

Developing  
top talent

# UCADEMY

LEVEL UP

## Destined for Diversity Graduate Development Programme

### BACKGROUND

In line with the priorities of the National Development Plan 2030, "people with disabilities must have enhanced access to quality education and employment. Efforts to ensure relevant and accessible skills development programmes for people with disabilities, coupled with equal opportunities for their productive and gainful employment, must be prioritised."

WNS Global Services SA recognised the need to invest in the development of people living with disabilities, and enlisted Ucademy to design and implement a Graduate Development Programme for disabled graduates, to develop them for placement into middle to senior management positions in the organisation.

### STRATEGIC INTENT



The Destined for Diversity Graduate Development Programme is a strategic initiative and is key for a number of reasons, including:

- It is a pilot project that helps companies to embrace and foster diversity and inclusivity.
- It expands their areas of social responsibility.
- It makes a significant contribution to B-BBEE scorecard under the Skill Development and Management Control pillars.

### STRATEGIC OUTCOMES OF THE PROGRAMME

The twelve-month programme provides disabled graduates with an opportunity to enter the world of work, to apply their learned theory and to create an environment where they are able to expand their knowledge, skills and experience. The candidates who successfully complete their post graduate qualifications, those who are committed and show themselves a fit for the company will be given an opportunity for permanent employment at WNS or to prepare them for placement in the BPM or other sectors.

It is a holistic programme and touches every aspect of the graduate's life. In this regard, we network with Occupational Therapists who coach and mentor the graduates, from a work integration perspective but also provide medical case assistance on an individual needs basis.

#### GRADUATES

- Successful integration of graduates living with disabilities into mainstream employment.
- Opportunity to gain appropriate exposure and experience, thereby contributing to future employment and growth opportunities.
- Holistic battery of assessments and targeted development plans to meet individual needs and aspirations.
- Provision of adaptive and supportive technology and tools.

#### JOB MARKET

- Provided a pool of job-ready, engaged new entrants.
- Reduced the time and cost of onboarding training as learners had acquired foundational skills on the programme.
- Embraced diversity and enhanced awareness and inclusivity.
- Contributed significantly to the achievement of client BBEE targets.
- Builds employer brand as a socially responsible and engaged organisation.

#### GOVERNMENT

- Contributed to the national imperative of meaningful employment for people living with disabilities.
- Reduced dependence on social grants by paying above market related salaries.
- Uplifted skills levels to drive a competitive BPO sector based on quality and service delivery as opposed to pure cost.
- Contributed to national and socioeconomic drivers.

### BENEFITS OF THE PROGRAMME

Targeting and developing marginalised groups creates career opportunities linked to good remuneration, job satisfaction and personal fulfillment all of which have a significant multiplier effect within the communities from which we draw our talent.

**1** Contributes to alleviating ostracising of people living with disabilities.

**2** Boost morale, self-belief, self-value and self-actualisation of people living with disabilities.

**3** Integration of individuals living with disabilities into mainstream employment. Encourages other people living with disabilities to pursue the interests and aspirations.

**4** Contributes to eradicating poverty, reliance on social grants and reducing inequality by equipping disabled graduates with skills and knowledge for sustainable employment.



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