

# **An amalgamated narrative Community Engagement Report**

**2022**

The school For Industrial Psychology and Human Resource Management

Mafikeng Campus  
Potchefstroom Campus  
Vaal Campus

"We are not a school that exists only to nurture the how and what of staff management techniques, growth, and potential development but to use our time, talent, skills, and abilities to alter the world positively," B. Tejane

## **Welcome**

We compiled this report for September 19, 2022, F-EMS Community Engagement & Stakeholder Relations Committee, reviewing the 2022 past months' exceptional efforts to serve and sustain our communities.

While the future is still unclear and the mist is clearing a bit right now, we know there will be systemic and existential effects of the Covid-19 epidemic.

The pandemic has changed how our school interacts with its internal and external communities. Additionally, the pandemic has brought systematic changes to the needs of the communities we serve. We already see tremendous changes to the traditional in-person community engagement outreach. This makes us ask two questions:

- How to promote meaningful encounters in multi-modal situations continue to be pertinent as conventional practices
- How can we evaluate methods of community engagement?

Despite these uncertainties, we have continued to toil hard, putting the spade on the ground of community engagement. This means we quickly thought of different ways of how we can promptly offer support amid the recovery of our communities.

Despite continuous changes in the world, we still intend to support these communities. The types of stories and CE projects you find in this amalgamated report now may not be the same ones you find in a year, but our dedication to serving the community will remain the same.

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1. Our People: Colleagues making CE a reality
  2. Our Community Engagement Projects/Initiatives: Supporting our community
- Project category
    - **Engaged Teaching & Learning:**
      - Community engagement pedagogies, often called "service learning," combine learning goals and community service in ways that can enhance student growth and the common good.
    - **Engaged research:**
      - Engaged research describes a wide range of rigorous research approaches and methodologies that share a common interest in collaborative engagement with the community and aim to improve, understand, or investigate an issue of public interest or concern, including societal challenges.
    - **Outreach:**
      - Community outreach involves providing professional services, or services of specific expertise, to a group of people who may not otherwise have access to those services. It is performed where those in need are located. (Example: providing psychological services or education at a homeless shelter, donations.)
    - **Sharing of expertise**
      - Community sharing of expertise involves connecting expert members of the same field (mention other community members that may be interested in the content).

## **Our People**

To support the participation of all our stakeholders in all the community engagement initiatives that our school does. Four representatives who are passionate about serving the community were appointed:

- Prof. Crizelle Els (PC)
- Ms. Kholiswa Mogoeng (MC)
- Mr. Thapelo Chaacha (VC)
- Mr. Bongani Tejane (PC)

The representatives are devoted to overseeing that our school continues providing the best CE services, support, and solutions to our nearby communities.

However, it is essential to highlight that our school's community engagement projects can only be met because of daily decisions and actions taken by every one of our wonderful and talented coworkers across all three campuses. Thanks to our colleagues and top management, we have succeeded as CE providers because of their steadfast effort and our employees' commitment.

## **Our 2022 Community Engagement Activities/initiatives**

Our coworkers work extremely hard to support charitable causes by giving their time and money all year long, in addition to all the projects we participate in to empower people in our community.

### **1. Project category 1: Engaged Teaching & Learning:**

Community engagement activities are often called "service learning." Their Focus combines learning goals and community service in ways that can enhance student growth and the common good.

#### **1.1. CRC NWU Career Guidance Initiative**

One of our greatest passions is assisting young people in developing their talents; thus, in 2022, we partnered with Christian Revival Church (CRC) to assist grade 12 pupils in understanding their strengths and weaknesses and then match them with their skills and interests so that they can get the best suitable career choice. The grade 12 pupil lives in ikageng township. Most are from previously disadvantaged backgrounds. Other grades 12 pupils were from Abraham Kriel Children's home. A home ensures the optimal development of traumatized children needing care, with 230 children of all ages and from all cultures and races. The event covered activities: our honours Industrial Psychology students administering psychological assessments for career guidance and providing one-on-one feedback to the candidates.

During the career guidance day, we also went to promote many benefits to staff members and our honours students. Inspiring tales and experiences from our own apprentice coworkers were shared. These are some of the remarks made by our colleagues.

