational system as it provides a clear objective to learners on what they can pursue post-matric based on their educational background. The challenge often encountered is that career choices are often considered at an early stage of life, without much knowledge, and many end up failing dismally when it comes to making a career choice that compliments their capabilities. Failure to make the right career choice often leads to unnecessary expenditure during the study period and frustration over time as the learner later considers the difficult, but possible, task of changing careers at university.



It is important to understand that a career choice forms an important part of a learner's future. Therefore, making a right and informed decision is key. In addition, the global transition into the 4th industrial revolution makes some of the popular skills obsolete. It is advisable for career choices to align with the available opportunities within the economy to avoid a continuous increase in the rate of unemployment.

Upon realizing that learners based in rural areas are often limited in career choices as a result of lack of exposure to opportunities offered in the Job market, L&T Edu-Solutions has incorporated career guidance into the learner support programme. This is mostly applicable to underprivileged learners who either do not have access to internet or lack the knowledge to navigate through the internet. It is achievable through ongoing interaction with learners, either as individuals or in a group, by providing an informed knowledge on career choices, realistically focusing on availability of sponsorship for the particular course a learner plans to pursue and most importantly, job opportunities upon completion.



“ I cannot change the direction of the wind, but I can adjust my sails to always reach my destination.

NATIONAL MARKET

And Review 2022

L&T Edu-Solutions has expanded its direct learners support coverage from one school in rustenburg (back in 2015) to over 35 schools accross the country. This has stepped up the organisation's footprint and overall impact with the programmes benefiting over 2000 students every year. The majority of schools supported by the programme are in rural and mining communities where Mathematics and Physical Sciences are a challenge, resulting in underperformance and lack of access to opportunities.



85%

of participants are supported in the Direct Learners Support Programmes sponsored by Recognisable Companies.

170 Learners

in Glencore Sponsored Programme

Hundred and seventy learners benefited from the **Maths and Science Enrichment Programme** in the rural areas of Rustenburg in the Bojanala District, North West.

1124 Learners

in De Beers Sponsored Programme

One thousand, one hundred and Twenty-four learners benefited from the **Direct Learner Support Programme** in the Blouberg and Musina areas of the Capricorn North and Vhembe Districts, Limpopo.

966 Learners

in AASA Education Programme

Nine hundred and sixty six learners benefited from the direct learners support component of the **AASA Education Programme** in the 29 schools that were supported in Limpopo, Northern Cape and Mpumalanga

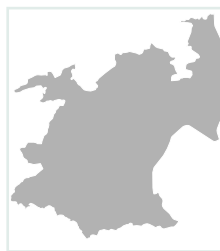


NATIONWIDE FOOTPRINT



Limpopo

Three projects in the programme funded by Modikwa, DeBeers and Anglo Platinum.



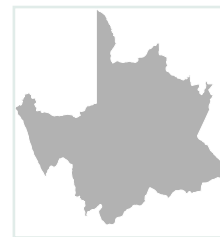
Mpumalanga

One project funded by Thungela Resources, a part of the AASA Education Project.



North West

One project funded by Glencore Merafe Resources.



