



2023 ANNUAL REPORT



Edu-Solutions

Ahead of time



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Projects Status

L&T Edu-Solutions has shown remarkable dedication to educational development over the past fiscal years, achieving significant milestones and partnerships. The 2023 academic year marked a pivotal moment, building on the successes of 2022. The organization maintained its programs and partnerships with prestigious entities like Anglo American South Africa (AASA), De Beers, Glencore Merafe Resource, Modikwa Platinum Mines, and Hotazel Manganese Mine.

Despite a reduction in schools supported by AASA in 2023, the program proved successful, with many schools improving enough to require less support. De Beers and AASA programs continued in Limpopo, providing crucial support in Accounting, Maths, and Science to various grade levels and clusters. Similar impactful programs were carried out in Mpumalanga and Northern Cape provinces, demonstrating a

commitment to educational advancement across regions.

Additionally, L&T Edu-Solutions expanded its impact through Modikwa and Glencore Maths and Science Enrichment Programs, offering not just academic support but also bursaries and skills development initiatives. The organization's involvement in skills-based initiatives further highlights its dedication to holistic individual development and ongoing education.

Looking back on 2023, L&T Edu-Solutions stands as a beacon of innovation and excellence in education, with outreach activities and interventions aimed at supporting communities and institutions nationwide. The annual report encapsulates not just the achievements but also the collaborative spirit that defines the organization's journey in 2023.



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WORDS BY THE CEO



Lucky Ramunongo

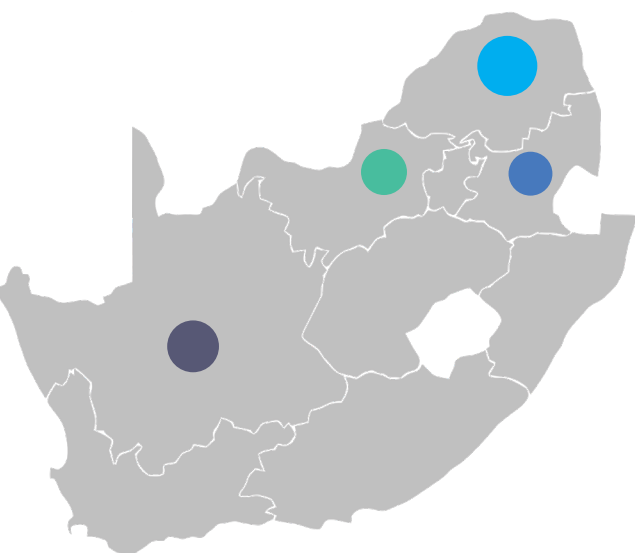
In 2023, our organization experienced significant growth and expansion, driven by our dedicated employees' exceptional execution of tasks aligned with our strategic plans. We focused on product development, evaluated services meticulously, and adapted strategies to meet evolving client needs.

While known for tutoring in Mathematics, Physical Sciences, and Accounting, we expanded our offerings to include Bursary Management and Portable Skills Development, contributing to revenue growth. We retained esteemed clients like De Beers, Glencore, Modikwa Platinum JV African Rainbow Minerals, and welcomed new partnerships such as Anglo Platinum Amandelbult for Portable Skills Development, solidifying our position as a leading education and training provider in South Africa.

Our commitment to diversity and inclusion is evident in our workforce, with a significant percentage of top management positions held by women, on track to achieve gender representation goals by 2026. Notably, our learner support initiatives in Burgersfort and Musina yielded remarkable improvements in academic performance, showcasing the transformative impact of our interventions.

Looking forward, we are refining strategies to remain relevant in a tech-driven environment and are committed to delivering tailored solutions for our clients. We express gratitude to stakeholders and acknowledge our employees' role in driving organizational goals, confident in our trajectory toward greater success and expansion in the SADC market.

