

A journey of an Intern towards career development - Keneilwe Mangonyane

Graduate Intern to Project Officer at City of Johannesburg.

We recently spoke to Keneilwe Mangonyane an intern who was placed by the South African Graduates Development Association at Prestigious as she got a permanent job at the City of Johannesburg and this is what she had to say about being SAGDA Graduate:

- **When was she placed on the internship programme?**

In 27 May 2013.

- **How you got to be on the SAGDA database?**

To be honest, I really don't know, but due to unemployment I have sent through my CV's to whole different types and kinds of companies, but I remember I was called through for an interview or some sort of an information session in March 2013 to discuss my understanding and skills on Project Management and Import and Export Management. That lady was so impressed and she told me that if all goes well I will be placed on the internship for a Logistics Company in Midrand, but in two months' time I got a call from South African Express saying that they received my CV from SAGDA and it made a very good impression, when can I start.

I started with SAX on the 3rd of June, and a month later a personnel from SAGDA called stating that I have been selected to present at a Prestigious Internship Programme at KPMG. Which I found very informative and motivating.

- **Experience gained while an intern?**

- Project Management Responsibilities at SAX:
 - ✓ Ability to effectively manage multiple tasks, handle shifting priorities and carry through on task completion;
 - ✓ Lead and managed multi-cultural project teams to successfully achieve project goals;
 - ✓ Collaborate closely with the Subject Expert in the development of objectives, project plans and project deliverables and communicate status report to all stakeholders;
 - ✓ Develop a project plan including baselines for schedule and budget according to the scope and risk associated with the project;
 - ✓ Coordinate deliverables and schedules of all project activities to achieve goals;
 - ✓ Analyze project results and take corrective action to maintain schedule and cost baselines;
 - ✓ Managed the project budget by approving expenditures, analyzing variances, initiating corrective actions and managing change;
 - ✓ Produce high quality project deliverable by applying the project management methodology throughout all project phases;
 - ✓ Develop an evaluation framework to assess and analyse and consolidate reports for all projects and identify areas for improvement;
 - ✓ Excellent facilitation and consensus building skills, oral and written communication skills
- Supply Chain Management (compliance specialist officer) Responsibilities at SAX:

- ✓ Manage relationship with suppliers to obtain SCM values and comply with the Procurement Procedures and Policy and Processes;
 - ✓ Develop Business Processes and benchmarking through VISIO;
 - ✓ Evaluate and negotiate contract (SLA) and business decision;
 - ✓ Ensure that the collection of all project data and additional documentation from relevant business units is done timeously;
 - ✓ Ensure that cross-functional teams are formulated, and ensure the development of project plan and compile RFP/RFQ/RFI;
 - ✓ Co-ordinate with key users in order to correct aircraft spares modification kits and quantities thereto are procured correctly and timeously, at the bet price, delivery and that all statutory requirements are met and that the means are use in compliance with changing requirements and continuous improvement;
 - ✓ Provide feedback to management on regular material and service spend such as AOG, critical and day to day material spend;
 - ✓ Records and resolve contract amendments timeously so as not to delay payments or create stock-outs;
 - ✓ Plan, co-ordinate and attend meetings as required;
 - ✓ Administered RFP/RFQ/RFI processes and documents over the value of R500k and oversee values lower than R500K;
 - ✓ Analyse the expenditure against the financial year budget;
 - ✓ Administer the tender process according to policy, manage, resolve and document deviations;
 - ✓ Monitor and ensure tender briefings are prepared and facilitated accordingly;
 - ✓ Prepare negotiations strategy documents. Compile final contract documentation;
 - ✓ Respond to contractual queries and maintain contracts e.g. payments, reconciliation, price adjustments, contract expiry/renewal, systems contract data updates and maintenance of the contract's database;
 - ✓ Monitor supplier performance survey's, collect information from the end users and correlate. Schedule supplier feedback meetings and prepare all documentation;
- Establish and monitor TCO practices to ensure proper governance though benchmarking for all procurement processes.

A JOURNEY OF AN INTERN TOWARDS CAREER DEVELOPMENT

Globalisation, International competition, World-class, Diversity. These are all very powerful words we hear everyday...BUT...Providing today's learners the opportunity to live these terms would surely provide a unique and life changing experience.

