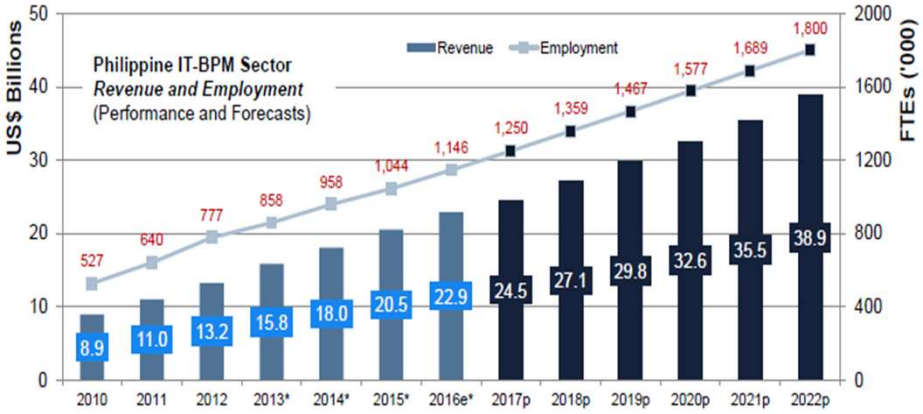
BRIDGING THE INDUSTRY-ACADEME SKILLS GAP

Benedict Hernandez

accenture

OUR INDUSTRY ROADMAP 2022

The IT-BPM sector has the potential to earn USD 38.9 billion and employ 1.8 million professionals by 2022



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TRANSFORMING UNTAPPED COMMUNITIES…

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…INTO VIBRANT ECONOMIC HUBS

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THOUGH SOME PLACES ARE BETTER LEFT ALONE

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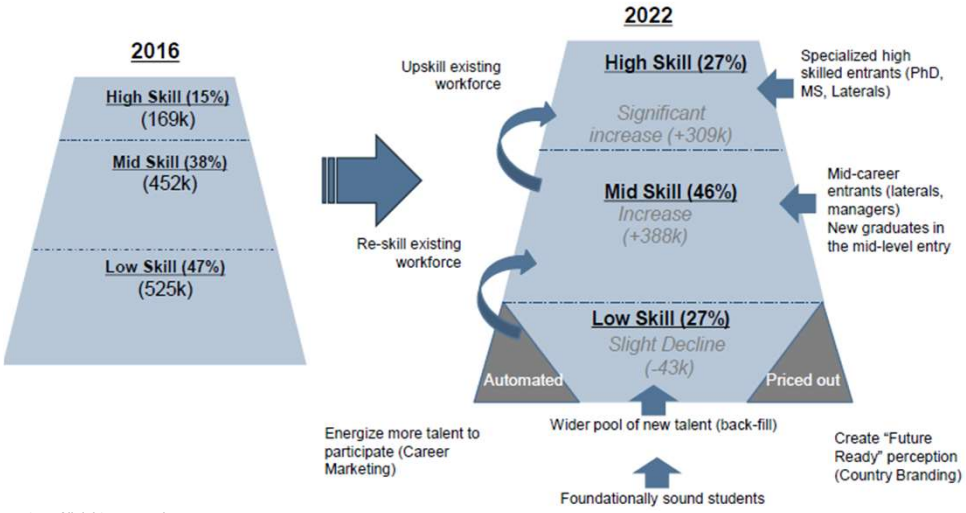
TRANSFORMATION OF THE IT-BPM WORKFORCE

Illustrative Human Capital Skill-Mix Transformation



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THE AGE OF DISRUPTION IS UPON US

Regulation Accessibility Liquid Workforce
Future Workplace Automation Geo-politics
Mobile Infrastructure Competition
Big Data Complexity Legislation Future Workforce
New Wave Cities Social As-A-Service
Connectivity Education
Security Artificial Intelligence
IOT Digital New Administration
Platforms Business Continuity Cloud
Market Trends Millennial