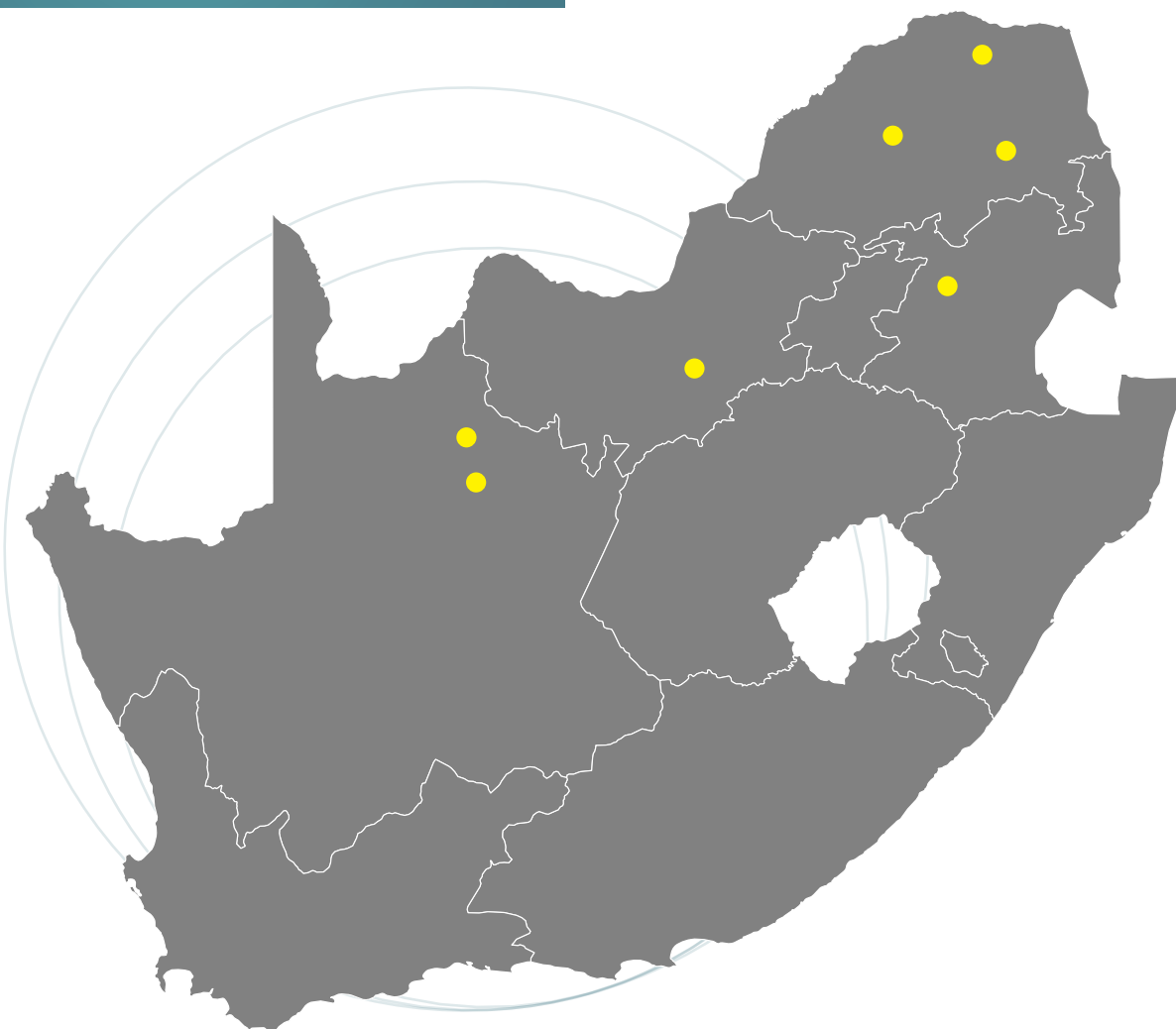
Northern Cape

Two projects in the province funded by Hotazel Manganese Mine and Kumba - part of the AASA Project.

15%

of participants form part of our new services that include Bursary Scheme Management, Skills Development and Second Chance Matric Rewrite.

Our team has acquired substantial experience in setting up different projects in different areas from the most rural villages in Northern Cape to urban areas in the heart of Johannesburg. We adapt to the culture of the area and set up programmes that fit in those cultures while creating impact to the targeted beneficiaries.



ANGLO AMERICAN SOUTH AFRICA

The AASA Education Programme continued to make a positive impact on education in the different host provinces, with 29 schools being supported in the 2022 academic year. This attests to the dedication and hard work of the L&T Edu-Solutions team, that have been providing essential support and resources to learners in these schools.



AASA EDUCATION PROGRAMME

One of the notable achievements of the programme was the increase in the number of learners supported in Mathematics and Physical Sciences. The programme was able to support 980 learners in Mathematics and 883 learners in Physical Sciences, a significant improvement from the previous year. This shows that the programme is having a positive impact on the education of the learners.