Company Clients & Footprint



Limpopo

Anglo American South Africa Education Programme
De Beers Learner Enrichment Programme
Modikwa Maths and Science Enrichment Programme, Bursary Scheme Management & Portable skills Development

North-West

Glencore Maths and Science Enrichment Programme & Bursary Scheme Management

Mpumalanga

Anglo American South Africa Education Programme

Northern Cape

Anglo American South Africa Education Programme
Hotazel Manganese Mine 2nd Chance Matric Programme (by Tshikululu)

GLENCORE

HOTAZEL
MANGANESE MINE

MODIKWA
PLATINUM MINE

MERAFE
RESOURCES

JET EDUCATION SERVICES
THINK EDUCATION. THINK JET.

kst
Partnering for Excellence
in Education

DB

DE BEERS GROUP

TSHIKULULU
SOCIAL INVESTMENTS

AngloAmerican

2023 PROGRAMMES

ROLL REVIEW

Glencore Maths and Science Enrichment Programme

- Supported the total of 90 learners
- Grade 10 - 12
- North West
- 3 schools

De Beers Enrichment Programme

- 350 learners benefited
- Grade 10 & 11
- Musina and Blouberg Clusters in Limpopo
- 4 schools

AASA Education Programme

- Total of 510 learners benefited from the programme
- Grade 12
- Limpopo, Mpumalanga and Northern Cape
- 16 Schools

Modikwa Maths and Science Enrichment Programme

- Total of 120 Learners
- Grade 12
- Limpopo
- 4 Schools

Hotazel Matric Second Chance Programme

- 96 Learners
- 11 Subjects offered
- Northern Cape
- 8 Schools



Skill Development Programme

L&T Edu Solutions, guided by the motto "ahead of time," initiated community-driven initiatives in collaboration with Modikwa Mine in Burgersfort and Anglo American Mines in Amandelbult, both located in Limpopo province. The partnership aimed to implement a portable skills development programmes, recognizing the importance of portable skills in overcoming workplace limitations and enabling individuals to apply their expertise across various job roles and settings.

In these regions, L&T successfully provided comprehensive poultry farming skills to 100 beneficiaries, empowering

them to establish and sustain viable poultry farming enterprises. The programme covered breeding farms, hatcheries, laying farms, egg collection, and marketing strategies, offering beneficiaries a holistic understanding of entrepreneurial success.

