



## The FirstJob mentorship programme

FirstRand's youth development programme, **FirstJob**, provides unemployed graduates with a one-year internship to build workplace confidence and experience and to improve employability potential.

FirstRand Volunteers partnered with a registered NGO called **enke: Make Your Mark** to develop a structured, supportive mentorship programme for FirstJob graduates. The objective of the programme is to provide graduate interns with additional guidance, skills and knowledge, as well as exposure to the networks and experience of FirstRand employees during this time with the group.

Three structured skills workshops were included in the one-year programme. These are opportunities for learning and knowledge-sharing for the mentees and goal setting for the mentors.

### Impact highlights for the 2023 financial year:

Almost half of the graduates had **3 or more** mentorship sessions per quarter.

An average of **70 individuals** attended each skills workshop.

**21 graduates** have opted to continue their mentorship relationships.

**56 FirstJob** graduates were matched with employee mentors from across FirstRand in October 2022.

FirstRand volunteers will launch the third cohort of this programme for **70 matches** at end October 2023.

**enke: Make your Mark** obtains feedback from participants after workshops and through its mentorship platform. Tracking, monitoring and reporting are used to inform programme improvements and growth.

The most common skills sought by mentees were career guidance, confidence building and managing stress and anxiety. Mentors offered a range of support including advice on decision-making, communication in the workplace and maintaining work-life balance.

### Feedback:

"Great initiative that is very helpful to grads to obtain guidance on navigating the corporate world."

Mentee

"We have worked well together. I am also learning a lot from my mentee – it's a give-and- take relationship."

Mentor

## Inspired by the FirstJob programme, the FRF Bursar Mentorship programme was launched in September 2023, again in partnership with enke: Make your Mark

- This mentorship programme is offered to second-year undergraduate bursars funded by FRF, offering employee mentors and mentees a one-year structured mentorship journey. The aim is to provide undergraduate students with exposure to the skills and experience of FirstRand employees. There will be three skills webinars for the mentors and mentees through the year and enke: Make your Mark will track engagement and feedback from all participants.

### Impact highlights so far:

- 76 bursars have been matched with employee mentors from across the group, and are currently working together to set their goals and objectives. All have received introductory training.
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- These bursars are studying at universities across the country. Their degrees include accounting, commerce, computer science and technology, economics, engineering, law and actuarial science.

### Summary of group-wide drives supported in 2023:

Initiative	Support provided	Highlights
<b>Education drive</b>	FirstRand Volunteers teams all received a R40 000 incentive to purchase school shoes and/or uniforms for learners at underserved schools.	Volunteer teams supported 7 395 learners from 51 different schools across the country.
<b>ECD drive</b>	<p>In 2023 FirstRand Volunteers introduced a drive to support early childhood development centres. Employees were given a R30 000 incentive to assist their adopted ECD centres in meeting compliance requirements of the Department of Basic Education (DBE).</p> <p>To qualify, employees needed to visit the centres and complete a detailed baseline assessment and DBE checklist. Funds could be used to purchase or construct any outstanding items based on the assessment.</p>	<p>A total of R1.4 million was donated to 49 ECD centres across the country.</p> <p>Examples of items provided include fridges, portable water tanks, beds, gas stoves, new toilets, the construction of walls and the tiling of classrooms.</p>
<b>Disability drive</b>	Donation of assistive devices such as wheelchairs and walkers, and equipment for mobility exercises and physical stimulation.	<p>53 FirstRand Volunteers teams each received a R50 000 incentive to purchase assistive devices for registered organisations across the country.</p> <p>Examples of assistive devices purchased in 2023 included hydraulic chair slings and a customised sea rescue sled.</p>
<b>“Move-It” for children with disabilities Nelson Mandela Month drive</b>	<p>FirstRand employees were matched R67 for every 67 minutes of movement they donated through walking, running, gym classes, dance or yoga during July 2022.</p> <p>The funds were used to purchase specialised wheelchairs for children living with disabilities.</p>	<p>Over R160 000 was raised and used to purchase five specialised wheelchairs.</p> <p>The wheelchairs were donated to children supported by the National Council for People with Disabilities.</p>

**Summary of group-wide drives supported in 2023:**

Initiative	Support provided	Highlights
<b>FNB knitting/crocheting drive</b>	Volunteers made beanies, scarves, jerseys, socks, blankets and soft toys, which were distributed to schools, shelters, orphanages and homes for the elderly.	<ul style="list-style-type: none"> <li>• More than 2 196 hours were donated by 130 employees.</li> <li>• More than 700 individual items were donated to communities across the country.</li> </ul>
<b>WesBank support for the elderly</b>	Volunteers collected food and organised a meal packaging event with the Rise Against Hunger relief organisation.	<ul style="list-style-type: none"> <li>• More than 120 cans of food and 900 packets of non-perishable easy-to-cook meal packs were donated to feed approximately 3 600 elderly people.</li> </ul>
<b>DirectAxis career management workshop</b>	Annual career management workshops are held in June to celebrate and empower the youth. The objective is to provide mentoring and to prepare attendees for the future world of work. The initiative was developed by the DirectAxis human capital team.	<ul style="list-style-type: none"> <li>• In 2023, a workshop was hosted for 55 Grade 12 learners from schools in Atlantis, a community in the Western Cape.</li> <li>• Over the past two years more than 100 Grade 12 learners have benefited from the workshops.</li> </ul>
<b>RMB supporting children in underprivileged communities</b>	RMB partnered with the Netcare My Walk initiative on its healthcare waste recycling project. Netcare and Adcock recycle uncontaminated PVC drip bags, oxygen masks and associated tubing to manufacture durable My Walk school shoes for children in underprivileged schools.	<ul style="list-style-type: none"> <li>• R150 000 was donated to the My Walk initiative and was used to produce 4 286 new school shoes.</li> <li>• The initiative reached children from schools in Soweto. In addition, 3 000 school shoes were loaded onto the Phelophepa Healthcare Train for orphans and vulnerable children in remote communities in the Eastern Cape and KwaZulu-Natal.</li> </ul>
<b>RMB New Life Centre project</b>	<p>RMB supports the New Life Centre, which is committed to supporting vulnerable women and girl children.</p> <p>The centre ensures that orphaned and vulnerable children have a safe home and are supported to attend school. It also provides a temporary safe house and support for young women who are survivors of gender-based violence (GBV).</p>	<ul style="list-style-type: none"> <li>• Fifteen volunteers painted and revamped the centre in President Park, Midrand.</li> <li>• Six months' supply of groceries and clothes for the children were purchased, and a donation was made to repair the centre's vehicle.</li> <li>• This support assisted the New Life Centre to meet the registration requirements of the Department of Social Development. This will enable it to access sustainable funding opportunities.</li> </ul>
<b>RMB annual food bucket and blanket drive</b>	RMB staff participated in an annual drive to fill buckets with non-perishable food to donate to people in need, as well as a blanket drive to keep vulnerable South Africans warm.	<ul style="list-style-type: none"> <li>• Volunteers in Johannesburg and Cape Town packed 400 buckets.</li> </ul>
	Funds raised through this initiative were used to re-establish a vegetable garden for an ECD in Slovoville, Soweto.	<ul style="list-style-type: none"> <li>• R47 000 was donated to purchase shade netting, fencing, compost, fertiliser, seedlings and a water tank.</li> <li>• It will support 52 children and the ECD's soup kitchen that caters for up to 300 people.</li> </ul>