The results of the National Senior Certificate (NSC) exams also reflect the success of the programme. The number of learners who wrote the exams increased from 903 and 819 in 2021 to 980 and 825 in 2022, in Mathematics and Physical Sciences respectively. Additionally, the overall pass percentage in the programme recorded a 50% of the number of learners passing Mathematics and 72% of the learners passing Physical Sciences which is an 8% improvement in Physical Sciences from the previous year.

In conclusion, the 2022 AASA Education Programme has been a huge success, with more learners being supported and a higher pass rate recorded. This is again attests to the hard work and dedication of the L&T Edu-Solutions team and the AASA Programme which, together, created a powerful impact on education in our country.





3 Provinces



8 Circuits



4 Business Units



29 High Schools



4 Districts



966 Learners



Learners inducted on the use of ICT as a teaching tool.

An Anglo ICT Coordinator visited the schools in Mogalakwena for showcasing of the ICT equipment donated to schools. Raowele Secondary school was one of the schools selected for showcasing of the programme and L&T was selected as a service provider to assist teachers and learners in the use of the ICT equipment for learning.

Each learner was provided a laptop which was connected to the school's wifi. The teacher used Microsoft PPT to give the lesson and learners were instructed to download past exam papers from the DBE website using their laptops to start working on the problems. L&T team took learners through Mathematics software, GeoGebra, to help them with the basics of Functions. Learners were enthusiastic about the use of technology at school because it enhanced their subject knowledge.

Learners sharing information during a Saturday class.

Saturday classes became a norm to learners in the AASA Education Programme. This provided learners with a conducive environment to study as well as additional support from the tutors. Learners highlighted that this created a competitive situation as many did not want to be outstudied by their peers.



MATHS AND SCIENCE ENRICHMENT PROGRAMME

The De Beers enrichment programme is a special cluster funded by Venetia Mine, the world's leading diamond distributor. This programme offers support to grade 10, 11 and 12 learners in Mathematics, Physical Sciences and Accounting lessons.

The AASA project for grade 12 learners and the De Beers Learners Enrichment Programme for grades 10 and 11 help students make informed career choices.

DE BEERS VENETIA MINE

1124

Learners from grade 10 and 11 supported.

3

circuits included in the programme.

7

Schools supported by the programme.



HOTAZEL MANGANESE MINE EDUCATION TRUST (HMMET)

2ND CHANCE MATRIC PROGRAMME

The programme is a support initiative for 75 learners from Dithakong, a village near Kuruman, in the Northern Cape. It is currently in its second year of operation and its primary objective is to help learners prepare for the second chance examination offered by the Department of Basic Education.

The programme is designed to be effective by incorporating both teaching and tutorial components. The goal is to provide learners with the knowledge and skills necessary to successfully pass the second chance examination.

Learners from this area are drawn from 8 high schools spread across rural communities in Kuruman and attend tutorial sessions in a range of subjects including Agricultural Sciences, Business Studies, Economics, Life Sciences, Mathematics, Mathematical Literacy and Physical Sciences. More than 30% of the 2022 cohort managed to improve their matric passes, overall improving their matric certification.



"Second chances are not given to make things right but to prove that we can do better even after we fall".

75

Learners supported in the programme.

8

exam centres that learners are registered

8

subjects covered by the programme

11

villages covered by the programme





Glencore Merafe Resources

Maths and Science Enrichment Programme

The programme focuses on Mathematics and Physical Sciences. It was implemented by L&T Edu-Solutions and Glencore Merafe Resource in 2017. The results of the programme have kept on improving over the past years.



In 2022, the programme supported a total of 79 grade 12 learners from Tirelong, Moedwill and Naauwpoort Secondary Schools. The focus being extra tutorial lessons, motivational sessions, career guidance, mine tours, tertiary and bursary applications, and computer literacy skills development. Tirelong achieved a distinction in Mathematics with level 6 in Physical Sciences

and a notable improvement in Physical Sciences compared to the 2021 academic year. The year 2022 was faced with challenges that affected every facet of grade 12, such as the impact of COVID-19, curriculum, assessment changes, and load shedding. The programme has adapted to the changes forced by the pandemic since 2020.



