

ACCENTURE AND SA INC MAKING A CHANGE

VIDEO TRANSCRIPT

Vukani Mngxati [00:00:05] The situation in South Africa is a bit challenging, to be quite frank. If you look at the recent unemployment numbers, South Africa is sitting at 34.4 percent and 70 percent of that is youth. I grew up in a township, and I'm very clear how my own life was changed by someone who could extend a helping hand. When I graduated high school, I never had money to go to university, but I was lucky enough to have Nampak, who paid for my schooling. And thank God for that because today I'm a CEO of Accenture. I don't think we've got a jobs problem in South Africa. I really think we have a skills problem. Today we export 250000 jobs to other nations. We could be using those jobs here and actually giving employment to our own people.

Sihle Tshabalala [00:01:06] My name is Sihle Tshabalala, and I am the co-founder and CEO of an organisation called Quirky 30. I grew up in Langa and I matriculated at the age of 16. No aspirations to go to university because none of my family members have ever been to university. So I turned to the only role models that I know, which you'll find them in the townships, which are drug lords, armed robbers and gangsters. So I started doing business robberies and heist jobs at the age of 16. But when I was about to turn 19, that's when I got arrested and went to prison for 11 years and three months. After I was released out of prison and coming back to a township of which I have been absent from for the past 11 years and to realise that nothing much has changed. I needed to provide these people with skills that will get them into jobs very quickly. That's when I found out about coding. So, Quirky 30, it's a not for profit company. We offer a free one year training

programme to kids between the ages of 16 to 35 where they come and learn how to code. So they learn both web and mobile development, they learn graphic design, online digital marketing, they learn cloud skills and all about computers. We offer them monthly stipends, enabling these kids now to be able now to have a second chance in life. You know, I was once there, you know, and for me, this is never work, you know, it's my life. What I see in them, I see myself. So we've been working with Accenture for the past five years now. Accenture was one of the first global organisations that saw the potential in us. Without Accenture we wouldn't have been here.

Khethiwe Nkuna [00:03:20] My name is Khethiwe Nkuna and I'm the responsible business lead working for Accenture, leading the Africa market unit. So what we do is we really immerse ourselves and become part of the core team to enable township youth to access first world ICT skills.

Sihle Tshabalala [00:03:40] So this is Accenture's second home from Joburg, you know, Quirky 30 in Langa, you know,

Vukani Mngxati [00:03:47] We help non-profit organisations in various communities by injecting cash and supporting their programmes so that they can create scale.

Sihle Tshabalala [00:03:56] Just where we are actually, Western Cape alone, we have over 25000 software vacancies available and we need such skills. We need such support, and Accenture was the one that raised their hand and said, Well, we are here. We want to



challenge the status quo. We want to position in this township as the next digital township, meaning that I want the next WhatsApp messenger being built by township kid.

Khethiwe Nkuna [00:04:28] I believe that talent is dispersed equally, but opportunities aren't, and if that potential is harnessed, it is really an opportunity for us to move the dial when it comes to the unemployment status. So Skills to Succeed Academy is a highly interactive digital tool where young people have a virtual coach who actually walks the journey of helping them to identify their skills. And once you are then ready for your interview, you know there are mock interviews that young people would do on this technology platform.

Sihle Tshabalala [00:05:10] We realised that 90 percent, ninety, nine zero, don't have computers, even the 10 percent that do have, they they are talking about Pentium 2s, Pentium 3s, Pentium 4s. So that's why now with the help of Accenture, we've managed now to set them up with devices at home.

Khethiwe Nkuna [00:05:31] By us, equipping these young people with skills that are already in shortage it's also a talent pipeline for us.

Sihle Tshabalala [00:05:39] These are kids that have never thought of that they'll be amazing, they'll be, they'll be extraordinary, they'll do something magnificent in life.

Khethiwe Nkuna [00:05:47] We've trained over 12000 young people and between 85 to 90 per cent of them have actually gone into jobs. I know many places where CSR is something that people remember at BEE verification time, you know, but the fact that this role reports directly to the CEO ensures that this is a strategic business agenda.

Edith Maphisa [00:06:15] My name is Edith Maphisa, and I'm the managing director of FuseIT. So FuseIT is a custom software development company that focuses in your enterprise, complex, high volume solutions, both

web based and mobile applications. Entrepreneurship can be a lonely journey at times. There's no safety net, you know, it's like you with a smile every day and you're thinking like, oh my word, you know, how am I going to survive?

Zandile Njamela [00:06:43] The biggest employers in our country are SMEs, and if we support more, SMEs to grow them, make them sustainable, they're able to employ more people. SMEs is the solution to the poverty levels to unemployment, low skill, low labour.

Edith Maphisa [00:07:05] So the Accenture enterprise supplier development is a programme where they take a number of SMMEs, so it's companies below 50 million, black owned and they take them through a two year programme. They looked at the increase in your profitability, increase in your revenue, increase in your head count as well.

Zandile Njamela [00:07:25] It's great to develop them, but they want business, right? So access to market is the biggest pillar for us where we integrate them and we make them suppliers. It enables us to provide clients with capable suppliers for their own supply chain. That's what makes our enterprise and supplier development programme different, it's shared value.

Vukani Mngxati [00:07:48] We need to invest in these entities, which today look small but have real potential of creating scale.

Edith Maphisa [00:07:56] We grew in our head count. So we employ 18 people at the moment. When I started the company, I thought like it was all about money, it was all about getting rich. But as you hiring new people in the business, you realise you're impacting lives, you're impacting livelihoods. So I don't have the luxury of quitting. You know, I have to make it work. That's what makes me fight every single day. That's what makes me want to succeed every single day.

Zandile Njamela [00:08:23] I take my job as though I'm in service. I'm there to serve them so



that there's that one person who's fighting for them to survive. We say that when you come in as an entrepreneur, we're opening our doors. You've got access to our resources, our minds, our IP, our technology, our global network. And nothing is off limits for you because at this point, this is how we're going to change the country.

Sibusiso Gabuza [00:08:53] My name is Sibusiso Gabuza. I'm a software developer at Ogilvy and Mather, Cape Town. My job is to build applications, build websites. It's challenging. Yeah. So I think that's the great part of it. I studied at Quirky 30 in Langa. I did not know anything about coding. It was kind of challenging, but I was up for it because at that time I was not working. I was not doing anything, so I was looking for something to do. I was looking for a job so Sihle came to my rescue. I feel I am one of the luckiest people. At the beginning when I started earning some money, I did help my mom. I had to support my brothers and my sisters. But at that time I was the only one who was working, so yeah, I felt good about it.

Sihle Tshabalala [00:09:56] Government will never change our circumstances or situation. It's ordinary citizens like me and you who care much about this world.

Zandile Njamela [00:10:05] We are brothers keepers and we are the keepers of the youth.

Sibusiso Gabuza [00:10:10] It did change my life. I am very happy. I am very happy.

Vukani Mngxati [00:10:15] The world is moving digital, everything about our society, about the

world that we live in is moving digital. Today, Accenture, in my own little corner and with my own people we are trying to make an impact. But imagine if we joined forces with similar companies, government, academia, civil society and we say, guys, we have a significant opportunity as a nation to generate digital skills and we can actually do what India has done, be the net exporter of skills. I think we are a country that has the potential to thrive. And I see that potential. It just needs to be unlocked.