“Knowledge must be linked to experience, not set apart in ‘abstract, bookish’ forms divorced from life. It must be grounded in the depth of meaning that attaches to its coming within urgent daily interest”.

But Firstly, it is necessary to understand the meaning of internship programme relative to the concept of career development as to avoid or remove some of the ambiguity from concepts which are often subjects to a wide range of individual's interpretation.

“An internship is any carefully monitored work or service experience in which a student has intentional learning goal and reflects extremely on what he or she is learning through the experience”.

In an attempt to understand the meaning lets share around 3 questions:

- What are businesses benefiting from the programme?
- How do students benefit from the programme?
- How can challenges faced by student's intern be overcome in order to make the attachment programme more effective?

THE BUSINESS

The business gain variety of benefits. One of the more significant advantages is the opportunity to select and develop future talent;

Ability to assist with addressing business needs;

Give fresh ideas and promotes community involvement, and excellent public relations tool.

THE STUDENTS “Me”

Students benefits from being connected, engaged, and eventually converting them to full-time or permanent employee keep educated talent within the house. These programme helps guide educational institutions planning to ensure academia programs are responsive to the industry needs.

EFFECTIVELY OVERCOMING CHALLENGES

To overcome challenges, the programme should fit the needs of the organisation or department and the needs of a student;

Provide detailed objectives from the beginning so there is little confusion. Give challenging tasks, but also provide proper direction;

Internship should be well monitored. As an organisation endow with qualified staff that can effectively and efficiently contribute to a meaningful and successful knowledge enhancement.

EXPERIENCE THROUGH STUDYING

Firstly, one of the main goals of (HE)Higher Education is to prepare students for a future career. Traditionally, academia emphasises teaching theoretical knowledge, but industry demands practical skills and practices.

As a student you start, from pre-school, then primary, then extend to high school, then land in tertiary, but the employer stands on his feet and say I NEED EXPERIENCE, so I wondered, which is one an EGG or a CHICKEN.

From my point of view this programme will helped me familiarise myself with practical skills, enhance social relationship, motivate future and develop a socially acceptable personality.

During my last year of my Import and Export Management Diploma, the institution indicated that we should pass because they are going to convert the programme to International Marketing due to ineffective job placement of students, but then you ask yourself why introduce if there is no demand?

Ironically there are financial pressures that get you back on track, and with motivating financial stories I have been reading, I really wanted to have similar success. In the real world even if you have the motivation you need to find a job, without experience, you are going nowhere.

In my case, the biggest reason was being able to land on internship as SA Express and it was my change of mindset...THANKS to SAGDA. I've made a headway in dealing with unemployment immune attack and convinced myself that I had the skills to take on these opportunities.

WORD OF ADVICE

Confidence goes so far and it can really hold you back if your lacking it. Being open minded as well is important too. You could either fight other applicants who are applying for very best jobs or could give other jobs a chance. Instead of being in the middle of the pack, I've put myself in a position of the frontrunner.

SIGNIFICANCE OF THE INTERNSHIP PROGRAMME

The programme was great. The experience was life changing. The lessons I have learned and still to learn will last a life time.

Studies has indicated and concluded that a gap really exists between the quality of graduates and what the market demand.

MY FELLOW INTERNS THIS IS THE OPPORTUNITY OF A LIFE TIME...MAKE A DIFFERENCE....AND IMPROVISE.

Funny isn't it? ...

I recently landed a permanent job at the City of Joburg as a Project Officer. Given my Qualifications and the experiences I gained as an intern, my scope includes providing solutions and managing all projects within the GHCM. Due to my skills that I have assimilated through you SAGDA, I have now been nominated and selected to become a mentor for an intern student in Project Management. Little did I know, but it's all thanks to you. Now I know how to better encourage, motivate, and transfer skills without destroying their confidence.

Management at SAGDA, Employees, Contractors, Stakeholders and all who made it possible. Words cannot express my gratitude. That is why I say if there are any events that requires successful graduate through your programme to present "I will gladly participate".

"The graduate unemployment crisis here in South Africa represent a wasteful investment of scarce resources....BE THE FRONTRUNNER....MAKE A DIFFERENCE ☺"

Compiled:

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