



INTERNSHIP SUCCESS

PROFESSIONAL RECRUITMENT, PLACEMENT, MANAGEMENT

Benefit from a Structured Internship Program

Internships cultivate a pool of future “Entry - level Hires”

Explore new talent without additional recruitment cost

Company Profile

Benefit from a structured Internship Program



www.internshipsuccess.co.za

A professional Structured Internship Program designed to drive business efficiency, growth, and profitability through empowering our youth by bridging skills gaps between higher education and Industry, securing employment, fostering entrepreneurship, and enhancing life experiences in a Structured Internship Program.



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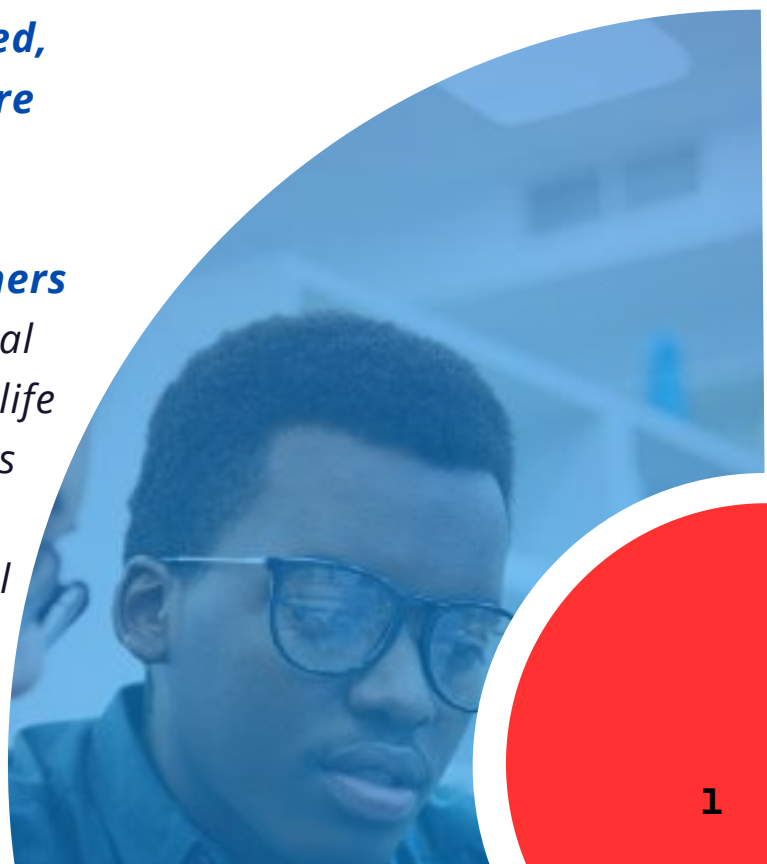
CEO Statement



*Our mission is to foster the appreciation and growth of our youth through a structured internship program that assists both South African youth and future business leaders. **Our interns emerge undeniably better skilled, more motivated, and more productive. They are well-rounded, with excellent communication abilities, whether dealing with customers or colleagues.** Their exceptional attitude towards their job and life enables them to achieve targets and take the initiative, driving both personal and professional success*

Hendrik Janse van Rensburg

Director





Internship Success

We are a professional internship placement and management company dedicated to ensuring all graduates benefit from a well-structured internship program. Specialising in internship recruitment, placement, and management, we are currently based in Mpumalanga Province with ambitious plans for national expansion.

About

Creating sustainable job opportunities remains a significant challenge in South Africa. While existing internship programs aim to address this issue, their primary focus on large corporations and government departments often leaves a gap in permanent job creation. These sectors struggle to absorb interns after their programs and fail to adequately prepare them for the dynamic Small, Medium, and Micro-sized Enterprise (SMME) sector, where the future of job creation truly lies. **Firm size classification by employment, under the National Small Business Act of 1996 indicates that in South Africa, SMME companies with fewer than 50 employees employ 70% of the labour market, while 45% of employees are employed in firms with fewer than 10 employees (Carlisle, Kunc, Jones, & Tiffin, 2013, p. 59).** Our work streams span across several vital industries: Business (Marketing, Sales, Administration, Accounting, IT, Human Resources, Stock Control, Logistics, Warehousing, etc.), Engineering (Electrical, Plumbing, Automotive-mechanic, Panel-beating, etc.), Hospitality, Tourism, Legal Practitioners and several other industries.



