

## **Engen's investment in grass-root talent changes lives and our world**

Engen's recent graduate induction marked another major step in the business' talent development strategy, and a proud day for the 20 graduates who gathered in Cape Town-along with their Engen-appointed mentors-to begin their orientation into the business.

This latest crop of maths, science and engineering graduates represents a significant moment for the company: not only is it the largest group yet, but it represents the confluence of three programmes, designed to find, develop and deploy promising talent; and so meet Engen's key business needs.

For decades Engen has believed in growing its own timber, and prioritises the development of talent through the coordination of three programmes, namely: the Engen Maths and Science School (EMSS), Engen National Bursary and the Engen Graduate Development programmes.

Engen's 2017 Graduate Development Programme (GDP) began at the beginning of May, with the 20 graduates being placed within the business. Engen Bursary Coordinator and Graduate Recruitment Specialist, Nokulunga Mjwara is thrilled that the three programmes are working together to meet Engen's needs. "This year we have absorbed 20 employment equity graduates, with 19 feeding from our Bursary pipeline. A further six of the 19 have been with Engen since high school, through the EMSS Programme. This is truly a reflection of focused collaboration within the business," she says.

Currently, Engen has nine EMSS Centres. These source learners from 96 feeder schools across South Africa and expose learners from grades 10 to 12 to high-quality teachers and educational materials in the subjects of English Maths and Science. The EMSS programme - under the guidance of Engen Education Programme Specialist, Alice Msibi - has attracted, developed and placed many of the 82 learners, who are currently on Engen's Bursary programme.

Engen offers full bursaries to students planning on engaging in study streams such as engineering, transport, finance and HSEQ at universities across South Africa. The Engen bursary covers tuition, meals, books and transport. It also provides laptops to students to aid academics. Another benefit of the bursary is paid vacation work.

Engen's Bursary Programme supports learners as they transition through tertiary education and establish themselves in their chosen fields. It is designed to provide financial and academic support and so to bridge the gap between the students' potential and the business' needs. To facilitate this, Engen pairs students with mentors within the business. These mentors-student relationships, and experience working in the business, means that students establish relationships within the business prior to graduation.

It is clear that the collaboration between Engen's three programmes delivers results. New graduates joining Engen's Graduate Development Programme will enjoy a two-year mentor-supported journey to get an overview of the workings of the various divisions, along with the deepening of the understanding of their particular fields. At the end of the programme, full employment will be offered to most, based upon business needs at the time. Those who leave do so armed to forge successful careers, and many can be found running their own businesses today.

Engen aims to develop the industry and the economy to the benefit of all role players, and to further its leadership roles. Together the three programmes address key skills shortages in the engineering and technical fields by providing supplementary support to government efforts. Engen partners with the Department of Energy (DoE) in actively supporting career development and awareness through participation at the DoE's Learner Focus Week.

By continuing to grow the minds and talents of the future, and to shape the careers of gifted graduates, Engen's three-pronged partnership strategy is changing our world. Helping young gifted South Africans to explore new horizons and gain new experiences is proof once again that as a company, Engen is committed to building future leaders.

