



BURSARIES BENEFIT COMMUNITY MEMBERS

An important part of Bushveld's Vametco Mine's Social and Labour Plan (SLP) is the investment in developing the skills of its employees and members of the host communities. These programmes include learnerships, internships, bursaries, portable skills and Adult Education and Training.

To illustrate what these programmes mean in practice, we would like to introduce you to Ntiyiso Sambo and Ethel Tsholofelo Matsobane, both of whom received Vametco bursaries and are now interns at the mine, a first great step towards long-term careers in our company.

NTIYISO SAMBO



Twenty-seven-year-old Ntiyiso Sambo is an electrical engineer and a graduate intern in Vametco's electrical engineering department. She successfully completed her BTECH in electrical engineering in 2018.

Her current role involves assisting the electrical foreman with tasks such as project planning, costing, equipment changes, electrical projects and being responsible for stores.

She is particularly proud of her involvement in the building of the project ball mill substation where she was mentored and given some responsibilities in the planning, buying and project management process.

Not allowing tough circumstances to dampen her spirit or her work ethic, Ntiyiso is very clear about what she wants for her future in mining. She is very optimistic about her future, and she believes she can grow into more senior roles at the mine.

She urges young people interested in an engineering career to take full advantage of every training opportunity that is offered to them while they are studying or as interns. She would also like to see Vametco investing in a formal Junior Engineers Programme, which could focus on practical training and mentorship for new interns and apprentices.

Ntiyiso has a long-standing relationship with Vametco which started when her late mother was an employee at the mine. She used to spend her holidays doing vacation work at Vametco. She used the time to learn more about careers at the mine and she believes that the projects she did with her peers and the interactions with senior engineers during that time kept her motivated and gave her the confidence to pursue her career goals.

ETHEL TSHOLOFELO MATSOBANE



Chemical engineer Ethel Tsholofelo Matsobane grew up in Mothotlung and was raised by her father and grandmother, who are very proud supporters of her career.

Now 25, Ethel has been part of the Bushveld Vametco family for six years. Her career journey started when Vametco funded her studies in chemical engineering. Throughout her studies she participated in the Vametco vacation work programme where she got to learn more about working at Vametco and the many opportunities she could pursue once she had qualified. Ethel has been an intern for two years now and she is currently working as part of the team that is optimising the upper sim plant.

Having studied at Wits University, she now holds an Honours degree in chemical engineering and is now pursuing her master's in chemical engineering. Ethel is also really motivated by the comprehensive training opportunities in her work environment.

She believes Vametco should promote its role in helping young people gain access to the mining sector because this is something widely known in the community. She says her experience is proof that young people can excel if given a chance.

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