Vision and Mission

■ Vision

At Internship Success, we envision a future where every organisation in South Africa has an intern, and both the intern and the organisation thrive through our structured internship programs.

By implementing strategic human resource management programs, we ensure that internships are beneficial, productive, and profitable for everyone involved.

■ Mission

With customised systems, relevant technology, and superior service and support, the highly qualified and enthusiastic teams at Internship Success will assist youth and organisations in maximising skill development, employment, entrepreneurship, and profitability. Our mission is to bridge the gap between academic learning and practical experience by providing high-quality, structured internship programs. We are dedicated to empowering interns with the skills, knowledge, and experience they need to succeed in their careers, while also supporting organisations in South Africa by integrating talented interns into their workforce.





Values we Stand for



*At Internship Success we are guided
by our Core Values:*

- **Collaboration and Synergy**

We believe in the power of teamwork, working together to create synergies that drive success for both interns and organisations.

- **Honesty and Integrity**

Our commitment to transparency and ethical practices ensures that all our interactions are based on trust and respect.

- **Embrace Diversity**

We celebrate and promote diversity, recognising that different perspectives and backgrounds enrich the learning and working environment.

- **Enthusiasm and Passion**

Our team is driven by a genuine passion for empowering interns and supporting organisations, bringing energy and dedication to everything we do.

- **Continuous Improvement**

We are committed to ongoing learning and development, always seeking ways to enhance our programs and better serve our clients.

- **Accountability**

We take responsibility for our actions and outcomes, ensuring that we deliver on our promises and maintain the highest standards of excellence.



Our

Management Team

The owners of Internship Success participated with Private Sector and Organised Business throughout South Africa over 30 years on numerous Management Platforms (Business Chambers- management committee, Services SETA National Council member, Merseta Provincial Council Member, Mpumalanga HR Steering Committee first established in the Premiers office, Representing RMI (with nearly 5000 business members) in Mpumalanga established trust relationships in most industries, SABPP ex Provincial Chairperson (HR Professional body).



Hendrik Janse van Rensburg

Director

Senior Financial Manager

Elizabeth Janse van Rensburg



Matome Shokane



Operations Manager

Office Manager



Thobeka Moyane



Our Team

Thembisile Sibande



Office Admin

Human Resources

Ishbel Sithole



Sardela Matsane



Multimedia and Marketing

**IT Development
Team Leader**

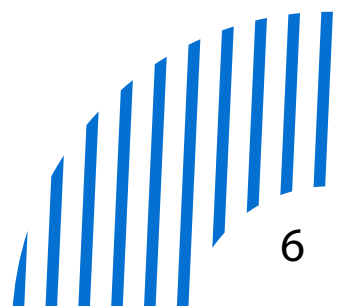
Fortune Madonzela



Sakhe Sithole



**IT Front-End
Development**





How we started

Internship Success, originally known as Protea Tyres (Accredited Merseta Training Centre), was developed out of a need to bridge the skills gap between higher education and industry. Our journey began within the Protea Tyres Group of Companies, where typical employee issues and problems with youth entering the place of work, inspired the development of the WopCoe- Structured Internship model. This model was thoroughly researched and authored into a Position Paper titled **"Mpumalanga Workplace Centre of Excellence: A Key Enabler to Enhance the Application of the White Paper on Post-School Education & Training."** This initiative was a collaborative effort between higher education, business, and industry through the National Institute for Higher Education (NIHE) in Mpumalanga.