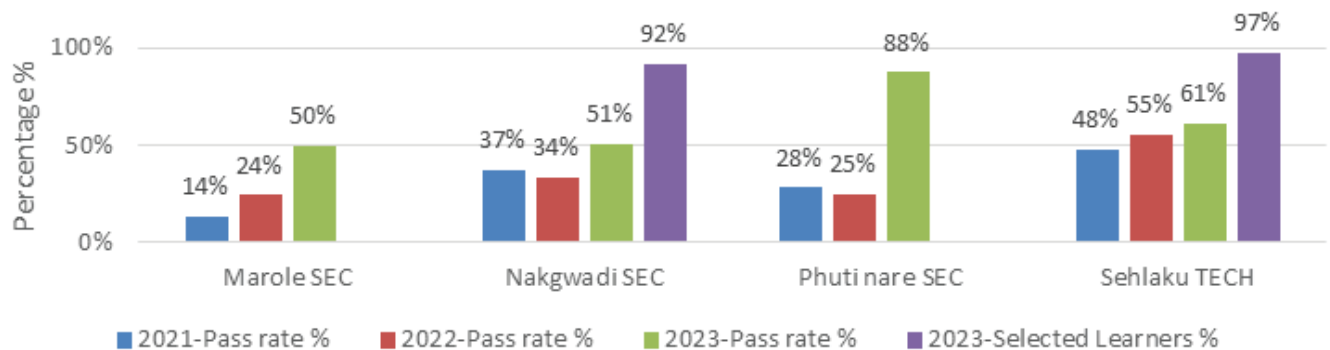


2023 NSC RESULTS OVERVIEW

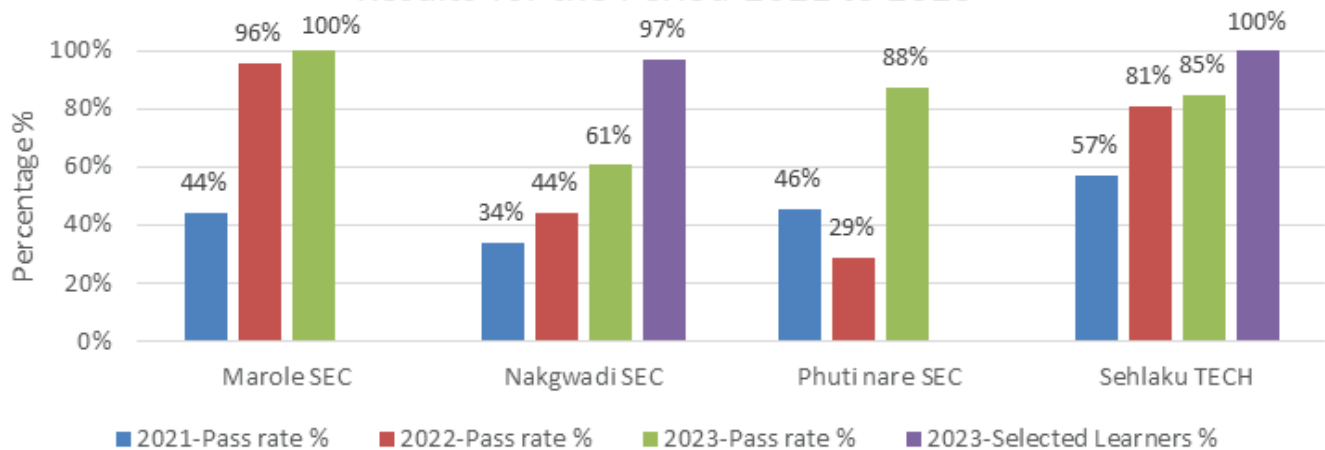
Modikwa Education Programme

It is important to notice that Schools benefiting from the Modikwa Learner Support Programme demonstrated remarkable performance. All participating schools in the programme have shown significant improvement since 2023.

Comparative Analysis of Mathematics NSC (Overall) Results for the Period 2021 to 2023



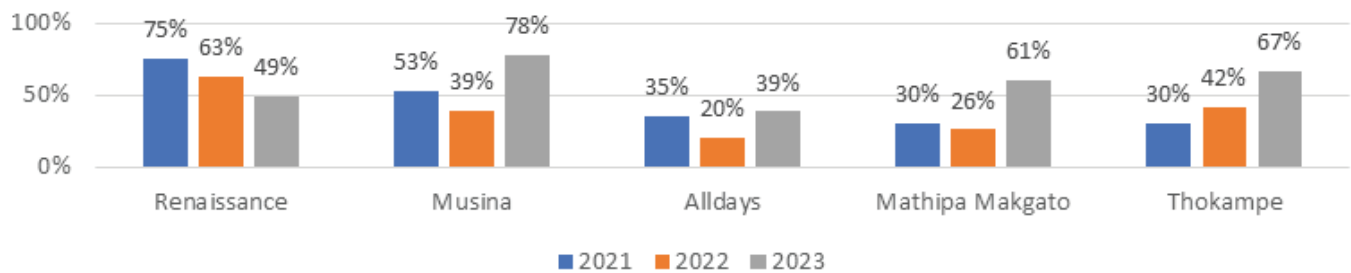
Comparative Analysis of Physical Sciences NSC (Overall) Results for the Period 2021 to 2023



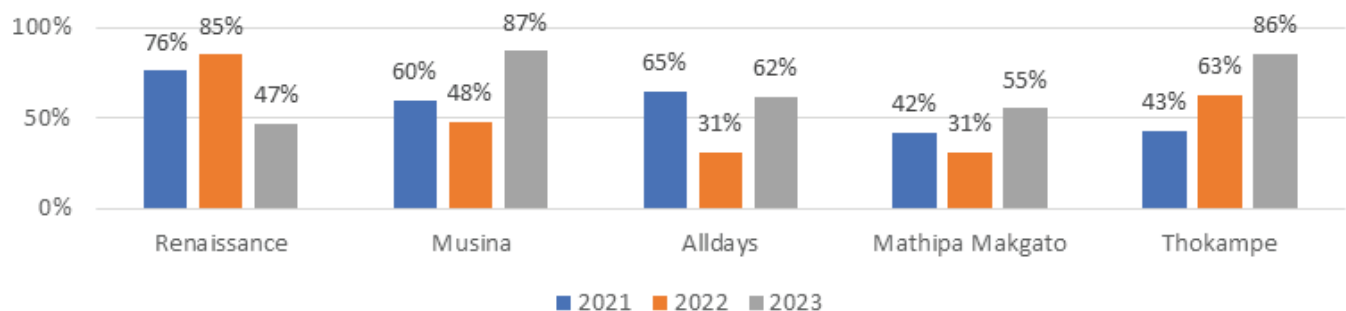
AASA Education Programme De Beers Business Unit.

The schools in Musina and Blouberg clusters showcased outstanding performance. Four out of the five schools achieved excellent results in the 2023 NSC examinations.