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CHAMELEON CHAT

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INTELLIGENT EMAIL ADVISOR

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9

AMELIA

Learns **25 languages**

Manages **20,000 transactions** simultaneously

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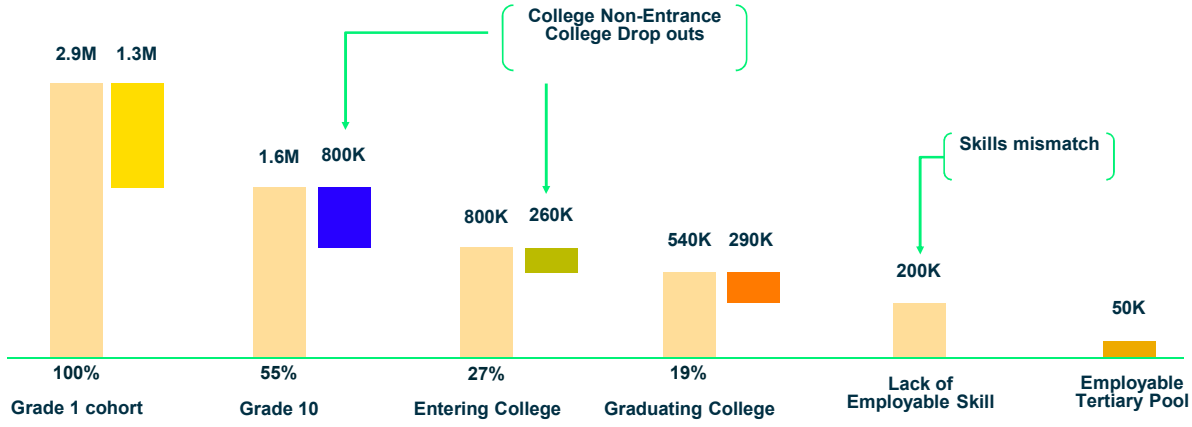
10

MEANWHILE… QUALIFIED TALENT TODAY IS ALREADY HARD TO COME BY



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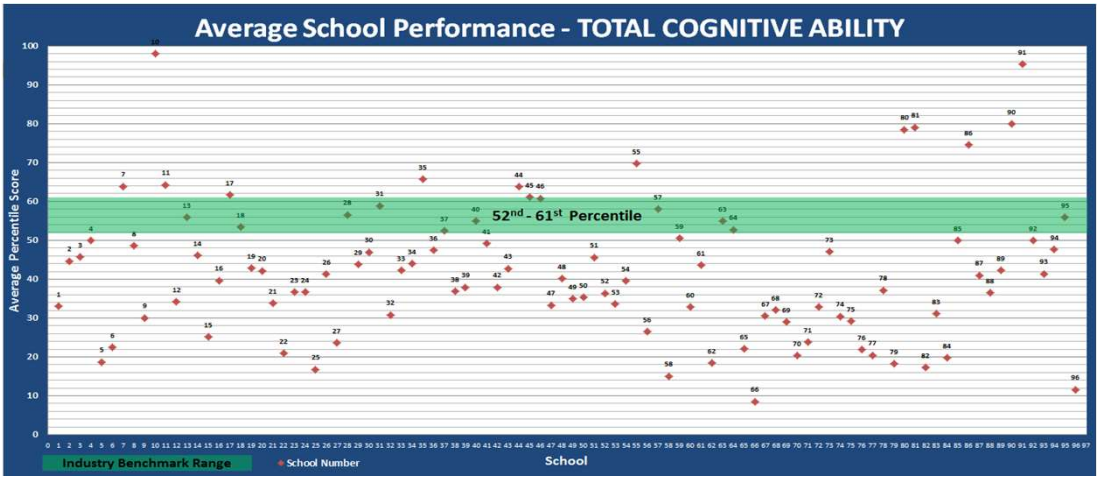
AND RECRUITING RATES REMAIN LOW