■ Work Integrated Learning Model

Firm size classification by employment, under the National Small Business Act of 1996 indicates that in South Africa, SMME companies with fewer than 50 employees employ 70% of the labour market, while 45% of employees are employed in firms with fewer than 10 employees (Carlisle, Kunc, Jones, & Tiffin, 2013, p. 59). Supported by the National Skills Authority (NSA) and funded by the Department of Higher Education through NIHE and the University of Pretoria, the WopCoe Position Paper highlighted our program as a best practice model for internships. Consequently, Protea Tyres was mandated by the NSA to further develop this training and development program as a proof of concept in Mpumalanga, with plans to expand it nationally.

■ Our Growth

*Internship Success has since grown into a comprehensive program that provides HR administration and mentorship to both students and small to medium enterprises (SMMEs). **Our structured internship program has proven to be one of the most effective models in eradicating the skills gap between higher education and industry. It has resulted in a high rate of intern employment post-program, significantly contributing to local economic growth, job creation, and the development of local businesses.** By fostering a sustainable and impactful internship model, Internship Success is dedicated to nurturing the next generation of skilled professionals and supporting the growth of SMMEs across South Africa.*



Why do Business with Internship Success



KLCBT Annual Awards: Tswane University of Technology Innovation Award - Internship Success

Higher profits and Return on Investment (ROI) assisting companies of all sizes to reap huge rewards through development of fully engaged Interns and Employees.

Partnering with Internship Success offers numerous advantages that can significantly enhance your business operations and talent acquisition strategy:

- **Expand Your Employee Candidate Pool:** Structured internship programs provide access to a diverse pool of potential employees, giving companies the opportunity to evaluate a wide range of candidates.
- **Stand-in Employees:** Interns can serve as temporary replacements during employee resignations, leaves (such as maternity), or permanent sickness, ensuring continuity in business operations.
- **Talent Identification:** Managers can identify and nurture great talent, potentially leading to permanent employment for high-performing interns.
- **Building Connections:** Internships help build connections and spot candidates who are a good cultural fit for the company.
- **Career Acceleration:** Internships accelerate careers, helping interns develop professionalism and good work habits that benefit both the intern and the employer.
- **Permanent Positions:** Provide employers with excellent candidates for permanent positions in their specialist areas.



Additional by partnering with Internship Success, companies not only benefit from a cost-effective talent acquisition strategy but also contribute to the development of skilled, employable youth, fostering economic growth and sustainability. Benefits and Cost-Effective Solutions

- **BBBEE Points and Reimbursement:** Internship programs offer BBBEE points and potential reimbursements, making them a strategic choice for compliance and financial incentives.
- **Stipends and Ongoing Training:** When funding is available, stipends (salaries) are paid by the college. Internship Success provides continuous soft skill training, addressing any training or development gaps identified by mentors within your company.
- **Flexible Intern Replacement:** If an intern is not a perfect company culture fit, they will be replaced within 48 hours, ensuring minimal disruption to your operations.
- **Cost-Effective Evaluation:** For an initial admin fee and a nominal monthly management retainer fee per intern (VAT exclusive), companies can evaluate the work, personality, and loyalty of interns without the financial commitment of hiring full-time employees. This allows you to assess multiple interns for the price of one minimum-wage employee, without the hassle of disciplinary issues.
- **Training and Development:** Employers have the opportunity to train and develop interns to their standards, ensuring better service to customers at a fraction of the cost of a full-time employee. This also contributes to the development of youth, aiding national growth.
- **No Obligation to Employ:** There is no obligation to employ interns, but many companies find that interns who fit well with the company culture are often offered permanent positions.
- **Permanent Employment Opportunities:** Should an intern demonstrate potential, companies can offer permanent employment after the internship, with a recruitment fee of 12.5%.
- **Multi-Departmental Exposure:** Interns can act as runners across various departments, gaining exposure to different areas of work and fulfilling the requirements for their qualification or diploma.