Three-Year Comparative Analysis of the Mathematics NSC
Results: 2021 - 2023 (DE BEERS)



Three-Year Comparative Analysis of the Physical Sciences NSC
Results: 2021 - 2023 (DE BEERS)



Programmes Highlights

AASA Holiday Programme

The June holiday programmes serve as instrumental training platforms, strategically designed to facilitate assessments while nurturing adeptness in writing speed and cultivating a culture of exam readiness. The intervention played an integral role in shaping our learners' preparedness for academic challenges, consolidating their skills and fortifying their confidence towards assessments.

While the performance awards are done to the whole school, spanning from grade 8 to 12, mark a momentous occasion that also served as a pledging day for grade 12 learners ahead of their final examinations. On

October 20, 2023, the event unfolded within the halls of Matanta Secondary School, with esteemed stakeholders in attendance, including the school governing body, JET Education Service representatives, and local clergy, collaborating harmoniously with L&T Edu-Solutions to ensure the event's success.

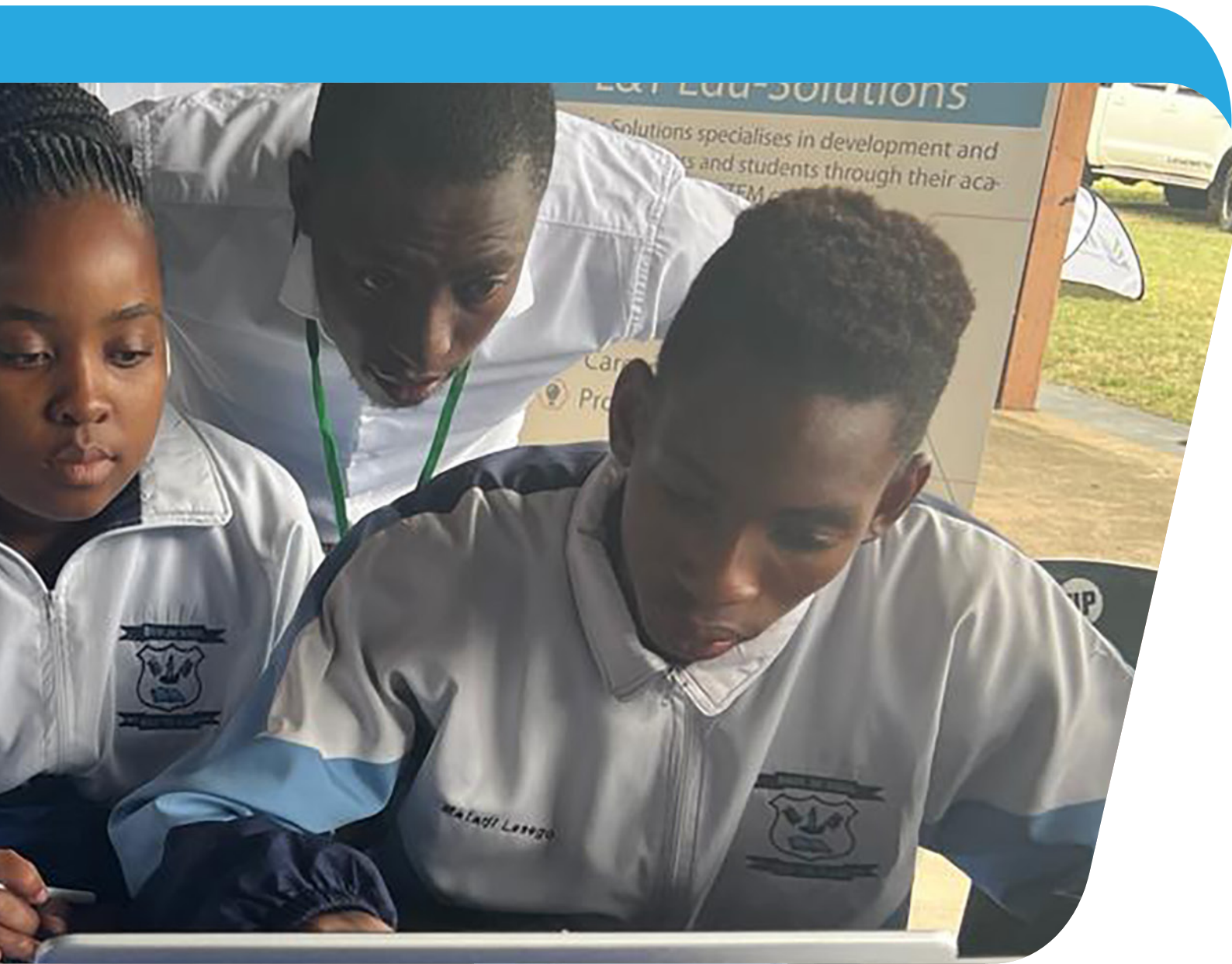
During periods of load shedding, learners remained steadfast in their commitment, persisting with their studies to prepare for upcoming examinations. This steadfast determination exemplifies the resilience needed to achieve success amidst adversities in life.