Student visit University of North West

Grade 12 learners from the
programme visited NWU
Potchefstroom campus



Learners listening to a motivational speaker.

Motivational speakers are
continuously called upon to
motivate learners and
encourage hardwork.



Motivation remains key in our programmes.



Learners attending Computer Applications

The DBE's computer applications
subject is offered to learners as a
value-add in the Maths and
Science Enrichment Programme.



Top achievers with certificates of achivements.

Learners showcasing the
certificates of achievement
received during award
ceremony. .



Learners from Moedville combined school.





PORTABLE SKILLS DEVELOPMENT

Development of portable skills is necessary to encourage unemployed members of the community to participate in the local economy through small businesses. The programme targets young and older people who are currently unemployed. Candidates are taken through selected skills in partnership with various institutions accredited to offer those skills. Skills include plumbing, carpentry, farming, electricity, garment manufacturing, welding and masonry.

Candidates are further equipped with additional skills such as computer applications, entrepreneurship and financial mathematics. The skills are specifically selected for the candidates whom are enrolled in the programme with the objective of achieving maximum impact.



**Plumbing
Skill**



**General
Electrician**



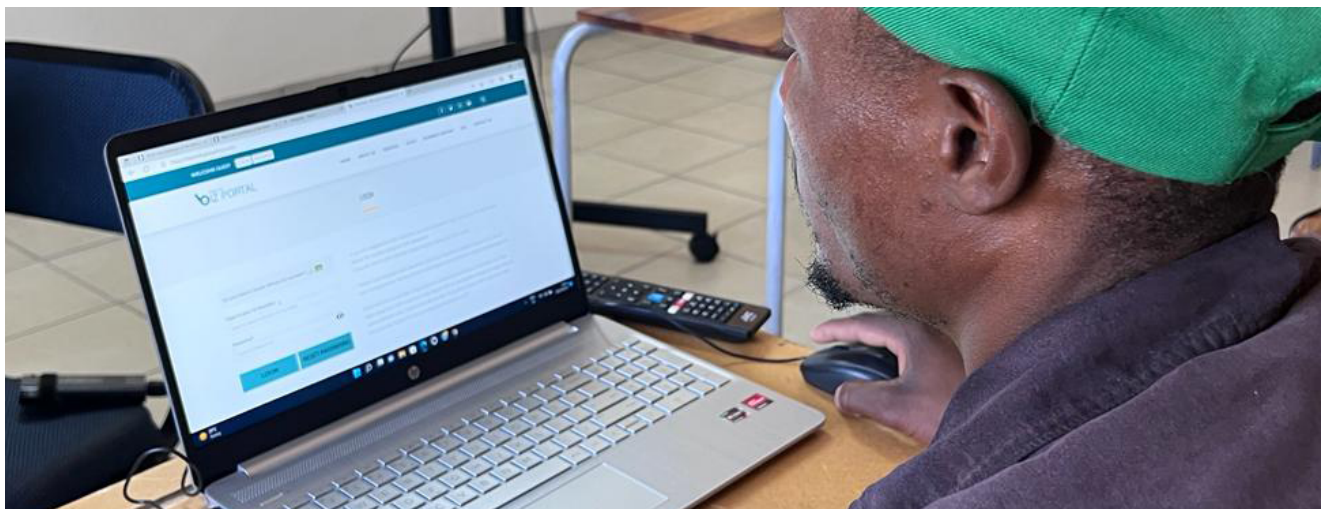
**Poultry
Farming**

Modikwa

Platinum Mine

Portable Skills for unemployed youth

Modikwa undertook two programmes in 2022 with different objectives. The first programme entailed training of unemployed youth with occupational skills whereby the beneficiaries obtained certificates in **plumbing** and **general electrician**. The beneficiaries were further offered training in computer applications, entrepreneurship as well as skills for job seeking.



Poultry farming for retiring employees

The second cohort of beneficiaries comprised of employees who were going on retirement. The objective was to equip them with skills that can be used post retirement to ensure a steady income. Beneficiaries were trained on **poultry farming** followed by **entrepreneurship** which benefited 8 people. Follow up calls are done with beneficiaries to check progress after the course.