***"Supporting and lifting the morale of the pupil by getting to know what they desire to achieve in the future and offering guidance following that is a beautiful process."***

***"It has been a long time since I was in the vicinity where a career guidance battery is administered. This was such a refreshing experience."***

On the hand, our own industrial psychology honour students also had positive things to say about the career guidance day.

***"I like how the senior psychologist allowed us the autonomy to be in control of the process of administering the psychological batteries."***

***"It was a great experience to implement what I learned in the psychometric module."***

Finally, our grade 12 pupil also had nothing but positive things to say about the career guidance day.

**"I am now surer about their career option, interests, ability, and personality."**

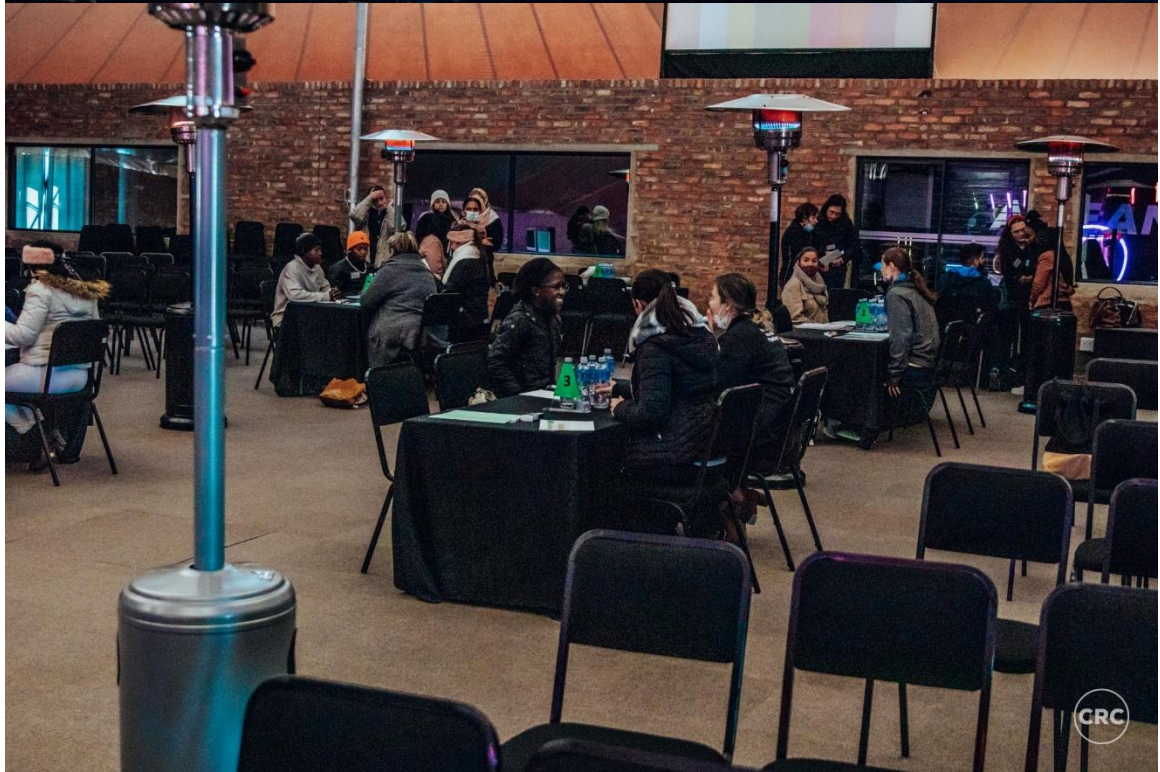
**"I am more optimistic about the future than before I came here."**

**"I know what qualifications I want to pursue, the requirements, and the universities I can apply to. Watch the space."**

The session was a tremendous success.







## **1.2. Department of Social Development (DSD) NWU Career Guidance Initiative**

Our school also partnered with the Department of Social Development (DSD). The partnership aims to facilitate IOPS624: Practical Psychometrics for students. Interns compiled a workbook and workshop in job readiness, CV writing, and interview preparation – presented and trained the learners and the students on it, and also upskilled the students to facilitate discussions; the Student Psychometrists (12 x IP Honours students) administered three career guidance psychometric assessments, scored and interpreted the findings, wrote a report on the results and provided individual feedback to each learner, as well as acted out role-plays to showcase good and bad interviews; Twelve out of fifteen invited learners between the ages of 16 and 22 showed up and participated in all the events that took place over two days in August-September.