Benefits of Starting an Internship Program for Your Company



21 Benefits in our Toolbox

A well-structured internship program with proper Onboarding, Mentorship and Management will contribute to:

- Internships cultivate a pool of future Entry-level “Hires.”
- [Test-drive new talent without additional recruitment cost \(New Hires vs. Interns\).](#)
- Remove inconsistent Interns without time and effort or labor cost.
- [Develop Leadership Skills in current employees.](#)
- Increase productivity and Return on Investment (ROI).
- [A pool of future employees allows for consistent disciplinary action.](#)
- Create opportunities for training and development of permanent employees.
- [Improve the overall work environment.](#)
- Interns are more likely to learn and establish fresh perspectives, innovative ideas, processes, and systems.
- [Interns will stay in full-time employment longer.](#)
- Avoid a bad hire reputation from recruitment agencies, industry, and the labor market.
- [Take advantage of “low-cost, high-value” labour for expansion or growth of the company.](#)
- Close the skills gap between higher education and industry.
- [Mentoring and guiding interns serve as motivation and growth for permanent employees.](#)
- Internships cultivate a pool of fully trained Entry-level “Hires” for the industry.
- [Benefit small- or medium-sized companies.](#)
- Recruiting interns through Internship Success is easier, less time-consuming, and more efficient.
- [Internship Success takes away the hassle of administration and coordination between colleges/universities, interns, and the company.](#)
- Additional marketing and sales capacity through the continuous availability of interns.
- [Give back to the community – Social Responsibility – Cost-effective marketing and public relations tool.](#)
- Become an Employer of Choice – Employ the cream of the crop.



Impact on Beneficiaries

Transforming Lives and Addressing Challenges

The Internship Success program aims to have a significant impact on the lives of its beneficiaries. Our structured internship programs are designed to close the skills gap between higher education and industry, providing youth with the necessary training and work exposure to become employable. **By focusing on the needs of small businesses, we ensure that our interns gain relevant skills that make them valuable assets in the SMME job market.** We place numerous interns providing them with the skills they need to secure employment post-internship. This approach not only helps to stimulate local economic growth but also motivates the youth to study at local institutions and remain in the Lowveld.

The benefits of structured Internship program for Interns

- Allows the intern to learn everything in the company (rotation of duties in different functions of business assist with employability).
- [Creates a friendly environment for learning.](#)
- Allows interns to achieve their credits as required by the logbook for qualification application.
- [Create employability for interns in the market.](#)
- Increase the number of capabilities, competencies, skills, and abilities.
- [A structured internship program expands the professional network.](#)
- The 21 Benefits of an Internship can be a valid reason to assist our South African Youth and Business leaders of the future with a Structured Internship Program.

Stakeholder & Partners

Partnership with KLCBT



The Kruger Lowveld Chamber of Business and Tourism (KLCBT) has adopted our structured internship program for several key reasons. **Their collaboration with universities and TVET colleges aims to help students secure internships that are crucial for completing their qualifications and to encourage students to leave their homes as a part of corporate social investment.**

Additionally, KLCBT's mandate is to support their members, including SMEs, by fostering growth through the employment of interns.

KLCBT is the recognised district-based representative body of the private sector. Their mission, among various others, is to promote sustainable and inclusive development. A significant part of this mandate is focused on meaningful skills development, addressing the challenge where many projects either stagnate or students do not receive the experiential learning intended by these programs.

As part of the District Development Model, piloted in the Ehlanzeni District, an entire sub-committee is dedicated to skills development. This collaboration has been accepted and is actively promoted by all parties involved. KLCBT has an existing Memorandum of Understanding (MOU) with Ehlanzeni District Municipality (EDM) which requires KLCBT to provide technical support and resources in establishing skills development programs wherever possible. **They are also responsible for formulating collective strategic interventions with EDM and, if necessary, other government spheres to ensure the successful implementation of these strategies and projects.**

Through this partnership, KLCBT is able to enhance their corporate social responsibility initiatives, support the growth and development of SMEs in the region, and contribute to the creation of a skilled and employable workforce.