“Skills enable people to participate in the local and national economies”

BURSARY

SCHEME MANAGEMENT

The Bursary Scheme Management Programme was established in 2019 to support two students that were part of L&T's Direct Learner Support in Rustenburg. The objective was to assist learners understand the difference between teaching and lecturing during the transition from High School to University. The programme also supports students through mentorship, career guidance and professional development to prepare them for the workplace. This is done through student meetings at the universities as well as development topics presented to learners throughout the year. The programme supported 19 students funded by Modikwa mine and two students funded by Glencore Merafe Resources. Administrative work such as collection of results, settlement of fees as well as on-boarding of learners forms a crucial part of the service offloading significant workload from the Human Resource Development team of the the funding companies.

OUR SERVICE OFFERING



Introducing Khanyo Fulani to the World

We are thrilled to share the success story of Mr Khanyo Fulani, a 21-year-old from the Ikemeleng Community in Kroondal. Khanyo completed his matric at Tirelong Secondary School in 2018 and was recognized as the most obedient learner to participate in the L&T Edu-Solutions classes. He was enrolled in the Maths and Science Enrichment Programme, sponsored by Glencore Merafe Resources.

After completing the programme, Khanyo went on to study Diesel Mechanics at Orbit Tvet College, where he excelled and qualified as an artisan. His skills in heavy vehicle technology earned him the gold position, which led to him being selected to represent South Africa at the World Skills International competition in Australia. We are incredibly proud of Khanyo's achievements, and we are grateful to Glencore Merafe Resources for their support of the Maths and Science Enrichment Programme.

This initiative has enabled learners like Khanyo to access quality education and training, which has helped them achieve their career goals. We wish Khanyo all the best as he competes on the world stage and represents South Africa with pride. We are confident that he will do his best and make our country proud.



QUESTION

What are you looking forward to the most at the WorldSkills International Comperition - Special Edition?

ANSWER

Learning and meeting new people, as well as the opportunity to talk to people on how to start up my own business.

WORLD SKILLS SOUTH AFRICA (WSZA) COMPETITORS

19

Students supported from
Modikwa Bursary Scheme

02

Students supported from
Glencore Bursary Scheme

WHAT OUR STUDENTS SAY ABOUT US



Future Fetanang Mahlokwane
Tshwane University of Technology (Geology)

"Like every first-year student, I was excited about the journey that I was about to embark on at the university despite the lack of information I had about the institution. Receiving financial aid added to my excitement, but I did not realise it came with a lot of expectations. In some case, I even struggled with depression out of fear that my bursary would be terminated, but thanks to L&T Edu-solutions that assisted me get back on track. Their regular check-up helped me to get comfortable with university environment. Their guidance kept me inspired daily and I was able to know some important information about university which I was not aware of."



Jeremia Lekwadi
University of Limpopo (BSc Environmental Sciences and Resource)

"L&T programme helped me work over my weaknesses. Even though my year marks were very low, the mentorship sessions were very effective because they helped me pull up my socks and I managed to obtain outstanding results. My Mathematics and Physics marks improved, and I am very grateful for that."



Manogo Motheo Lucious
University of Limpopo (Psychology)

"L&T Edu-solutions found me in the middle of studies and my biggest challenge was procrastination and time management. Within two meetings we had with the team, I was able to manage my time and get myself to do my work when I am supposed to. My challenges were the only obstacles to my success, all thanks to L&T for helping me face my challenges and making me realise that I can do it. I completed my studies on record time and the team encouragement, understanding and push is what I'll carry with me throughout my career journey."



Ramunasi Tankisi
North West University (BEng in Mechanical Engineering)

"I am so grateful to be part of L&T programme. Mentors helped me to improve my overall knowledge in all my modules at university and they gave me strong motivations. Whenever I am facing academic difficulties, they guided me to overcome them. I am proud to say my academic performance is very good and it keeps on improving through some guidance I received from L&T mentors."





