How is this organisation or programme linked to your theme? Are they offering any direct interventions to address the problem?

Do you agree with or support their approach and could your group identify any gaps or new ideas for possible future implementation?

**Organisation or programmatic conversation**

Moxico Resources PLC is a private operating, development and exploration mining company and is part of the construction and engineering industry. Moxico Resources are involved with infrastructure development and project management as well as social development where they have recognised the importance of mentoring younger engineers and the effect this has on the economy.

Moxico Resources have seen both failures and successes of projects and have come to see the importance of knowing as much facts or data as possible about a project before execution so that the planning will be more accurate. Therefore, Moxico has implemented a detailed planning and fact -finding intervention at their organisation where they have a team that is dedicated specifically to gathering data and facts about the site before the execution of the project.

With regards to social development, which includes the hiring of new engineers as well as the training and mentoring of younger engineers, Moxico believes that first impressions are not always the most accurate way of hiring people and will make hiring decisions based on data/facts of the individual. They are interested in the character of the person and look out for previously disadvantaged individuals. Moxico doesn’t yet have a specific program that targets social development, but they are aware of its importance and plan to implement a strategy soon.

It is evident that the more facts/data known before and during a project commences could be the difference between success and failure of said project. From Mr Swiegers’ interview it was seen that if not all facts are known and insufficient planning is done, it could set back a project, cost large amounts of money or can have more serious consequences.

From Mr Swiegers’ interview it could be noted that most Engineering or construction firms work according to the same principle: to complete a project within its schedule and for it to be successful. This is relatable, however, it's easy to forget about the bigger picture which is the development of South Africa in the context described earlier. Mr Swiegers mentioned that a professional engineer would not spend time to mentor a junior engineer, because it is a waste of time. This is probably because of a tight schedule for projects and professional engineers want to focus on finishing a project. This can impact junior engineers negatively in the future, because they do not get the right mentorship for when they themselves will have to work as professional engineers. This links to the first article where it was described how the lack of education is one of the causes of poverty and poor development in South Africa. If younger engineers aren't getting enough experience or mentorship, it will have a negative impact on future projects and development in South Africa. Senior engineers and other mentors should take time and make a bigger effort to train younger engineers to learn from their past mistakes and learn from their ideas to better engineering in and overall development.