



ERIC MOLOBI SCHOLARSHIP PROGRAMME

Est. 2007

“We understand that we cannot make a positive difference alone. We continue to value and invest in collaborations and partnerships.”



Themba Mola
Chief Operations Officer

Foreword

Overcoming poverty is a daunting task and seemingly impossible when we look at South Africa’s economic landscape. In 2018, South Africa recorded a shocking 9.1 million people who are unemployed, accounting for 27.2% of our population. Kagiso Trust (KT, the Trust) like many other concerned South Africans, would like to see this picture change significantly for the sake of the majority of our people.

We understand that we cannot make a positive difference alone. We continue to value and invest in collaborations and partnerships with likeminded partners to increase our efforts in the development space.

The Eric Molobi Scholarship Programme (EMSP) launched the Kagiso Trust Alumni Programme during its 10th Anniversary celebration in 2017. The Alumni Programme seeks to reconnect previous EMSP/Kagiso Trust Bursary beneficiaries with current beneficiaries. We want to inculcate the spirit of ploughing back and paying it forward. Alum-

ni can give back through various ways, from mentorship to employment.

As products of Kagiso Trust, the alumni are, through their own ways, contributing to overcoming poverty. Our alumni are becoming leaders and change agents within their families and communities. Our alumni are entrepreneurs; they are providing employment

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opportunities within the engineering sector. Our alumni are writing books that empower and motivate. Our alumni are making a significant societal impact.

The EMSP was established in 2007 to afford learners from the rural and/or disadvantaged schools affiliated with the Trust’s Beyers



Naude Schools Development Programme. We looked at fields of study and work that lacked the participation of young black professionals in the market and these opportunities were found within the engineering and commerce sectors.

“We have come a long way and there is a lot that still needs to be done to provide rural learners greater entry into the higher education system.”

Having focused on these sectors for ten years, the EMSP will be expanding into other sectors going forward. We seek to grapple with opportunities and threats that the Fourth Industrial Revolution has presented. To encourage a network of young people into whose hands we can, with confidence, entrust our future.

The EMSP was named after one of our founding Trustees and former Chief Executive Officer, the late Eric Molobi. This was in recognition of his contribution as an active citizen as well as his passion on matters pertaining to education. When Eric was incarcerated as a political prisoner on Robben Island, he furthered his studies – one of the examples of how much he valued education.

We have come a long way and there is a lot that still needs to be done to provide rural learners greater entry into the higher education system. This will require a collective effort from all sectors of society to collaborate to make this a reality.

I would like to thank the KT staff for being passionately and tirelessly involved in keeping Eric’s memory alive through the programme. Sincere gratitude goes to the Molobi Family for their role and support given throughout the years. We thank everyone who is reimagining a South Africa free from inequality, unemployment and abject poverty.

“Due to the Trust’s goal of overcoming poverty, the EMSP differs from most bursaries in that it approaches students holistically.”



Maria Mokae
EMSP Coordinator

Introduction

Kagiso Trust’s commitment in education development has always focused on deepening and replicating education programmes throughout the education pipeline, and applying structured frameworks to address systemic gaps. In partnership with government, the private sector and civil society we collaborate to tackle critical problems in education. Over the last thirty years we have developed tried and tested models in education that have delivered long-lasting results for our learners. We invest heavily in basic and high school education programmes.

One of our flagship education programmes, the Eric Molobi Scholarship Programme (EMSP), is named after the late Eric Molobi. Deeply committed to the objectives of the Trust, Eric played a pivotal role in promoting and supporting social development, particularly amongst the poverty stricken rural youth.

EMSP students are carefully selected from disadvantaged, mostly rural, schools affiliated to the Trust’s Beyers Naudé Schools Development Programme. Kagiso Trust then funds the selected students during a three to

four-year degree, with our investment financing university tuition fees, books, educational equipment, accommodation, transport, administrative and management expenses.

With lessons learnt in working closely with communities and embracing a bottom-up approach, Kagiso Trust modeled its bursary programme to address the hard issues of financial challenges and the EMSP has become more than a bursary. Due to the Trust’s goal of overcoming poverty, the EMSP differs from most bursaries in that it approaches students holistically. Our model ensures that students’ psycho-social needs are addressed and the students’ parents and/or guardians get to know Kagiso Trust personally.

The goal of the EMSP is to create a viable, vibrant network of young leaders in the business and engineering sectors by supporting learners as they advance their education. We foresee bright young South Africans who become promising businessmen and women who go on to have a positive impact on their communities, breaking the chains of inter-generational poverty and being active players in the economy.



