



The Digital Skills Center

Helping Individuals and Organizations to Thrive in the Digital Era

October 2023

Public

Why We Do What We Do



“We want to help the youth of today become the leaders of tomorrow. Together, we have both a great responsibility and huge opportunity to share our experiences and ensure that our successes, setbacks, and insights help to shape the next generation of difference-makers.”

Christian Klein, SAP Chief Executive Officer

Did you



know?

By 2030
the skills required
to perform most
jobs will have
shifted
significantly

50%

of all employees will
need reskilling as
adoption of
technology increases

Demand to close the digital skills gap is on the rise

76%

of businesses plan on long-term IT changes as a result of COVID-19.

\$11.5tn

potential growth if digital skills gap is being bridged by 2028.

149m

new digital jobs required by 2025 due to accelerated digitization.

SAP's Initiatives to Building Skills for Success across EMEA South

External Skills & Capacity Build

SAP Dual Study Program



In partnership with top universities, the program provides students with the opportunity to take major-specific SAP trainings and certification during academic years.

SAP Young Professionals Program

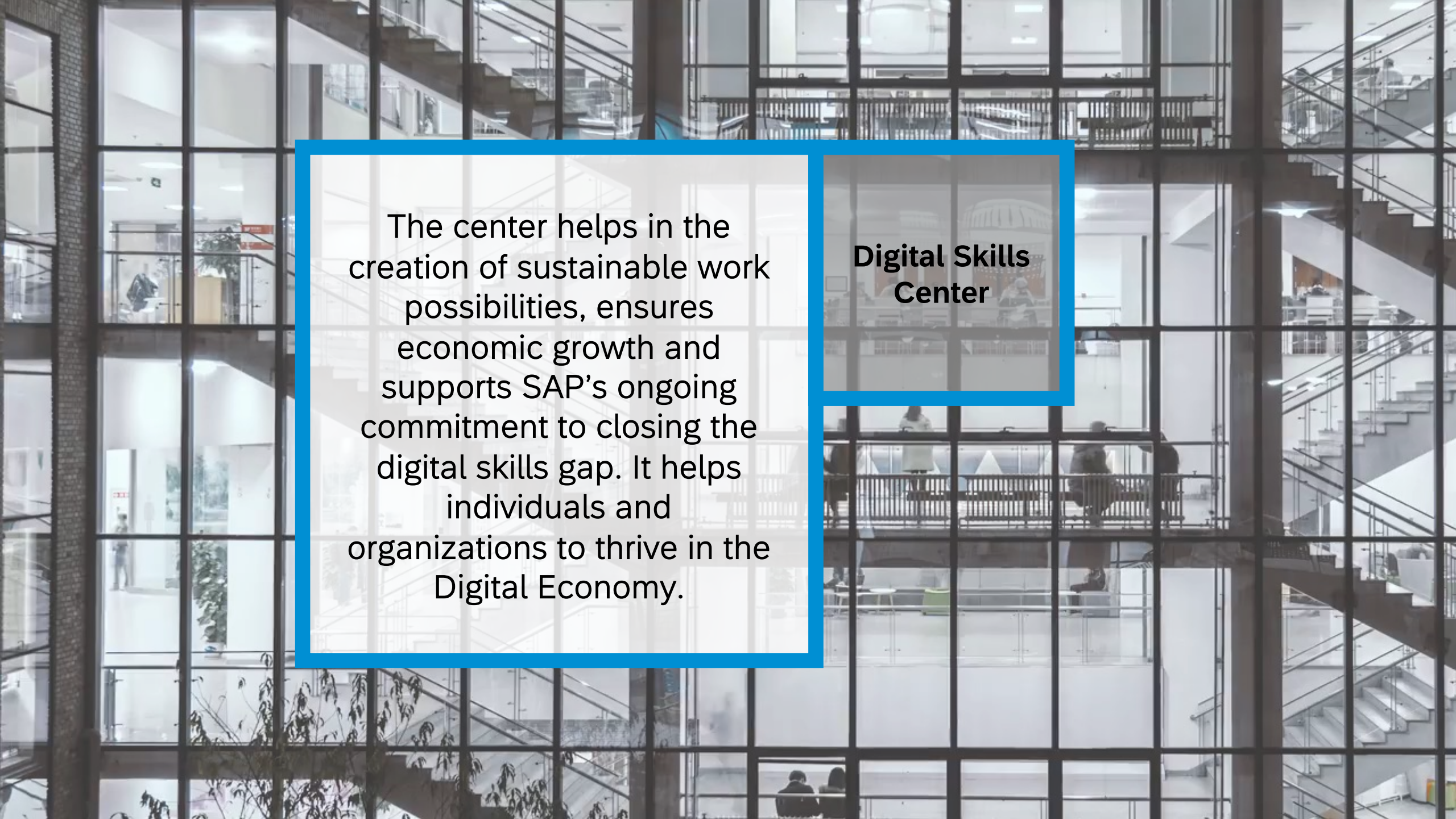


The 2-3 month program covers a unique enablement plan that includes SAP software functional/technical knowledge as well as soft skill trainings.

Across Africa, our capacity build programs are offered under the SAP Skills for Africa initiative



*Programs owned by global teams with Digital Skills Center orchestration/ implementation across EMEA South



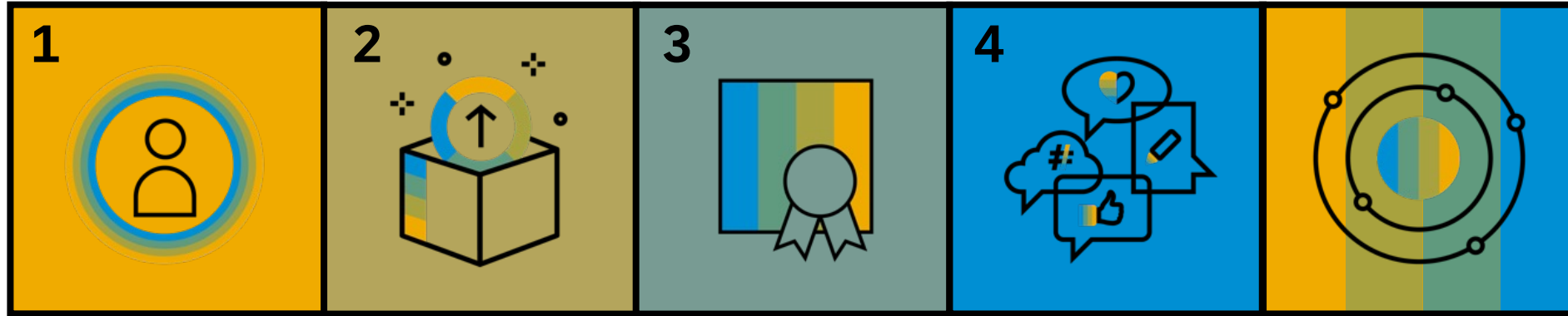
The center helps in the creation of sustainable work possibilities, ensures economic growth and supports SAP's ongoing commitment to closing the digital skills gap. It helps individuals and organizations to thrive in the Digital Economy.