Some of Our Stakeholders:



How We Work



Internship Advantage Induction/ Work Readiness Program

At Internship Success, the journey for interns begins with the Internship Advantage Induction. This initial phase focuses on equipping interns with essential soft skills and introducing them to the business culture. **Our Emotional Intelligence (EI) training is designed to address the skills gap between higher education and industry, preparing interns to thrive in the workplace.** During this induction, about 20% of the interns may fall out for various reasons, but those who successfully complete it are earmarked and thoroughly prepared for interviews with potential host employers.

Interview and Placement Process

We provide host employers the opportunity to interview our interns, allowing them to select candidates who best fit their organizational culture. This matching process ensures that both the interns and the employer's benefit from a compatible working relationship. Our extensive recruitment process covers a diverse range of sectors and functions, including Business Management, Financial Management, Generic Management Level 4, Human Resource Management, Engineering-Related Design (Mechanical, Civil, Electrical, Auto Electrical), Hospitality and Tourism, and Information Technology (IT), among others. We cater to various qualifications, ensuring we can meet the specific needs of your business.

Comprehensive Support and Diverse Talent Pool

Internship Success supports both the interns and the host employers throughout the entire internship process. We maintain a diverse talent pool of students from various educational backgrounds, ready to contribute to different business sectors. Whether your organization requires expertise in management, engineering, hospitality, IT, or other fields, we have qualified interns available to meet your needs. Our structured approach ensures that interns are well-prepared and that employers receive the support they need to integrate interns into their workforce successfully.

Our Funding Models



Internship Success will charge host companies a monthly retainer and a once-off admin fee that will cover intern development (work readiness program), monitoring, mentoring onboarding development, HR and Labour related services.

1 Sustainability and Exit Plans

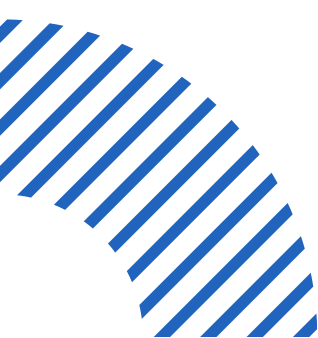
Internship Success is committed to the sustainability of its programs. To ensure lasting impact, we have developed comprehensive exit plans for our interns.

We provide continuous mentoring and guidance, assisting interns with job searching, interview preparation, and potential permanent job placements.

Our interns are kept on a database for future employment opportunities, and we actively engage with employers to prioritize our program graduates.

2 Ensuring Long-term Success

In addition to preparing interns for the workforce, we also support those interested in starting their own businesses. **Our program includes after-care mentoring and further training to help interns transition smoothly into permanent employment or entrepreneurship.** By facilitating the growth of entrepreneurship, small businesses and providing interns with valuable work-life experiences, Internship Success aims to create a sustainable and impactful structured internship model that benefits both interns and the local economy.



Our Success Stories



Johan v Oudtshoorn
– Director at Thomas Tyres



Interview: Matthys Ferreira
- Motoring Editor at Lowveld Media (July 4, 2016)

As a director at Thomas Tyres with over 40 years in the industry, I have seen it all, from operational roles to management positions like National Sales Manager at Continental South Africa and Bandag South Africa. I understand the demands and challenges that companies face in our industry.

In-house and product training provided by various manufacturers is of a high standard, aimed at enhancing service delivery in the tyre and undercarriage environment. However, I can unequivocally state that the staff we took over when we acquired Protea Tyres are undeniably better skilled, more motivated, and productive than those who have undergone what the industry generally considers the required standard.