Modikwa Career Expo

L&T Edu-Solutions received an invitation from Modikwa Platinum Mine to participate in the inaugural Annual Eastern Limb Joint Mines Career Expo, hosted in Burgersfort from the 15th to the 18th of May 2023. The primary objective of this initiative was to provide learners from diverse schools in the region with exposure to post-matric opportunities. Within this event, L&T undertook the responsibility of delivering comprehensive career guidance, an integral component of our programme offerings.

Leveraging the innovative "skillbank" platform, L&T efficiently facilitated this task by guiding and registering learners on the website. This streamlined process simplified the selection of career paths aligned with individual academic performances and inherent attributes, ensuring a more personalized and effective guidance experience for the learners.



Glencore Programme Engineering Day

Attending engineering days offers a multitude of advantages, from inspiration and knowledge acquisition to networking and professional development. These events play a crucial role in fostering interest and growth in the field of engineering, whether for learners exploring their career options or professionals seeking to stay at the forefront of industry developments. It was a great feeling to the learners and the schools that L&T in partnership with Glencore made it possible for learners to attend the event. Six learners attended NWU Engineering day that was held at Potchefstroom Campus, within the premises of the Faculty of Engineering on the 14th October 2023. The purpose of this unique programme was to introduce learners in grades 8 to 12 to engineering as exciting career and to inspire them towards their Mathematics and Physical Sciences studies. On this day, learners have had the opportunity to engage with engineers,

engineering students and engineering lecturers in a fun and interactive way. Learners also experienced engineering physical facilities and got a taste of student life through the campus tour. Additionally, learners were introduced to four Engineering schools, and they had the opportunity to engage with two schools of their choice through fun projects with take-home artefacts. The four schools were Industrial Engineering, Chemical Engineering, Mechanical Engineering, Electronic and Computer Engineering.



CORPORATE SOCIAL RESPONSIBILITY

L&T Edu-Solution extended its outreach above the services sponsored by different mining houses and embarked in sponsoring different activities around the operations. The aim is to foster creativity and interest around other sectors of the economy besides STEM careers.

1. Awards Ceremony at Mulamuli Primary School



Mulamuli Primary School in Tshamutilikwa village in Limpopo Thohoyandou became one in the list of the beneficiaries from the L&T Extended outreach programmes. Rural development starts with education

empowerment, and to have learners motivated and focused in their studies does not only end from the classroom setting. Hence L&T also plays a role in making learning interesting and more interactive journey at Mulamuli Primary School. The top 10 performers, from grade R to grade 7 were awarded performance certificates to foster outmost performance and competition amongst the learners. The atmosphere was so exiting seeing the young ones receiving certificates from the L&T CEO (first from the left.)



2. Ikemeleng Youth Soccer Tournament

Getting young people involved in sports is about more than just their athletic ability; it is also about supporting their overall development. Youth sports can improve young people's physical, mental, and social development, fostering in them a strong feeling of community and sportsmanship as well as a healthier, and better-rounded personality.

It was with good intention that on the 23 September 2023 L&T Edu-Solutions sponsored a youth soccer tournament that was hosted at Ikemeleng sports ground in Kroondal (North West). The tournament was meant to bring awareness to the youth that sport and culture are important components of community development and well-being. Not to mention that amongst the four teams that participated, Moedwill learners club; to note, Moedwill being one of the beneficiaries of L&T Edu-Solutions through Maths and Science support, was one of the competing teams

and they happened also to be the winners of the tournament. All four coaches were awarded the L&T Edu-Solutions T-shirt and a cap.



3 Vaal University of Technology Dancing Team



L&T sponsored the Vaal University of Technology dancing team with attire for the annual varsity dancing competition in George. In response to a former student's involvement with the team, the organization made a concerted effort to offer support. As a result of this backing, the team secured a bronze medal at the competition. One top performer was also awarded a R10 000 sponsorship for the dance team work music kid.