Digital Skills Center

Initiatives by the Digital Skills Center



SAP Young Professionals Program



Highly Skilled
Tech Talent
Unemployed/
Underemployed

Passed a
rigorous
selection
process

Obtained 2
global
certifications
from SAP

Well-shaped
soft skills

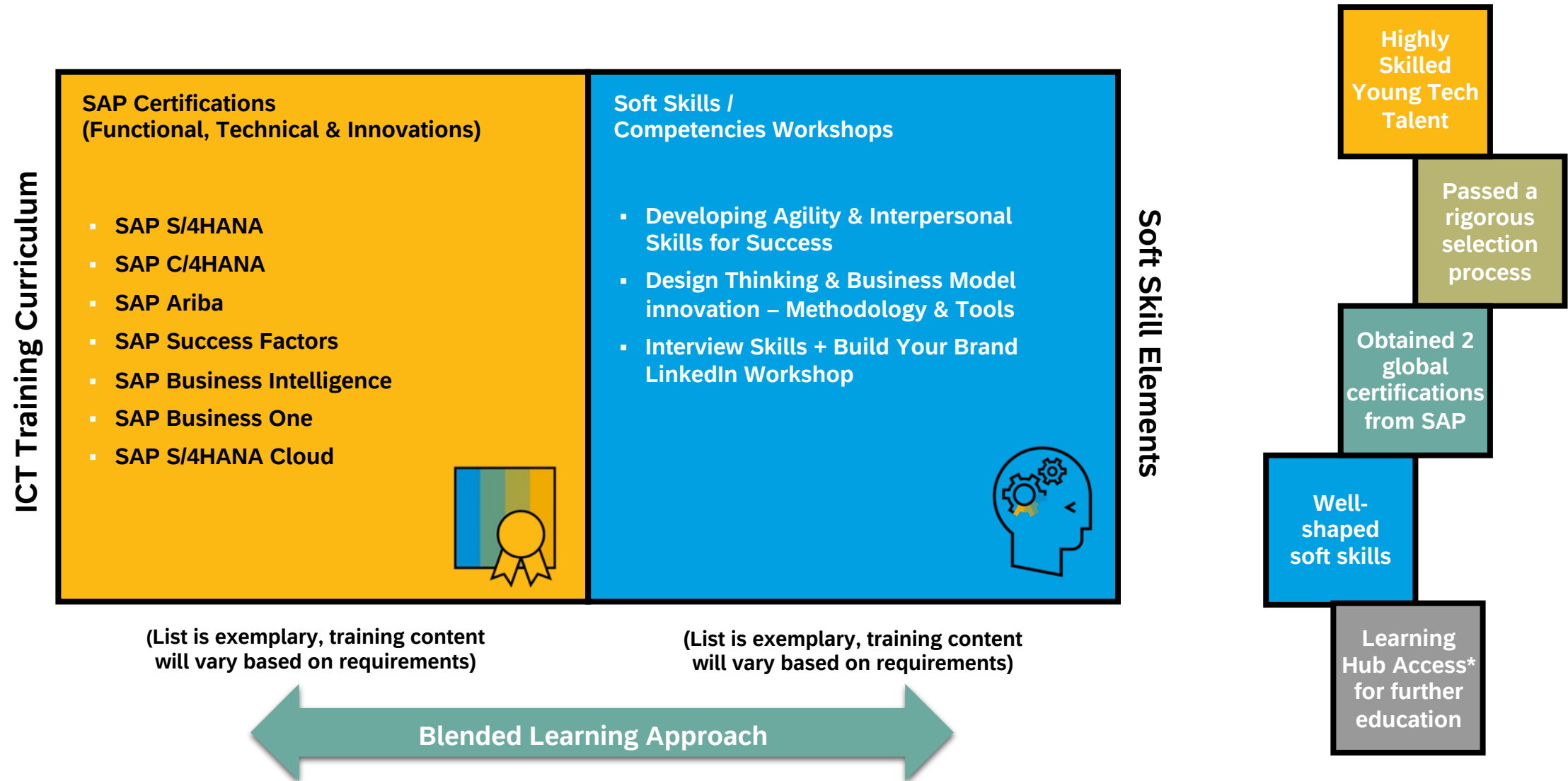
Immediate
employability
within ICT jobs



SAP Ecosystem
can hire out of
well shaped
Young
Professionals

Comprehensive Development Plan:
personal and business skills, functional and technical knowledge
of SAP solutions within a 2-3 months training program
to become SAP Associate Consultants