The participants can now use everything they've learned about themselves in the assessments and what was presented in the workshop and apply it in their job hunting endeavors and application for tertiary studies.

Honours students in Industrial and Organisational Psychology could achieve the hours required for the practical work and gain the necessary experience related to their careers.





## **2. Project category 2: Engaged research:**

Engaged research activities include a wide range of rigorous research approaches and methodologies that share a common interest in collaborative engagement with the community and aim to improve, understand, or investigate an issue of public interest or concern, including societal challenges.

As part of the ongoing North-West University research and innovation campaign, which focuses on specific themes, we develop areas of research excellence for the university. Research is integrated in our community engagement initiatives through community-engaged research initiatives.

The following are some of the engaged research initiatives our school has done so far:

### **2.1. *Train the trainer initiative***

Train the trainer initiative is an engaged research initiative. It aims to help train the Kisto Sharpeville community Centre trainers to train community members in developing human capital skills for skills transfer. Our seasoned staff members assist community members to be equipped with human capital skills they can utilize against unemployment to gain employment. The team also aims to collect data for research that can be utilized to delve deeper into solving some of the social/skills issues faced by the community.

Outcomes for our stakeholders mean Skilled community members in interviews, CVs, and general soft skills needed to gain employment. Trainers will also be developed at the center to train community members. Research outputs for staff members and relevant solutions for the center to tackle some of these challenges. One of the significant outcomes we aim to achieve is to make this a sustainable project and not a once-off project.



## **2.2. Teacher Assistance Wellness Programme: Promoza Primary School**

In 2022, we also ran an employee assistance programme with Promoza Primary School. All participants are teachers who struggle with the challenges that come with the profession. Some of the challenges that teachers must deal with include but are not limited to Understanding the different learning challenges amongst students; Student family problems & Bullying; Lack of funding; Lack of effective communication; Being encouraging and motivating under challenging times; Disciplining students; Endless paperwork & extended working hours. More recently, research indicates that teachers suffer from psychological well-being due to the challenges brought by the covid-19 pandemic. Thus, this makes the profession vulnerable, given the current turnover rates.

Thus, our school aims to help public schools and teachers to thrive amid challenges. For teachers and principals, it means equipping them with all the education, training, counselling, and flexibility they need to cope with the stress that comes with the profession.

In addition, for our staff members, we will be able to contribute toward reaching outputs.



### **3. Project category 3: Outreach:**

Community outreach involves providing professional services, or services of specific expertise, to a group of people who may not otherwise have access to those services. It is performed where those in need are located. (Example: providing psychological services or education at a homeless shelter, donations.)

#### **3.1. *School shoe Initiative for orphans***

We work hard to address the global root causes of poverty that affect vulnerable people in our country. Our initiative goes beyond conventional aid methods to combat hunger in new ways. We believe that education is the key to fighting hunger. However, to acquire this key, students must have resources such as shoes, school uniforms, stationery, etc.

Thus, we decided to donate school shoes. We strongly believe that Appropriate school shoes can also help protect children's feet from the elements, a covered-in leather shoe is protective against the cold and rain, a solid grip on wet ground, and quality leather allows breathability on a hot day.

Even though the government provides social grants, that is not enough as it cannot cover many families' basic needs. School of IPS&HRM staff contributed money to buy 20 pairs of shoes for those learners. It was the school's first project, and it was a success. The people responsible for the orphanage were pleased.