ORGANISATIONAL CULTURE & LEADERSHIP

Company culture and leadership are indispensable elements of organizational success. A robust culture fosters employee engagement, productivity, and innovation, while effective leadership establishes the company's values and direction. At L&T Edu-Solutions, our culture embodies shared values, beliefs, norms, and behaviours that define our identity. It shapes how employees interact, make decisions, and contribute to our goals, promoting collaboration, transparency, and inclusivity, fostering a supportive environment where employees feel valued and motivated.

We facilitate monthly meetings where project managers from different districts convene to report project interventions, challenges, and successes, fostering a platform for mutual learning and sharing of best practices. Additionally, quarterly discussions allow the team to propose ideas for improving service delivery. Outstanding team members are recognized during our annual closing functions, fostering a culture of excellence and unity. This culture extends beyond internal staff to project stakeholders and beneficiaries, where alignment and planning engagements ensure project

success, strengthening stakeholder relationships and creating a conducive work environment.

L&T directors and management demonstrate positive leadership by cultivating open communication and transparency, empowering team members to voice their opinions and ideas, enhancing morale and productivity. Leading by example, we prioritize integrity, empathy, and ethical decision-making, fostering trust and respect. Investing in employee development and recognizing individual strengths drives growth and innovation, with mentorship, training, and feedback supporting employees' full potential. We embrace adaptability and resilience – enabling effective navigation of challenges, inspiring confidence in our team and driving performance, engagement, and sustainable growth

***We embrace
adaptability and
resilience***



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



Learners are awarded with performance certificates as part of motivation and quality results assurance.

Bursary Scheme Management - Support university students with mentorship and work readiness development.



Portable skills development- 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.



Embracing the Journey: A Vision for Tomorrow.

Reflecting on our company's journey, we recognize the dedication that has propelled us from humble beginnings to where we stand today. Our relentless pursuit of growth has seen us employ diverse marketing strategies, from engaging with mine operations to networking in the bustling corporate hub of Sandton. Our team's commitment knows no bounds, driving us to navigate through some of the most challenging terrains and remote areas across the country, united in our shared mission and vision.

Looking ahead, we acknowledge that we are but a small entity in a vast ocean of possibilities. Yet, this realization fuels our ambition to achieve even greater heights as a cohesive unit. Our vision for L&T Edu-Solutions is to emerge as one of the leading conglomerates in education and training within South Africa, offering both foundational and supplementary services aimed at empowering individuals across society.

Our immediate focus revolves around expanding our client base within our existing service offerings, particularly in Direct Learner Support and Bursary Scheme Management. Regions such as Burgersfort, Steelpoort, Mokopane, Kuruman, eMalahleni, and Rustenburg are prime targets for our endeavours in this

regard.

Beyond this, we envision diversifying our portfolio by venturing into the establishment of a network of private schools and study centres nationwide. These institutions will specialize in STEM education, leveraging the latest in technology to prepare learners for the challenges and opportunities presented by the fourth industrial revolution.

Moreover, we are committed to enhancing skills development initiatives, seeking accreditation for various qualifications that promise to make a tangible impact on the lives of young people across the nation. Our focus extends beyond merely securing employment opportunities to empowering individuals to establish their own ventures and contribute meaningfully to society.

In essence, the future shines bright, illuminated by our collective ambition and unwavering determination. We believe that ambition is indeed priceless, and we seize every opportunity to harness its boundless potential, for it is through our own efforts that we illuminate the path forward.



Working for L&T Edu-Solutions

“My name is Davhana Azwihangwisi, Administrator and Student mentor at L&T Edu-Solutions. Working at L&T has been a great journey. L&T offers more flexibility in terms of work hours, decision making processes. And this flexibility can lead to a greater sense of work life balance. I feel excited to be part of the dynamic environment where new ideas are encouraged and there is focus on staying ahead of the competition. The company allows us to have more visibility and access to leadership roles.”