These employees are well-rounded and possess excellent communication abilities, whether dealing with customers or colleagues. Their exceptional attitude towards their job and life in general enables them to achieve targets and take the initiative with minimal input and direction from managers. *Their ability to manage conflict with a calm and non-confrontational attitude makes them invaluable to an employer.*

*Many of these employees have since become supervisors and managers. They are tough taskmasters and teachers but are infinitely fair and humanistic in sharing knowledge and skills. **When recruiting new staff, those who completed a Protea Tyres internship or learnership have, without exception, become the preferred candidates and appointees.***

In my mind, the internship or learnership as presented and taught by Protea Tyres should become the industry standard. If we could develop a training and development "production line" of students with these skills, they would be the preferred candidates for various positions in our company and, I believe, for other companies as well.

" These employees are undeniably better skilled, more motivated, and productive than those who have undergone what the industry generally considers the required standard. "

Our Success Stories



Sunnyboy Mziyako
– Branch Manager Thomas Tyres



Interview: Matthys Ferreira

- Motoring Editor at Lowveld Media (July 4, 2016)

My journey with Protea Tyres began before they even had formal learnerships and internships. Hendrik always says I was the inspiration for starting those programs. Even though they had no positions available at the time, Protea began training me, and I worked for free initially. My first job opportunity was as a tyre fitter, a role I held for four years. During this time, I received additional training, and when a position as a Storeman opened up, I was ready. I learned everything about stock control, procurement, and pricing from Hendrik, Tannie Soekie (Hendrik's mother), and his brother Christo.

Soft Skills Training was a game changer. It taught me to focus on addressing problems rather than the people involved, an essential skill in our diverse South African environment. This training also helped me evaluate challenges and staff issues from different perspectives before making decisions.

Working in various departments alongside people who were willing to teach me and treat me as an equal boosted my confidence and decision-making skills. The nurturing environment at Protea made the past, as challenging as it was, a stepping stone rather than a barrier. Hendrik also allowed me to attend several management courses, which ultimately led to my promotion to Branch Manager at Protea Tyres Nelspruit, a position I retained even after new owners took over the business. I've now been in the industry for 16 years and have been able to provide a good life for my family. My next goal is to own my own tyre business, though financial support is a significant challenge.

The Learnership program and Soft Skills Training have shown that with the right opportunities, hard work, commitment, and attitude, anyone can succeed. Practical, hands-on experience in all departments made me a more efficient and productive manager. Technical skills are essential, but real and lasting success depends on Soft Skills and Emotional Intelligence (EQ) Training.

Through Protea Tyres' training program, I discovered my true capacity. I no longer feel threatened by anyone, and I am confident in my ability to meet customers' expectations. This training has also motivated me to be more involved in my community. My daughter attends private school because I now understand the value of a good education, and I provide for my family's medical needs.

Sixteen years ago, I didn't think anything was possible, but with the opportunities and support at Protea Tyres, everything became possible. **We need to develop a culture of continuous learning and mentoring to help young people discover their true potential. This can be achieved through Learnership and Internship programs that offer Soft Skills and Emotional Intelligence (EQ) Training.**

Our Services



Recruitment

Through social media platforms, direct calls and word of mouth we recruit students and graduates from partners or institutions like TVET colleges, Private colleges and Universities



Placement

Upon completion of the recruitment phase the students **will be matched with a suitable host employer with individual interviews to assist with culture fit**



Training and Development

Interns, Mentors, and Managers are given continuous training to ensure the success of the Structured Internship Program.



Management

The structured internship program is continuously managed by trained and dedicated Project- Coordinators specialists, to ensure both the intern and host company successfully benefit from program



Human Resource Management for SMME's

Small and Medium companies do not have the expertise or capacity to recruit, place, do onboarding, administration, or management of Interns. **Internship Success with over 30 years of experience and accomplishment in several industries, assisted SMME's with HR functions with great success**



Workplace Readiness Programs

Internship Success uses Industrial Psychology, Neuroscience and Neuro-link Brain Profiles in conjunction with the "WopCoe Position Paper" developed and sponsored in conjunction with The Department of Higher Education and the University of Pretoria and Organised Business with great success as models of training and developing of the Interns.

Let's Connect



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