Eric Molobi

“We have a purpose, and that is Kagiso has to outgrow us as individuals. Years from now, when we are qualified ancestors, it must be here. It must still be serving people.”

– Eric Molobi

EMSP Model

Applications Process

- Scholarship is available to learners from rural and/or disadvantaged schools affiliated to the Beyers Naudé Schools Development Programme
- Learners need to attain a 70% academic performance average to apply
- Learners should have an interest in studying in the fields of commerce and engineering
- Annual intake of 15 students
- Criteria:
 - **Strong leadership ability** either in their community or school.
 - **A strong sense of character, including ethics, integrity and humility.**
 - **That they have lived with or overcome severe personal challenges.**
 - **Commitment to spend university holidays and summer breaks participating in volunteering programmes that give back to their community.**
 - **Proof of South African citizenship.**
 - **Proof of provisional university acceptance.**
- About 30 potential scholarship candidates are shortlisted and interviewed
- 15 from the 30 candidates are selected
- Confirm university application
- Introduction to the university

Studies

- Students' academic performance is monitored by REAP every semester
- If students are not performing well additional support and intervention is provided
- During semester breaks EMSP students are required to pay-it-forward during their holidays and give back to their communities at home by helping their community schools with extra lessons
- EMSP encourages students to become family and community change agents
- EMSP facilitates the placement of students for in-service training (P1 & P2) in order for them to complete their qualification

Placement

- EMSP also supports and facilitates job placements for the graduates however we call on private and public stakeholders to partner with the programme in placing the graduates.

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“We foresee bright young South Africans who become promising businessmen and women who go on to have a positive impact on their communities, breaking the chains of intergenerational poverty and being active players in the economy.” — Maria Mokae, EMSP Coordinator

Psychosocial Support

- Home visits - KT visits the homes of the 15 successful applicants to speak to the parents and guardians build a rapport and ask the parents/ guardians to handover their child to EMSP
- Students receive laptops – pre-arrival to university
- EMSP has appointed the Rural Education Access Programme (REAP) which has a national footprint in all Universities
 - The EMSP students get support from REAP from first year until they complete their studies. The support from REAP includes:
 - Monitoring of students' academic performance
 - Acclimatising to new urban and academic environment
 - Moral and personal support
 - Ensuring that students have textbooks, accommodation, meals, transportation and administration expenses



Graduation

- KT attends the graduation of all the programme beneficiaries
- The students also graduate from the programme and are awarded blazers
- The students become part of the EMSP alumni

Additional support

- If students fail their first year, the programme gives them a second chance with necessary support
- The programme does not use a blanket approach however looks at the individual needs and circumstances of each student

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Alumni Story

Abram Mthembu



Mkhithika Abram Mthembu was born on 18 July 1992 in Phuthaditjhaba (QwaQwa) in the Free State province. He attended Mathabo Senior Secondary School and was first introduced to Kagiso Trust's education programmes at grade 10, through Mathematics and Physical Sciences extra classes that were conducted by the organisation's Beyers Naude Schools Development Programme (BNSDP). In 2011, Abram obtained his senior certificate with distinctions.

Abram studied N. Dip: Eng. (Electrical) at Central University of Technology (CUT), Free State through a full scholarship granted by the Eric Molobi Scholarship Programme (EMSP). While studying at CUT, FS he was also offered an opportunity to tutor Engineering Mathematics and Electrical Engineering modules until he graduated and obtained his National Diploma in 2016.

In December of 2013, he vocationally worked as an Electrician at Tshepo Bathong Trading Company in Bethlehem as an endeavour to acquire exposure into the Electrical Engineering field. Post completion of the theoretical part towards attaining his N. Dip: ENG (Electrical), he was challenged to find himself seeking an In-service training for a period of six (6) months. In 2015 January, Abram was offered an opportunity as an Engineer in Training at Calibre Consulting Engineers SA (Pty) Ltd in Witbank, Mpumalanga province.

He has, through his passion for the craft and the ambition to curb the lack of Work Integrat-

ed Learning (WIL) among the young adults in the engineering field, established a professional engineering and electrical contracting company. He established the company with the assistance of a group of young professionals who have attained experience in the consulting and construction environment.

Abram is currently working as a Project Engineer at Ikageng Electrical Contractor CC in Bloemfontein and simultaneously holds a director position at Mvelase Engineering Services (Pty) Ltd.

Having first-hand experience in the challenges of finding in-service training, in 2018 Abram took on five (5) EMSP students to undergo their in-service training at Mvelase Engineering Services. Through this, he is fulfilling his wish of contributing to the creation of employment opportunities and a platform for skills development in disadvantaged communities.