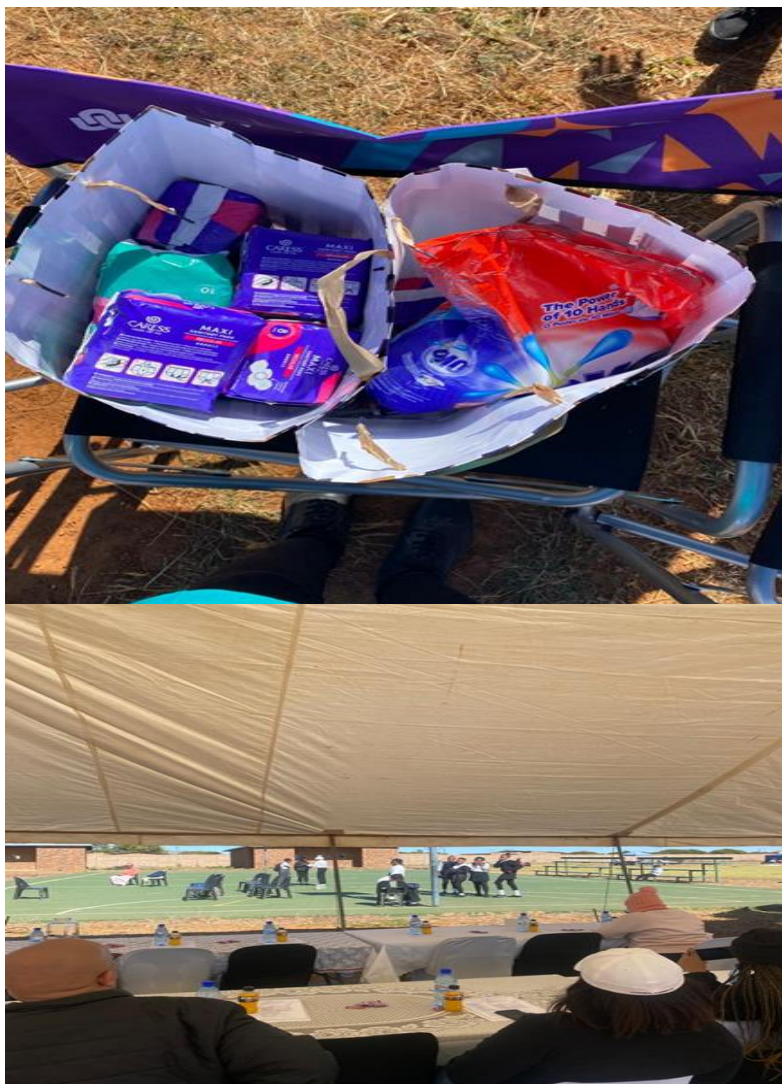




### 3.2. Lotlhakane Village June 16

Students from various schools began to protest in the streets of Soweto in response to the introduction of Afrikaans as the medium of instruction in black schools. Mainstream news estimated that 20,000 students took part in the protests. The rioters with fierce police brutality and many were shot and killed. The number of pupils who died in the uprising is usually 176, but some sources estimate as many as 700 fatalities. Remembering these events, June 16 is now a public holiday in South Africa, named Youth Day.

The School of IPS&HRM went to the village to celebrate June 16 and contributed sanitary towels, soaps, toothpaste, and washing powders. Various companies also attended and donated to that event. Learners also did drama, Sarafian, and also cultural dance. It was indeed a successful event.





### 3.3. Pella career exhibition (Rustenburg )

The North-West University FEMS Department went to Pella to do a career exhibition event. We had scientists who conducted experiments. Ms. Mogoeng from the school of IPS&HRM gave a motivational speech.

***The event was a success*** Thank you to the **#GameChangerTeam** for playing their part and for arranging transportation.



### 3.4. Baiteredi Secondary school (Kuruman)

The abovementioned school invited the North West University to come and do a career exhibition. While various institutions were there, the information shared during the event focused on the following: different higher institutions they can apply to—additional requirements for multiple qualifications. Community Engagement participants offered career guidance advice to the pupils.





### 3.5. Daycare NWU initiative

We don't provide only knowledge; giving to needy families is our main priority. Last year around August 2021, the school of Industrial Psychology and Human Resource Management adopted a creche in Miga Ramatlabama village. It collaborated with FEMS to donate food parcels to the creche, but not only that creche benefited, but Legae orphanage also benefited from that project. School of IPS&HRM is still trying to find sponsorships to make the creche a beautiful home for the little ones, as they are the future presidents of tomorrow. Deputy Dean was also present at that event. The acting chief of the village also welcomed us; it was indeed a successful project.