Industry Range

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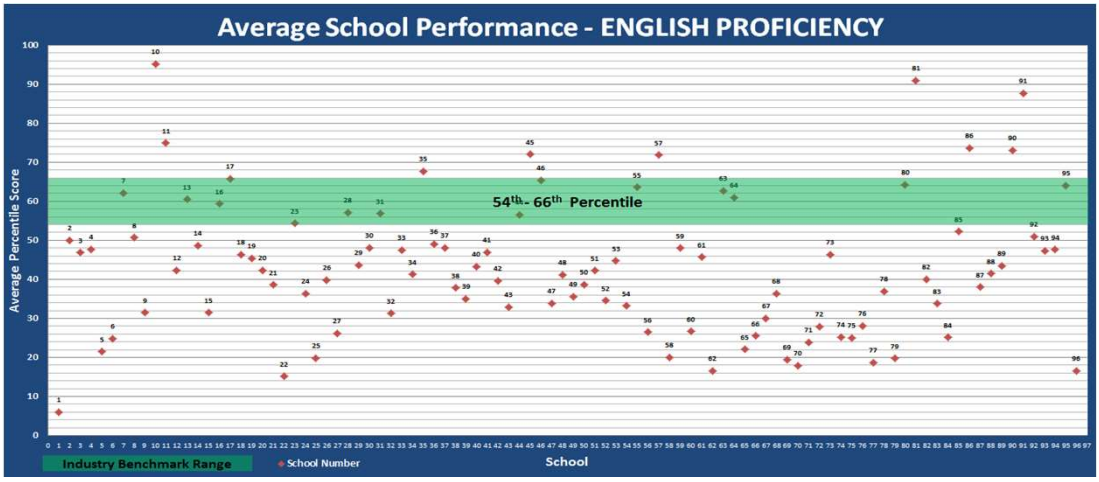
BASICS LIKE ENGLISH PROFICIENCY IS BEING MISSED



Industry Range

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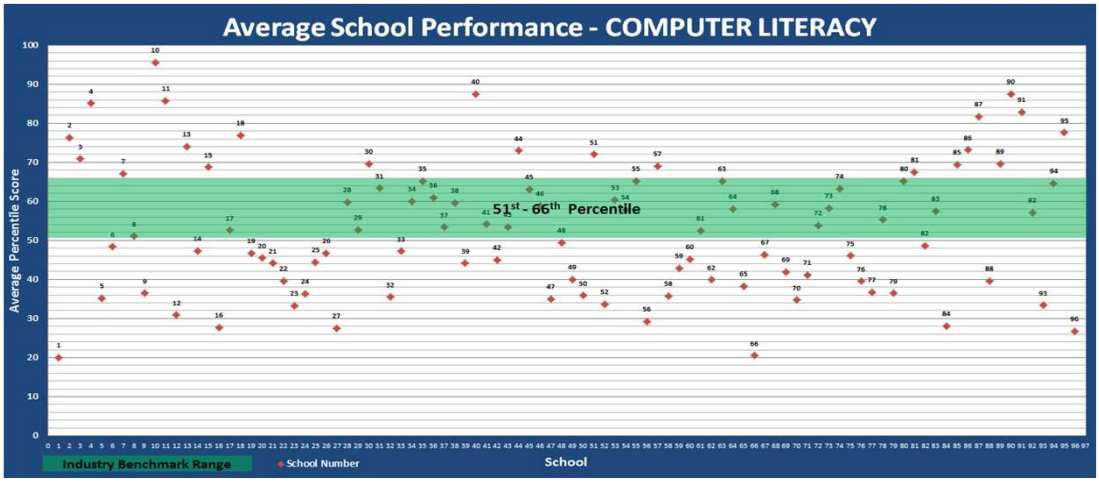
AND NO AMOUNT OF FB IMPROVES COMPUTER LITERACY