Motivation corner

1

Dr. Ben Carson said, "I struggled academically throughout elementary school yet became the best neurosurgeon in the world in 1987."

LESSON: Struggling is a sign that you are on a verge of success. Don't quit yet.

2

Bill Gates said, "I didn't even complete my university education but became the world's richest man."

LESSON: School does not make you rich. School is only supposed to polish what will make you rich, not make you rich.

3

Christiano Ronaldo said, "I told my father that we would be very rich, but he couldn't believe me. I made it a reality."

LESSON: Your words rule your life. If you mean what you have said, each word will come to pass. You get what you say.

4

Steve Jobs penned, "I used to sleep on the floor in my friends' rooms, returning coke bottles for food, money, and getting weekly free meals at a local temple, I later on founded Apple Company."

LESSON: That you are small today doesn't mean you will be small tomorrow. Keep trusting God.

5

Bishop David Oyedepo said, "I started Living Faith Church from a lawn tennis court with three members only & preached prosperity. Many of my friends criticised me, but today we have the largest church auditorium in the world & two world-class universities."

LESSON: Believe in yourself even if no one does & never think of quitting.

6

Nelson Mandela said, "I was in prison for 27 years & still became president."

LESSON: You can be anything you want to be no matter where you have been or what you have been through



ACHIEVERS BLOG

Six distinctions in matric

The success story of Timothy, the top achiever at Musina High School, who attained six distinctions in the 2022 Matric results. Tlou stays in Musina in the Vhembe district of Limpopo province. He was part of two Learner Support Programmes initiated by Anglo American and De Beers Venetia Mine. He attributes his success to the De Beers Learners Enrichment Programme, which he has been a part of since grade 10. The programme supported him in grade 10 and 11 until he joined the Direct Learner Support component of the AASA Education Programme in grade 12. Tlou highlighted that ***“Having been part of the tutoring programme since my grade 10, I have reaped a manifold harvest from the 2 programmes. Both programmes prepared me for my finals in ways unmatched, and for that I am forever grateful”.***

Code Kode	Subjects Vakke	Percentage Persentasie	Achievement Level Prestasievlak
TSVHL	Tshivenda Home Language	75	6
ENGFA	English First Additional Language	83	7
MATH	Mathematics	95	7
LIFE	Life Orientation	90	7
GEOG	Geography	91	7
LFSC	Life Sciences	86	7
PHSC	Physical Sciences	96	7

MEET
Timothy Tlou



“Success is where preparation and opportunity meet”

Seven Distinctions

Charles Maphaha, a matric student from Eric Louw High School, who has achieved an incredible seven distinctions in the 2022 Matric results. Charles’ hard work and dedication to his studies have paid off, and we are incredibly proud of his achievements. His success is a testament to his commitment to education and his determination to succeed.

L&T is confident that he will continue to excel and make a positive impact in his community and beyond. We would also like to acknowledge the hard work and dedication of the teachers and staff at Eric Louw High School. Their commitment to providing quality education and supporting learners like Charles has played a significant role in his success. We hope that Charles’ achievements will inspire other learners to strive for excellence and pursue their academic goals with determination and dedication.

Application assisted

In the Northern Cape Thapelo Nkepeng was a learner in the programme in 2021, he was one of the top performers in Sishen with 76% in Physical Sciences and 66% in Mathematics. He is currently studying Geology at the University of Johannesburg funded by NSFAS which he applied with the assistance of the L&T tutors.

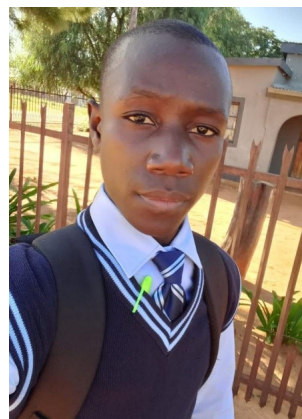
Best improvement

Isaac Moyo was a learner at Nametsegang High School in Cassel, Northern Cape. He was the top performer in the programme at the school. He achieved a distinction in Physical Sciences and in Mathematics he achieved level 6. Given Isaac’s results improved from 58% to 74% in Mathematics and from 61% to 80% in Physical Sciences. He shared his thoughts about the programme and gratitude with his tutor on a WhatsApp text.