### **3.6. Living Faith Combined School initiative**

Education is the key to success, and managing diversity is also essential in schools. A lot transpired last year, as Bullying was a problem in most schools. So the School of IPS&HRM went to the abovementioned school to touch on various topics, Bullying, drugs, social media advantages and disadvantages, how to prepare for exams, and life in varsity. Grade 9-12 learners were briefed about those topics.

It was a success, as we also highlighted that it doesn't matter where you come from; culture is equal, and one rainbow nation. Living Faith is a multinational school. Learners came wearing their career outfits on that day; it was a beautiful day, as knowledge was transferred to the learners and educators.



### **3.7. Duet Gemmete Church NWU Winter blankets initiative**

Over the years, Duet Gemmete church has been collecting donations on behalf of the needy. This year they partnered with the school for Industrial Psychology and Human Resource management Potchefstroom to donate blankets to the needy/homeless.

Community Value: protect destitute people from extreme cold night temperatures and give them relief—reduction in the number of deaths of shivery cold every year.

NWU Value: The NWU will be promoted positively within the community. The act of donating will give donors an improved sense of well-being. All in all, creating a positive change in the world is a beautiful thing.





### **3.8. Mooiriver Cleanup initiative**

Eleven billion kilograms of plastic enter the waters each year. Most of this plastic is transported by rivers to the oceans, harming local ecosystems and putting marine and coastal life in danger. According to recent studies, microplastics can affect future generations' fertility by interfering with their natural hormonal systems.

Against this background, one of our seasoned staff members Dr. Bouwer Jonker, took it upon himself to organize community members to clean up Mooiriver in the Oewersig suburb.

This initiative protects people and marine life from the negative impacts of micro- and macro-plastic pollution by concentrating on the region in and around rivers and restoring the natural beauty of our environment.

We have a mission to clean rivers together!



### 3.9. Fundraising for Katlego's Cricket Tournament

The Stellenbosch cricket tournament is a gateway for upcoming cricket players to push on to the global stage, making it a crucial talent base from which the cricket teams of South Africa can draw.

But upcoming high school pupils who play cricket must fund themselves to attend this tournament. Primarily, ask their parents and relatives to pay, and some sponsors pay for their participation in the contest. Most of these high school pupils participate to enjoy the sport, the thrill of competition, and the chance to realize their full potential.

There is a young man who caught the eye of our colleague. His name is Katlego. Katlego is a teenage cricket player from ikageng township. He is from a disadvantaged background. His family lives below the poverty line. His dream is to play cricket at the national level. Ms. Felicity Van Vrede liaised with Mr. Maurice's SENWES cricket office and helped Katlego realize his dream of participating in the 2022, Stellenbosh cricket tournament.

This success saw him networking with other upcoming cricket players and networking with major potential sponsors.

It was also gratifying time for Ms. Felicity to step aside and assist a young man from a low-income home in realizing his dream.





#### **4. Project category 4: Outreach Sharing of expertise**

Community sharing of expertise involves connecting expert members of the same field (mention other community members that may be interested in the content).

##### **4.1. Standard Bank Learning and development for the future: post-Covid initiative,**

will employees need to be reskilled by 2025? Should our business embrace the transformation in learning and development to prosper after the pandemic? Will a strong culture of continuous learning help build a successful future business? These are some questions that the Standard Bank South Africa Learning delivery Team was grappling with.

Our two seasoned colleagues (i.e., Dr. Bouwer & Dr. Renier) took it upon themselves to provide the standard bank with the answers to their questions. Sharing their expertise and research findings with the Standard bank South Africa Learning delivery team regarding learning and development post-covid-19.

And, when it comes to the demonstration of our colleague's expertise. Despite all the challenges brought on by the pandemic era, there have been encouraging advancements inside organizations that are assisting in setting the stage for workplace change.





## 4.2. Infographic of various initiatives

The following infographic outlines different sharing of expertise in serving the community and what our school has achieved in this area to improve the lives of everyone our school touches.