Industry Range

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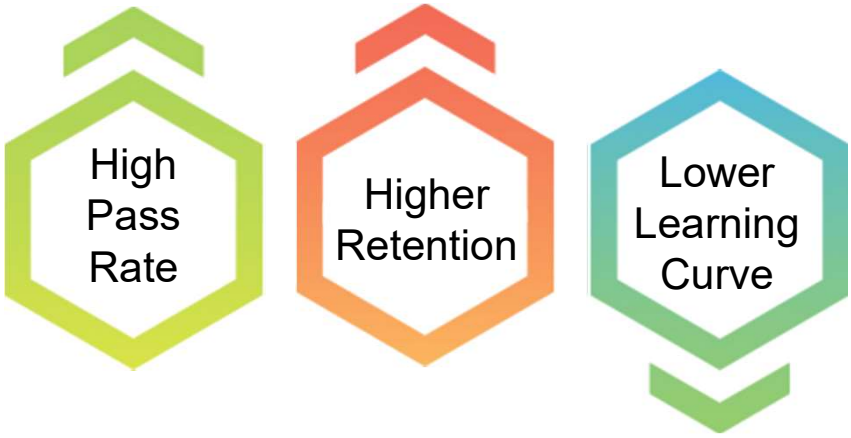
TALENT ACQUISITION & TRAINING NIRVANA MIGHT LOOK LIKE



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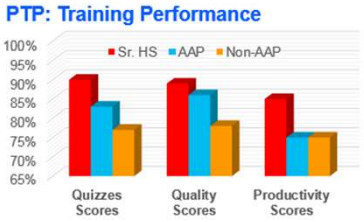
THERE IS HOPE…



76.74% recruiting pass rate versus current Accenture benchmark of 5%.

Zero Attrition over last 6 months

Positive feedback

- Resources meet their SLAs and perform at par with peer group
- There is evident eagerness in learning the processes assigned to them
- Resources know how to build and establish good working relationships with their teams

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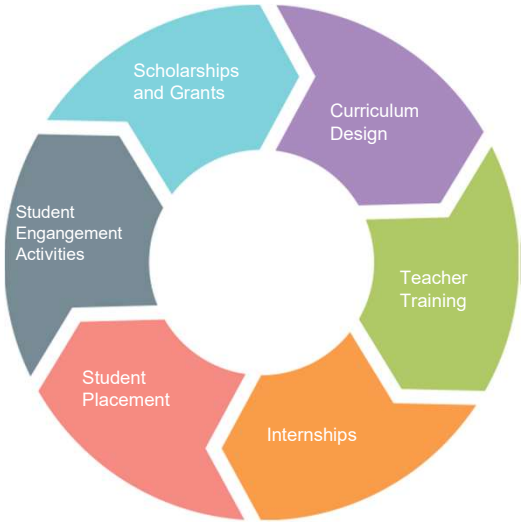
BUT HOPE ALONE WILL NOT FIX THE PROBLEM



COLLEGE LEVEL

1. Service Management Program (SMP)
   - Minor Degree
   - 15 units with 600 hours of OJT
2. Accenture Professional Employment Program (APEP)
   - Industry-focused semester (4th year)
   - 18 units

SENIOR HIGH SCHOOL LEVEL

- For Grades 11 and 12
- Academic Track: STEM, ABM
- TechVoc Livelihood Track: ICT Strand

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CAN WE INSPIRE OUR COMMUNITY TO TAKE THIS JOURNEY?

Policy
- CHED CMO - SMP
- TESDA Partnership
- SMP SHS Model
- IBPAP-COCOPEIA

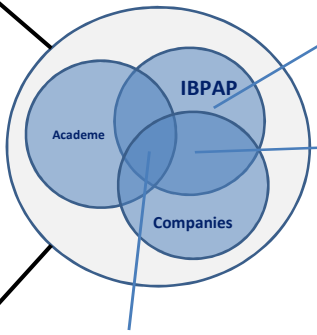
Curriculum/Content
- *SMP , eSMP, SHS*
- *TESDA*
- *BEST/AdEPT*

Capability Building
- Teacher Training
- Student Internship
- Teacher Immersion
- Partnership Model
- Knowledge Hub

Career Marketing
- Digital
- Roadshows
- Career Fairs

Assessments & Certification
- GCAT
- TL Assessment
- Aspiring Minds*

IBPAP Talent Development Framework
Industry – Academe Partnership



IBPAP has enabled over 50 schools nationwide
- DLSU
- MMSU
- LSPU
- CVSU
- BSU
- PUP
- JRU
- MIT
- FEU
- UST
- UE
- TSU
- UMAK
- CEU

IBPAP is working with 16 other companies for partnership

IBPAP has brokered 12 companies to partner with 14 Schools

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