From left to right:
Charles Maphaha,
Thapelo Nkepeng
and Isaac Moyo

CHARLES MAPHAHA
7 Distinctions
 Average: 86%
 ENGLISH HOME LANGUAGE- 83%
 AFRIKAANS FIRST ADDITIONAL- 87%
 MATHEMATICS- 80%
 LIFE ORIENTATION- 97%
 ACCOUNTING- 87%
 LIFE SCIENCES- 82%
 PHYSICAL SCIENCES- 88%

We are so proud of you, Charles! >>>





A Story From our stakeholder

The first time I engaged with L & T was when I was working for Glencore operations in Rustenburg. We were looking into a programme to support educators and learners. L&T made a proposal on what they offer. Then they were given an opportunity to provide service to the company. It was a group of young graduates, just out of school. It was very impressive to see such young people having so much ambition and drive to create opportunities for themselves and others. The Maths and Science programme was ap-

proved to be offered to one of the schools in the community for Grade 12 learners only in the first year. The pass rate in that school improved from 30% to 65 % in the first year of offering. It was decided that the programme must be extended to include grade 10 and 11, making it more meaningful and to have a greater impact on the results. The programme was a success from the beginning, due to support from the educators, parents, learner's dedication and the mine.

“Young Professionals dedicated to education”

The second intervention was when I joined Modikwa. There was a great need for Maths and Science support in the community schools, since learners were not meeting bursary schemes and learnerships prerequisites. L&T was part of the tendering service providers, and was identified as the qualifying provider to carry out this intervention. The programme was launched in the Sekhukhune East District (Limpopo province). Its objective was to provide a similar school support service offered to Glencore in the North West. The Department of Basic Education is very supportive in the implementation of the programme

and we hope that other companies can incorporate such programmes in their CSR. The Mine is proud to invest in this educational programme which will positively develop the community and its economic growth.

L& T is one of the few young professionals which are dedicated to invest in growing educational opportunities in the country, since they have started, they have never looked back. They give back to community in a very positive way. I hope they will not cease the great work they are doing.



OUR VALUES



WE CARE AND VALUE
OUR CLIENTS,
THE SCHOOLS WE WORK WITH
AND THE
LEARNERS
WE SUPPORT.

“

L&T Edu-Solutions has also incorporated the value of “humanness” in the programmes that they provide for Glencore



Glencore Communities

benefiting from L&T Edu-Solutions Programme

Glencore has partnered with L&T Edu -Solutions in 2017 to better our host community in Kroondal. The focus was to improve Maths and Science results for Tirelong secondary school. The journey offered mutual gain where we could see an improvement in the relations between us as a company with our host community as well as L&T Edu- Solutions as a service provider. The professionalism and effort that the tutors exhibit to get the learner to understand is remarkable and commendable. There's always a desire from L&T Edu-Solutions to tap into the current technological advancements to offer a service that is relevant and in line with current online trends. This stems from the exceptional leadership qualities, the passion and drive from the young leadership team that head-up L&T Edu- Solutions.

plete package” to support Maths and Science learners at high school and university level once they are awarded the Glencore bursary. This service is consistently offered at an exceptional standard with the main focus on a complete development of an individual. L&T Edu-Solutions has also incorporated the value of “humanness” in the programmes that they provide for Glencore, and we can be assured that every effort is made to ensure that our learners are completely developed and that their needs are also looked at.

We have seen great results in 2022 with the focus to exceed that performance in 2023. This we will achieve with the support from Glencore and the dedication from L&T Edu-Solutions management and tutors.

L&T Edu – Solutions offered Glencore a “com-



Meet our Project Manager

An interview with Tshiamo



Q. Introduction-Your name, what is your job title? What sort of duties do you have at L&T? Tell us how you first got involved in with L&T Edu-Solutions?