A Comprehensive Development Plan to Shape Young Graduates



Strict Selection Criteria to Find the Most Talented Graduates

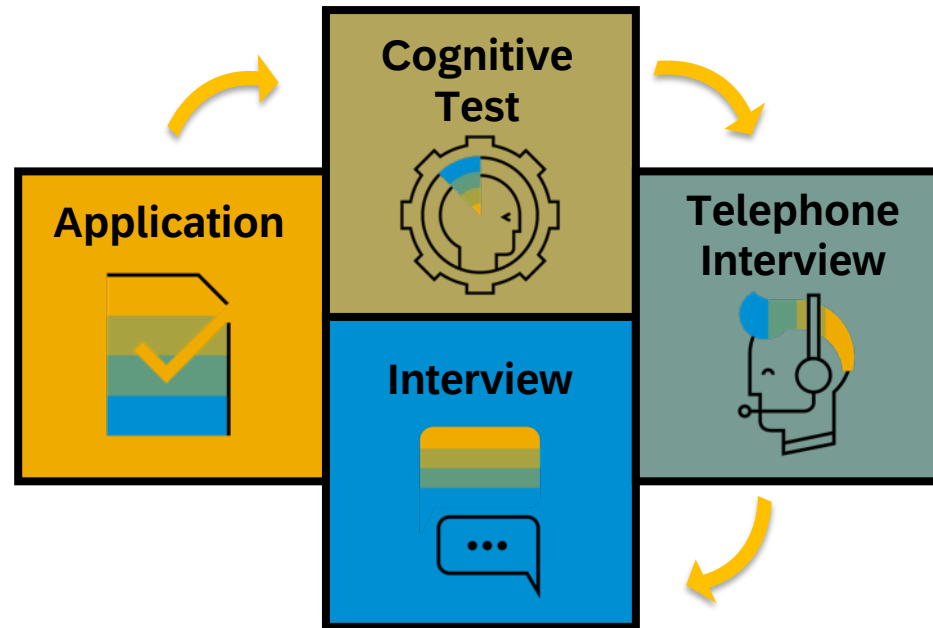
Basic Requirements

- Min. Bachelor Degree
- 0 – 3 years after graduation
- GPA among the Top 25%-tier
- Major to fit the track's discipline
- Unemployed/ Underemployed
- Local resident

1:1 Final Interview

To test candidate's competencies, behavior and attitude against SAP consultant profile.

Hiring companies can actively participate in the interview process.



Cognitive Ability

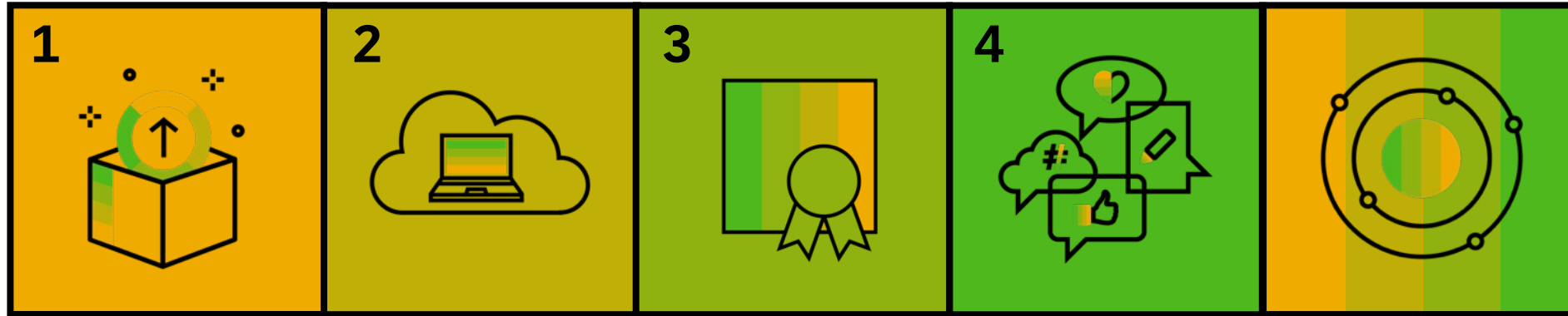
- Basic Business
- Logical Reasoning
- Verbal Ability
- Numerical Ability

Telephone Interview

Competency based questions to assess basic capability

Initial assessment on communication skills

SAP Dual Study Program



**Introduction
Bootcamp
to establish
fundamentals**

**Self-paced
blended e-
learning**

**Certification
on SAP's
latest
Innovations**

**Virtual
check-ins &
learning
opportunities**

**Competitive
advantage for
graduates**

**SAP Ecosystem
can hire out of
well shaped
University
Graduates**

**Extracurricular collaboration between universities and SAP:
Major-specific SAP trainings with SAP certification
for students during academic years
to become SAP Associate Consultants**

SAP Dual Study Program: Preparing Today's Students for Tomorrow's Skills

Introduction Bootcamp

Taking off with the SAP Dual Study Program in a three-day classroom session

Training and Certification on SAP's latest Innovations linked to SAP's Intelligent Enterprise Model