Thabang Masoko

“My name is Thabang Masoko, and this is my fifth year with LT Edu Solutions. I joined the company as a tutor in the Rustenburg Business Unit; later, the country was hit by the COVID-19 pandemic, and I continued to work as a tutor, delivering online lessons to students in the Anglo-South African direct learner support program. Then later, when lockdown restrictions were reduced, schools reopened, and I was promoted to work as a project coordinator at Platinum School. Currently, I am still the project coordinator for the Modikwa program at Burgersoft. I am happy to be an LT employee, as it allows me to grow as an individual. I also appreciate how the director has trust in my work. The company will forever develop us to be better and improve the services we offer to clients. Most important, our director inspires us by how they run businesses and are always seeking new ways to sustain them; therefore, this pushes me to work hard and be part of growing LT and taking it to better levels”.

Organization impact in the Lives of its employees.

L&T has made a significant impact in addressing unemployment issues among our employees, comprising both tutors and project coordinators. By actively recruiting unemployed graduates, we have provided opportunities for over 100 tutors and 15 management-level employees. Through our professional development program, we have facilitated the transition of 10 tutors without relevant education qualifications into fully employed teachers in Mathematics and Physical Sciences. Many of our employees initially faced the trauma of unemployment and struggled to meet basic life necessities due to the pervasive poverty in their communities. However, employment with L&T has not only provided them with means of livelihood but also instilled confidence and a sense of purpose. As a result, more than 30 of our employees have secured jobs in their respective fields of study, marking a significant step towards economic stability and personal fulfilment.

Furthermore, our commitment to professional development extends beyond job placement, as we continuously invest in the growth and advancement of our employees. Through mentorship, training, and access to resources, we empower them to excel in their roles and pursue further opportunities for career advancement. By nurturing talent and fostering a supportive work environment, L&T not only addresses immediate unemployment challenges but also contributes to long-term economic empowerment and social upliftment within our communities.

WORDS BY PARTNERS



“As senior liaisons officer within the faculty of Engineering at the NWU I would like to share my appreciation for L&T solution for their efforts and hand in ensuring success of some of my duties, particularly with our engineering week learner participation. My relationship with Mr Elliot of L&T solutions has grown into a brother hood which has allowed us to both benefit mutually to equally share in progresses of your individual success of the organizations we belong.

Thank you to Mr Elliot and L&T solutions.

Wishing you Festive blessings, safe returns and more growth and collaborations in 2024 and beyond.”

Mr. Kangwa Nkonde
- Senior Liaison Officer



“Modikwa Platinum Mine would like to express our heartfelt gratitude for the exceptional service we have consistently received from L&T. Your dedication to meeting our needs and going above and beyond our expectations has truly strengthened the relationship between our organisations. Your professionalism, attention to detail, and prompt responses have made a significant impact on our operations, and we are grateful for the positive outcomes that have resulted from our collaboration. We look forward to continuing this fruitful partnership and achieving even greater success together in the future. Thank you for your outstanding service and commitment to excellence”

Gloria Kgoete
- HRD Manager Modikwa



ORGANIZATIONAL STRUCTURE

A

Provincial level

Managing Directors**3 Directors**

Cluster level

**7 Business Unit
Managers****B****C**

School and University level

**54 Tutors and
Mentors**

WE VALUE



Commitment



Passion



Direction



Success

OUR TOP STORY

One of our own going to study Medicine in Cuba.



SEROBAI MMUTSI 19

Travelling To Cuba To Study Medicine Through Government Funding.

Serobai Mmutshi aged 19 from Ikemeleng Community in Kroondal has been in Tirelong Maths and Science enrichment program from 2020 when she was doing grade 10. She completed Matric in 2022 at Tirelong Secondary School. She was the obedient learner of L&T Edu-Solutions enrolling in Maths and Science Enrichment Programme sponsored by Glencore Merafe Ventures. She will be travelling to Cuba on the 25th November 2023 to study Medicine through government funding. Mmutshi have attended all L&T Edu-Solutions programme deliverables and adopted well to the intervention. She was part of the L&T University tour last year at NWU as part of their career guid-

ance. Mmutshi was also part of the Glencore Programme called "Take a Girl Child to work", that is where they were exposed to different careers within the mining industries in 2022. Not to mention that she was one of the top performers in Mathematics and Physical Sciences and from grade 10 she has been achieving academic awards during L&T Edu-Solutions performance awards ceremonies.

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L&T EDU-Solutions

At L&T EDU-Solutions, the essence of our commitment to education echoes resoundingly in the accomplishments we've achieved in the past fiscal year. As we immerse ourselves deeper into the intricate tapestry of educational development, our journey has been marked by significant milestones and unwavering dedication.