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**PRESS
RELEASE**

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Tenova Pyromet fires up skills development

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As South Africa's leading supplier of submerged arc furnaces, Tenova Pyromet sees first-hand the great value in investing in the future of young engineers. With the implementation of its Training and Internship Programmes, the company is answering the dire call for skilled personnel in a sector beset by skills shortages.

The Junior Engineering Development Programme is run over two years, with new graduates given the opportunity to get hands-on experience. Initially given induction training, soft skills and some technical training, the participants are then placed in the drawing office to determine who would be most suitable for the projects department. From there, the engineering manager assigns them specific projects.

With regard to criteria, Tenova Pyromet Human Resource Transformation Specialist **Emelia Abotsi** explains that the company is currently looking for mechanical and electrical engineers. "We look at their grades. While they don't necessarily have to be A-grade students, they do need to have a good pass mark and to show initiative," says Abotsi. The students are also required to go through an interview and an assessment process.

Tenova Pyromet implemented this programme in an attempt to combat the skills shortage in the industry and - while the graduates are thrown in at the deep-end - the internship it gives them an excellent opportunity to get involved in the company and familiarise themselves with its environment. "The feedback from project engineers dealing with the graduates has been very positive," Abotsi adds.

She notes that after a learnership programme was suggested to bridge the gap in skills development and to improve Black Economic Empowerment (BEE) within the company, the Internship Programme was born. Similar to the Junior Engineering Programme that the company runs, this programme is more structured, with a mentor looking after the engineering requirements and training of the interns. In addition to the engineering Intern programme is a disability learnerships programme in the administration department. The criteria for both learnership and internships is to identify students from previously-disadvantaged group, who are busy with their National Diploma in BTech (Mechanical, Electrical & Metallurgical) thus creating the Engineering pipeline as well as addressing the company BBBEE strategy.. Tenova Pyromet presently has five Engineering interns that are undergoing the programme.

Tenova Pyromet also offers two types of bursaries, the first being a socio-economic development bursary. Currently we have awarded to two Engineering students. The company pays for their studies and they work during their holidays to learn about Tenova Pyromet Engineering business (Furnace Expertise). Potential candidates are taking through interviewing process to determine potential and the ability to cope in the high pressured environment of furnace design and project management. .

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To further address the BBBEE strategy the company has a bursary for company black employees, whose children are pursuing a tertiary education. There are also staff bursaries that give employees the opportunity to further their engineering education.

Tenova Pyromet is now investigating further training and development initiative, and continually looking at ways of alleviating the extreme skills shortage that the industry is facing.

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