Digital Core

- SAP S/4HANA Private Cloud (TS410)
- SAP S/4HANA Public Cloud (RISE with SAP)
- SAP Business Technology Platform (Extension Suite)



People Engagement

- SuccessFactors
- Employee Central



Analytics

- SAP Analytics Cloud



Processes

- SAP Signavio

Virtual Check-Ins and Learning Opportunities

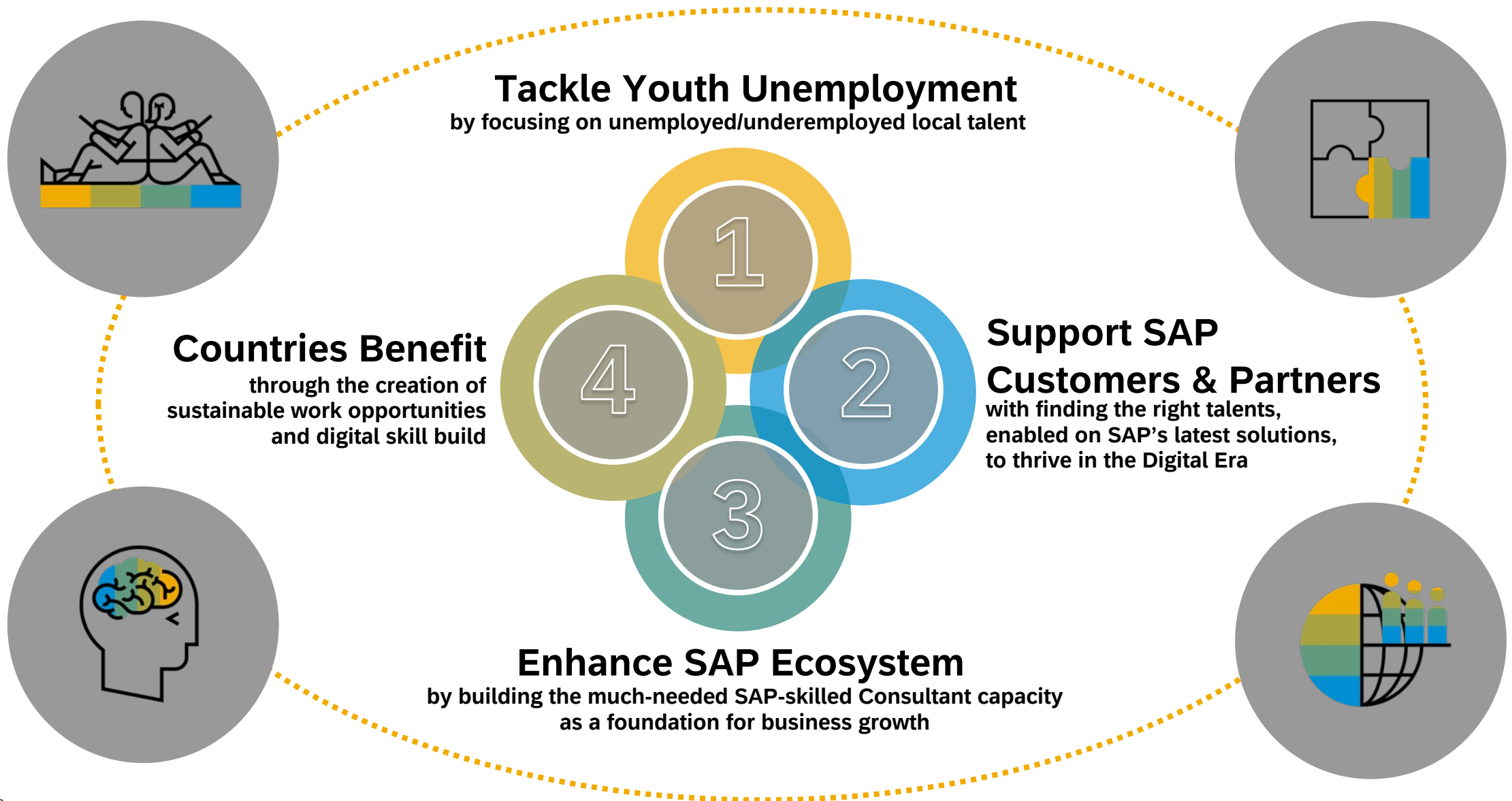
- openSAP;
- Student Zone at [Learning.sap.com](https://learning.sap.com)
- Virtual Q&A Sessions
- Virtual Learning Rooms
- & more