A. I am Tshiamo Moeketsi, appointed as a lead tutor in 2020 to supervise the ongoing tasks of the Anglo-American South Africa (AASA) grade 12 direct learner support programme in Mogalakwena with the core mandate of improving the performance in Mathematics and Physical Sciences. I was identified by L&T through my qualifications and references which reflected my experience regarding tutoring, so I decided to be part of L&T after successfully passing the interview as a lead tutor considering sharing of the same values as that of the organization.

Q. Who or what inspires you to do what you do?

A. I always believed in changing the world through what you are mostly passionate about, it has always been about being purposeful and impactful.

Q. What is something that you're proud of personal/career related?

A. I am mostly proud of my self-accelerated growth and recently, career wise, I was promoted from a lead tutor to quality assurance controller based on improvement of the delivery of my duties within the company since the day of employment.

Q. If you could change one thing about your life, what would it be? What is a skill you would like to improve on?

A. I would not necessarily change anything, but I aim to improve my entrepreneurial skills in order to be business inclined.

Q. What are some of the most interesting experiences have you had with L&T so far- memorable experiences?

A. Receiving support from Lucky Ramunongo (CEO) and Thabang Masoko (Lead Tutor) in my 1st year of employment to fully adapt to the company. Achieving 100% in Mathematics at Langalibalele, one of the schools that was regarded as under performing. Consecutively achieving 100% in Physical Sciences at Raowele, with the first grade 12 cohort. As a result, L&T was honoured with a certificate of recognition of excellence.

Q. In your role at L&T what sort of trends have you noticed about learners or colleagues.

A. I realized that passion is at the heart of every colleague within the company and the company strives on diversity of the knowledge acquired by its employees. Learners reciprocate the energy provided by the leader; hence the success of the company is dependent on promoting competency and excellence.

Word of encouragement

To learners, allow oneself to be **propelled** by the possibility of success regardless of the challenges or difficulty one might encounter.

To colleagues, let's encourage **growth** amongst us, whether through formal or informal education.

To stakeholders, **collaboration** allows us to achieve more than we can achieve alone.

MEET THE CEO



An interview with Lucky Ramunongo

Meet the ambitious director and CEO of L&T Edu-Solutions Mr Lucky Ramunongo. Lucky believes in the power of education and continuous learning. He has a background in Mining Engineering and Postgraduate Diploma in Business Administration. Currently, Lucky is pursuing his Master of Business Administration (MBA) at the University of the Witwatersrand (Wits). In this interview, he shares his journey to the top, daily routine, proudest accomplishments, and aspirations for the future.

A day in the life of L&T CEO:

My day is mostly occupied by meetings with stakeholders and schoolwork. I am passionate about developing strategies that drive the company's competitive advantage and ensuring that the business operate at a profit whilst maintaining or improving its market share.

What do you enjoy the most about your job?

I'm driven by the impact that L&T has in the country. I take pride in the exponential growth achieved by our organisation over the past financial years. This resulted in the organisation diversifying to other sectors such as retail, logistics, etc.

What are your proud accomplishments?

The expansion of L&T's services to cater for diverse needs of our clients as well as improving the company's information systems enabling our employees to be more effective in the execution of their tasks. L&T consistently offer value to clients which makes it a preferred service provider. Being a service provider for the Anglo-American South Africa Education Programme in eight business units under KST and JET Education Services was a milestone achieved for the organisation as it tested the organisation's capacity to deliver services on a larger scale with the project requiring around 80 more employees to be recruited.

Future aspirations:

I envision L&T building private schools and colleges of the future where Coding, Robotics and Artificial Intelligence (AI) will be core to their curriculum. The team have started doing research on this.

Key to Success and Challenges:

I believe the key to success is setting goals and implementing them with focus and determination. I am always striving to ensure growth and sustainability of the company. Currently South Africa is faced with political and economic instabilities which make it difficult for businesses to operate optimally.

Advice to Young Professionals:

I encourage young professionals (YPs) to graduate from institutions of higher learning with a mindset of opening businesses and job creation. I would like to also emphasize on the need for continuous learning. YPs should contribute immensely to the development of our country and continent through business and entrepreneurship. The success of our nation depends on the involvement of youth in various sectors of our economy.

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