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ERIC MOLOBI SCHOLARSHIP PROGRAMME
ALUMNI



We have been fortunate to have companies like Semanya Furumele Consulting (SFC) and others provide our students with in-service training. To join them in affording more EMSP students experiential learning or employment opportunities, contact us on info@kagiso.co.za.



Over

R17 million

EMSP investment to date



155 students

have gone through
the programme and
received bursaries

Alumni Story

Luthando Nodada



Luthando Nodada grew up in the Eastern Cape village of Matatiela, the fifth of 10 children. Although he had a keen interest in medicine, a lack of infrastructure and electricity in his village meant that his choice of studies was restricted – until he received an invitation to participate in Kagiso Trust’s Eric Molobi Scholarship Programme (EMSP).

Luthando notes that this marked a turning point in his life. It’s not simply that Kagiso Trust made it possible for him to study a National Diploma in Electrical Engineering; it also provided support in a range of other areas, thus smoothing the transition from student to a fully-fledged member of the working world. “The door of the Trust was always open. Beyond educational support, it provided funds for study materials and even a monthly allowance. But it was the pragmatic support that made the biggest difference in my life: every month, I attended a workshop that was a tremendous aid in terms of guidance.”

His experience with the EMSP was similarly positive, Luthando says. “I felt as if I didn’t have to worry about anything. I felt that I was taken care of, both financially and psychologically. They were with me until the finish line.”

It’s not surprising, then, that Luthando has emerged as a victor over his circumstances. Currently employed at Vestas Southern Africa – a Danish company – he is making his mark as a service engineer in the renewable sector.

Luthando is particularly excited by the opportunities presented by this growing field, which he maintains is still in its infancy in South Africa. The areas of operations, electrical and service engineering are, in particular, poised for expansion. “It’s well worth investigating the opportunities here, especially in view of the challenges the country faces in terms of coal supplies,” he observes. “Renewable energy offers an excellent solution to this problem, especially because it is clean, eco-friendly and affordable.”

As a beneficiary of the EMSP, it’s not surprising that Luthando believes that investment in education may help to solve the country’s challenges around youth unemployment. The country may also benefit from the implementation of relationships between public and private institutions, leading to a higher employment rate amongst youth.

“I felt that I was taken care of, both financially and psychologically. They were with me until the finish line.”

His advice to other young South Africans living in rural areas? “Never give up. You need to keep working hard, because someone out there is watching. Never be afraid to ask questions; knock on all the doors, and continue to let your hunger drive you. Look for mentors who may be able to help on your journey forward and, if necessary, start your own initiative.”

Alumni Story

Takalani Netshia



Takalani Netshia, a young lady born on 3 January 1989, hails from Venda, in a small village called Tsianda. She was raised by both her parents. Her father had a large monogamous family, being married to three wives. Of the family's twelve children, Takalani was the seventh.

“The day I learned that I was awarded the Eric Molobi Scholarship restored hope in my life, my family and some of the children within the community...”

Takalani completed both her primary and secondary studies in the nearby school within her village and matriculated in 2006 at Gwamasenga Secondary School. She considers herself “one of the privileged students” to be awarded the Eric Molobi Scholarship in 2007. She started with her university studies in July of 2007, studying toward a National Diploma in Civil Engineering at Tshwane University of Technology. The scholarship paid her tuition fees, food, book, and accommodation in full for the three years' duration. She completed her National Diploma in Civil Engineering in 2010.

Takalani had started working at Semanya Furumele Consulting Engineering (SFCE) engi-

neers in Centurion in 2009 as a trainee and by 2011, was employed by SFCE as a technician. She then registered to further her studies with the Tshwane University of Technology, studying a B-Tech in Civil Engineering, specializing in water engineering. This led to her being employed at the Eskom Duvha Power Station in 2012 as a system engineer for the civil plant. Takalani continues to work at Eskom.

“Growing up in a big family where my mother was unemployed and my father was only earning R700 per month really made me feel disadvantaged and I thought I will not have an opportunity to further my studies, as it is well known that varsity education is costly. Being surrounded by children who have given up on their future due to the poverty that they were facing in the village also initiated my fear of not succeeding. The day I learned that I was awarded the Eric Molobi Scholarship restored hope in my life, my family and some of the children within the community to know that if you work hard and focus there are opportunities, companies and even people who are willing to help a young underprivileged child have a bright future like what the Eric Molobi Scholarship Programme did for me.”



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