Introduction Bootcamp

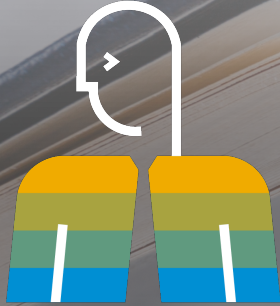
Self-paced blended e-learning via learning.sap.com to obtain certification and further knowledge

Support: Expert-led live and peer collaboration

Our Capacity Build Initiatives Create a Quadruple Win



Our Contribution: Invaluable



4060+

SAP Young Professionals
Program graduates
across 41 countries



3320+

SAP Dual Study Program
Students have been or
are still being enabled
across
46 partnering universities



95%

of SAP Young Professionals
Program graduates placed
into employment

Not Just a Training: We Take Youth Unemployment Seriously

“

The Program is not an education for professional life exposure only, it's indeed an experience of a life time that supports every aspect of career, family, and personal development and growth.

”

“

The Program gave me the most important skills I need to join the vast and challenging consulting world. I now feel fully confident to embark on my consulting career.

”



Rayah AlDhanhani
Graduate of the SAP Young Professionals Program Abu Dhabi, now working at Etihad Airways



Fanuel Atnafu
Graduate of the SAP Young Professionals Program Ethiopia, now working at Fairfax Technologies LLC

How We Help the World Run Better

**How We
Help the
World Run
Better**

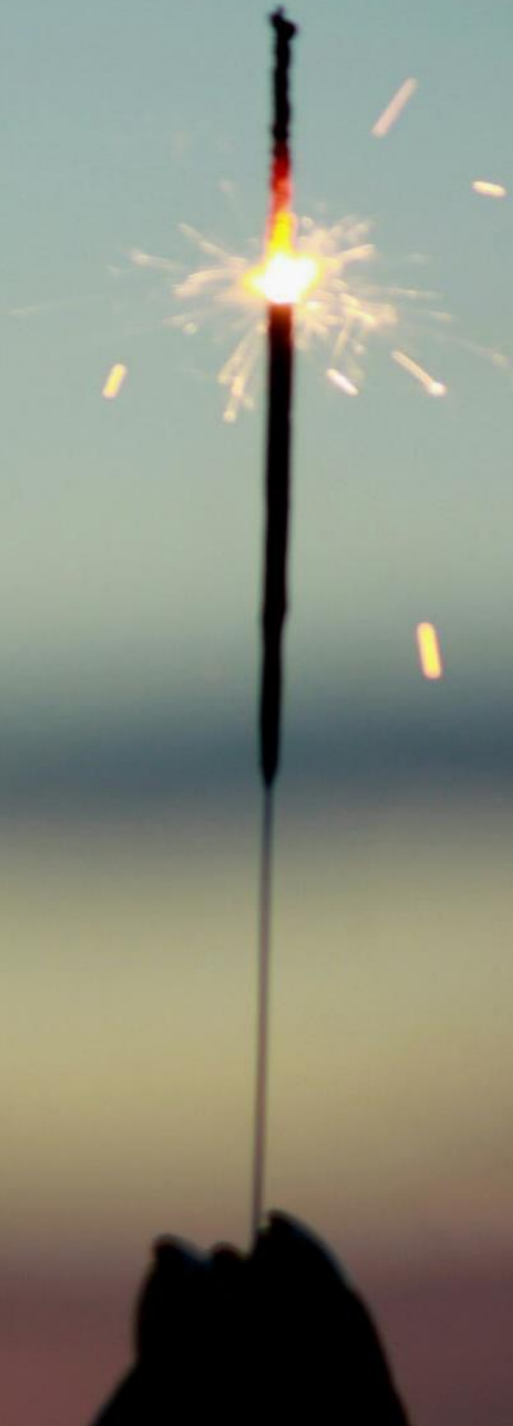
**Care about
local
challenges**

**Commit
to local
youth**

**Empower
with the
right skills**



**Invest in
relation-
ships**



Thank you.

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