Developing the Future Workforce for the ICT sector

The world needs to create more than 500 million new jobs by 2020 to provide career opportunities for the currently unemployed as well as young people who will be joining the workforce (source: International Labour Organisation, Global Employment Trends 2012).

Demand for Highly-qualified people is expected to rise by 16 million between now and 2020 in EU, while demand for low-skilled workers will decline by around 12 million. (source: European Centre for the Development of Vocational Training)

The European Commission recently announced that by 2015, there will be an estimated shortfall of up to 900,000 ICT professionals across Europe.

Aligned with international current market trends, mobility is one of the 5 SAP strategic business pillars. Based on our expertise and conscious of the requirements for the sustainability of our business model, SAP aims to develop workforce of the future and accompanies numerous inclusive projects enhancing entrepreneurship/professional inclusiveness/mobile technology development by under-represented and/or under-privileged publics across EMEA.

SAP cooperates with more than 1,500 leading institutions of higher education worldwide and supports universities in reaching their goals in teaching and research under the umbrella of the SAP University Alliances (UA) program. UA aims to develop highly qualified graduates with critical skills for the 21st century workforce. It brings wide range of benefits and opportunities to university professors and their students: advanced curricula, software licenses, academic research, teaching materials, student certification and building communities. In 2013 UAP reached close to 2 million students worldwide with +500 000 in emerging countries.

Academy Cube: Via its partnership with Academy Cube, SAP helps to address the ICT skills shortage. Academy Cube is an alliance between industry, academia and public bodies which aims to bridge the gap between youth unemployment and the ICT skills shortage in Europe. Launched at CeBIT 2013 and supported by the European Commission, the Academy Cube is an online platform on which interested young STEM (science, technology, engineering, mathematics) graduates can attend Internet-based eLearning courses.

Simplon.co: Simplon.co is an accelerated teaching program on Web/mobile programming and digital entrepreneurship developed for students traditionally under-represented in IT fields (girls, students from disadvantaged backgrounds). Inspired by “bootcamps” developed in the USA in 2010, Simplon.co shaped this existing model making it inclusive for youth from modest backgrounds. Conscious about the existence of an under-exploited innovation potential of those under-represented publics, SAP partnered with Simplon.co and accompany this social business in its expansion across EMEA region (starting in South Africa).

Web@cadémie: Web@cadémie provides young people who have dropped out of school and who do “not fit” traditional academic system with a 24-month-lasting training in ICT (especially programming). Their innovative approach enhances employability of those who would otherwise be excluded.

ICT Academy: Supported by SAP and other leading companies, the ICT Academy started in 2003 and has since certified over 750 graduates from disadvantaged backgrounds with the SAP Business One international certificate, providing students with a precious distinction that values their profile in the labour market.

Skills for Africa: Following a successful pilot in Kenya, SAP formally launched the “Skills for Africa” initiative in May 2013. The program is aimed at developing ICT skills to create a rich talent pool in Africa for the entire SAP ecosystem, beginning in South Africa, Angola, Nigeria, Kenya and Senegal, and followed by other
countries such as Ivory Coast and Mauritius. The training targeting 100 under-privileged students per year will comprise a mix of classroom and e-Learning without requiring Internet access, and students will receive printed course material and a USB which is valid for the duration of the course.

**SAP Training and Development Institute:** Up-skilling local talent will enhance their employment prospects and drive sustainable innovation and growth in the region. With a particular focus on mobility, in-memory computing, cloud, urban management and smart city functionalities, the SAP Training and Development Institute aims to certify 2,000 new consultants within the next four years, tripling the company's existing consulting capabilities in the region.