**SIOPSA**  
SOCIETY FOR INDUSTRIAL &  
ORGANISATIONAL PSYCHOLOGY OF SA





Prof Marietta Du Plessis (UWC)



Prof Lene Graupner (NWU)



# Trauma Management Training

**Day 1: 8 Sept @ 8h30-15h00**

**Day 2: 9 Sept @ 8h30-13h30**

**Cost:** Complimentary for SIOPSA Exco members and Counselling Committee Members

**CPDS  
APPLIED  
FOR**

**Contact Us** →



**Sylvia Baloyi**  
[sylvia@lehlogonolohr.co.za](mailto:sylvia@lehlogonolohr.co.za)





**NORTH WEST PROVINCE  
TRANSFORMATION  
WORKSHOPS**

**12 CPD points**  
(PSB002/ASP/003/202  
2/16b)



**Potchefstroom**

**Session 1 : 29 June, 09:00-16:00**

**Session 2 : 30 June, 09:00-16:00**



#Sustainable Organisations  
#Authentic Societies  
#Significant Practices

**SPEAKER ANNOUNCEMENT**



**Prof Lené Graupner**

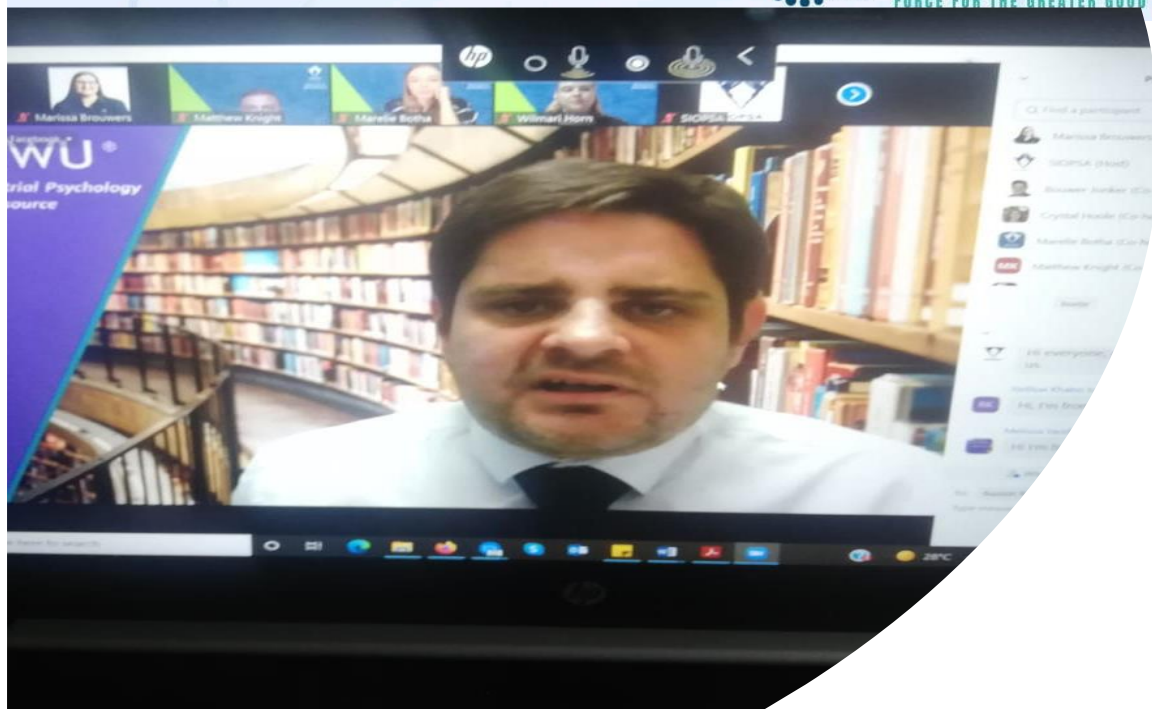
NWU

**TOPIC:**

**Workplace counselling in industrial psychology  
knowledge base: Where are we and where are  
we heading?**



**VIRTUAL  
24TH ANNUAL SIOPSA CONFERENCE  
13 - 15 JULY 2022  
BUILDING A BETTER WORLD  
INDUSTRIAL PSYCHOLOGY AS A  
FORCE FOR THE GREATER GOOD**



## **Conclusion**

Thank you to everyone who made this report possible. Your effort and hard work are highly appreciated.

Kind regards

B.Tejane