

BEHIND THE

Youth OF **Sasria**

SOC LTD

SASRIA'S GRADUATE PROGRAMME





SASRIA GRADUATE PROGRAMME

In order to prepare increasing numbers of young people and adults with the education and skills required by the economy, and for further learning and career development, Sasria is contributing towards the development of skills and capacity in the financial sector.

We asked our **2022 Graduates** a few questions about their experience - see what they have to say.



Ntokozo Jiane

PROJECT MANAGEMENT GRADUATE



1

What do you **ASPIRE** to be in life?

I am enjoying being in the project management space right now, I see myself as a project manager in the next few years.

2

How can young people have a **POSITIVE IMPACT** and contribute towards the economy using opportunities such as these (internships)?

We can use these opportunities to have a positive impact in society by paying it forward, like mentoring high school and university students.

3

How has this programme benefitted you and what has your **HIGHLIGHT** been working with Sasria?

This graduate program has been a great start to my career, it's a journey that I feel every graduate should experience. There have been so many learning opportunities and I got to work on interesting projects that will have an impact on different functions of the organisation and will help them function optimally. For me, the highlight has to be the people, I have built a great network of friends not just with the graduates but with different people across the organisation. Everyone here has been supportive and genuinely wants to see you learn as much from the program as you can.

4

As a young professional, what **ADVICE** do you have to other students that have graduated and are looking for opportunities such as these?

My advice to new graduates who are looking for graduate opportunities, is to continue applying and not give up, but while waiting to get an opportunity they should consider learning new skills that will make them more marketable by using free resources like YouTube.

Malefa Tshobolo Dipela

LEARNING AND DEVELOPMENT GRADUATE INTERN



1

What do you **ASPIRE** to be in life?

I am aspiring to live my life without limitations. I believe that as long as I can see something in my mind, I can make it a reality because within our dreams and aspirations, we find our opportunities. I will not allow myself to think I am unable to achieve something because of my limitations.

2

How can young people have a **POSITIVE IMPACT** and contribute towards the economy using opportunities such as these (internships)?

Internships increase the probability of finding employment amongst youth as they are useful for developing soft skills such as interpersonal skills, professionalism, confidence. Internships provide valuable on the job training that helps interns to develop entrepreneurial skills and prepares them for self-employment in the business sector which may impact economic growth positively.

3

How has this programme benefitted you and what has your **HIGHLIGHT** been working with Sasria?

I gained a new sense of professionalism and a clearer view of what it means to be in the professional world. I gained deeper insights into the Human Resources Management industry, and it has helped me significantly with my career planning. I developed a better understanding of the career path of learning and development through the internship, helping me to make an informed career decision. My biggest takeaway would be the new long-term relationships and connections which I had forged with my colleagues and fellow interns at Sasria. I like how interns are treated just like full-time associates and get assigned actual and meaningful tasks which are crucial and beneficial to the Sasria culture.

4

As a young professional, what **ADVICE** do you have to other students that have graduated and are looking for opportunities such as these?

Decide what you want to achieve and make a routine that will help you to go there. I would also advise to seek opportunities that allow continuous learning to develop you professionally and personally.

Nkosinathi Molefe

INVESTMENT GRADUATE INTERN



What do you **ASPIRE** to be in life?

1 Ideally, I aspire to be exposed to a broad set of skills that will help me prosper in the financial services industry. This job opportunity is helping me to gain the relevant experience I'll need to see my career aspirations through.

How can young people have a **POSITIVE IMPACT** and contribute towards the economy using opportunities such as these (internships)?

2 These Internship programmes provide graduates with the opportunity to acquire knowledge and skills, which can, in turn, be used to acquire jobs. An economy's productivity increases as the number of skilled workers increases since skilled workers can perform tasks more efficiently. Others can use the business and commercial skills acquired during the internship programme to start their own businesses thereby creating job opportunities.

How has this programme benefitted you and what has your **HIGHLIGHT** been working with Sasria?

3 I would like to start off by saying that I could not have asked for a better internship experience. This is a challenging and stressful job that requires a lot of commitment. But all of the stress is worth the fun that I've had in this position. This experience finally opened my eyes to the corporate world. I am learning more than I ever expected. But I have to admit, during the first few months of my internship, I was intimidated and too nervous to ask too many questions because I didn't want to admit that I didn't understand or that I needed extra help with something. I have come to realise that asking questions is the only way to learn. I would encourage recent graduates to never make this mistake.

As a young professional, what **ADVICE** do you have to other students that have graduated and are looking for opportunities such as these?

4 I strongly recommend recent graduates to apply for as many job posts as available as this will increase your chances of landing your dream job. If you keep getting rejected for job opportunities, maybe it is time to review your application process. You can start by reviewing your resume for any changes you can make because some companies use an applicant tracking system to select the most relevant resumes before it is reviewed by the HR team. It is also helpful to keep learning and enhancing your skills even after you graduate college. Consider taking free online courses in your intended career field.



1 What do you **ASPIRE** to be in life?

I aspire to be a Human Capital Generalist/Business Partner.

2 How can young people have a **POSITIVE IMPACT** and contribute towards the economy using opportunities such as these (internships)?

Skills are a key to the economy growing, businesses expanding and job creation. While jobs are not being created as quickly as desired, the problem of unemployment and economic growth is exacerbated by lack of skills and formal work experience. It is through programmes like these that young individuals gain practical work experience, build skills needed to fill the many essential roles associated with building a strong economy and create a brighter future, not only for themselves, but for South Africa too.

3 How has this programme benefitted you and what has your **HIGHLIGHT** been working with Sasria?

My advice would be to stay active and stay the course in your career search. Go for the challenging, new experience that will help you grow and keep on applying for all the possible graduate opportunities related to your career aspiration, and never lose hope till the end. The only difference between winners and losers is that losers give up.

4 As a young professional, what **ADVICE** do you have to other students that have graduated and are looking for opportunities such as these?

My internship experience has been truly rewarding. This programme has introduced me to the "corporate" world. I have learned a lot about the professional office environment, how to handle everyday situations and have realised the value of a diverse workforce. I now understand the importance of company culture and making sure that my values align with the company's culture. Sasria has greatly added value to my academics by affording me a full bursary to further my studies, the graduate programme has also afforded me the opportunity of having a mentor and coach who have been instrumental in cultivating the way I critically apply my skills in the professional world. This experience increased my understanding, professionalism, and excitement for work after graduation.

To date, my internship experience at Sasria has been the highlight of my professional career. It's been months of continuous learning, relationship building, and inspiration.

