

ABSA runs a successful Business Intelligence Graduate Program

The Challenge

The demand for business-driven analytics at ABSA was growing exponentially and they needed a mechanism to develop people to grow and run the solutions in an affordable and sustainable way.

Hiring intermediate or senior data analytics skills was time consuming and costly. Candidates didn't seem to have the expertise in line with their asking price.

Although data analytics training was readily available, the skill could only be mastered under the mentorship of someone more experienced.

There is also a problem in South Africa that there are many young talented graduates without employment or opportunities to gain experience. Those who are lucky to get an internship land up doing superficial work (including job shadowing) and most time don't integrate into the business. At the end of each internship, all they can find is another internship – sometimes 4 or 5 times.

How the Program works

The graduates are provided with demanding training from some of the best trainers and experienced consultants in the industry. The program is structured on rapid learning techniques. The curriculum is designed to focus on the 83 skills that a Data Literate employee needs to have.

Graduates are given assignments and homework that simulates a real-world scenario. Every exercise is timed, and the graduates must achieve the benchmark time limits for each exercise. We also motivate them to improve their speed with each iteration.

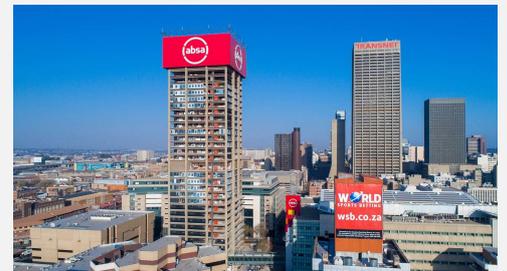
Unlike other graduate programs, where graduates are asked to shadow the staff or perform menial tasks, we immediately get them working on projects that add value to the business. We matched the project work to their capabilities so that they aren't lost and don't get frustrated.

ABSA Group Limited is one of South Africa's largest financial services organisations, serving personal, commercial and corporate customers and is listed on the Johannesburg Stock Exchange. ABSA's business operations is segmented into four key clusters: Retail Banking, Corporate and Commercial Banking, Investment Banking & Bancassurance.

Operating since: 1991

Website: www.absa.co.za

Employees: 35k – 40k



Secret Sauce

Each graduate is mentored on the job by a coach who ensured that the graduates are applying the skills which they have been trained to perform. When they get stuck, they simply reach out to the coach who comes to their assistance and there is no need for the client's resources to coach the graduate through the learning experience

Each graduate is required to come back to our offices for formal training monthly. The training covers Data Literacy, Business Analysis, Business Intelligence and Soft Skills training.

The Result

According to **Michele Comyn**, the Change Head Treasury, Barclays Africa Group, Barclays bank in South Africa were struggling to keep up with the demand for QlikView resources. They had been to the market to recruit intermediate skills and found the candidates to be very expensive for the skills on offer.

They partnered with KPI Management Solutions and 5 graduates were placed on site.

"Within 3 months of being on the programme, each Grad, were allocated key project deliverables of focus with regards to a function in Treasury and the learnings, development, ownership, results we have seen from them has been remarkable.

Overall, we found the graduate programme to be a real success in Treasury with regards to the calibre of resources, willingness to learn, and the ability to pick up, own and drive pieces of work in a shorter time frame than expected.

All the deliverables are strategic initiatives and are of key importance.

This programme has resulted in empowering the grads, cost saving initiative for the organisation, whereby it's been a delight to see the grads growing and evolving their careers within Treasury.

We believe that any business needing QlikView resources should simply use KPI's graduate approach.

It's efficient, predictable and virtually risk free."

About KPI Management Solutions

KPI Management Solutions helps organisations manage and improve business performance. KPI develops innovative software solutions to identify, quantify and unlock business inefficiencies. KPI's solutions include reporting; data analytics; planning & forecasting; data modelling; and KPI training. KPI provides balance, simplicity and depth. The solutions are easy, insightful, collaborative and move the financial needle.

Roger Knocker | Roger@kpims.co.za

Tel: +27 82 809 5423 | www.kpims.co.za

34 Whiteley Rd, Melrose Arch, Johannesburg, RSA

