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# From Kholiwe's Desk



Kholiwe Makhohliso  
Technology and Country Leader  
Oracle South Africa

## Hungry for Change

It's so exciting to be part of the team at Oracle South Africa that is changing lives through the numerous transformation programmes and initiatives we support. For us, it's key to align to the strategy and objectives set out in the National Development Plan in order to change the lives of communities and to positively impact the socio-economic climate of South Africa in the long-term. For Oracle this is part of our company culture where every member of our business is committed to creating change.

Throughout this brochure are stories of inspiration, hope and upliftment – where Oracle initiatives are making a difference in people's lives. From small, simple yet impactful initiatives to large scale investments that bring about huge change in the lives

of many, such as those within the Ponelepele Oracle Secondary School community.

Talking about Ponelepele, I'm pleased to say that Oracle's investment goes way further than just the building of a school over a decade ago. Our ongoing investment into human capital and improvement in skills with both teachers and learners has proved invaluable. To date we have awarded bursaries to six students to continue their studies and this number continues to grow. I am proud to say that one of the very first Ponelepele students who matriculated in 2006 is now a full-time employee of Oracle. Be sure to read about Justice, and other successful Ponelepele graduates' stories further on in this brochure.

Another highlight is Oracle's global commitment to women's development with the Oracle Women's Leadership (OWL) programme and the Oracle Corporate Leadership programme, of which I am a direct product. These two initiatives have helped Oracle become the force it is within the ICT industry today and we have seen a significant increase in the number of women holding leadership positions within Oracle. This is testimony to Oracle's investment in women.

These are just a few examples of where Oracle is investing and supporting education and transformation in South Africa. I invite you to walk this journey with us and to read the inspiring stories herein of the journeys we have taken with others. They reflect that driving positive change is part of our DNA, and that here at Oracle we're committed to work together to change lives.



Kholiwe with Safra Catz, CEO Oracle Corporation

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# Ponelopele Oracle Secondary School

## The school of hope

Nestled in Kaalfontein, Midrand is a beacon of hope. An educational oasis, a partnership between Oracle and the Department of Education, that has changed the lives of thousands of students that have walked through the door. For Nico Leso, when he took on the role of principal at the new Ponelopele Oracle Secondary School in January 2006, he was excited.

“It felt like a big project and I was determined to succeed,” he says. Since his tenure as principal, Ponelopele has seen an increase in its matric pass rate from 76% to consistently above 85%.

“Hope is being able to see  
that there is light despite  
all of the darkness.”

- Desmond Tutu

“Ponelopele” is a Northern Sotho word meaning “Oracle” – to have vision; it was chosen by officials at the Department of Education and the community.

The school motto is in XiTshonga: “Vumundzuku I byaHina”, meaning “The future is ours”.

The Blacksmith Plover featured in the emblem is one of Gauteng’s more distinctive birds. Its many characteristics portray what learners can relate to: its bold colours represent diversity, it is adaptable to a changing environment, protective of its own, survives in a sometimes harsh environment, and is tenacious, intelligent, perceptive and successful.



Nico attributes the school’s success to, “strong and enthusiastic staff that are very optimistic and visionary,” the unwavering support from the parents and the strong discipline at the school.

“Almost every parent wants their child to be registered in this school, it’s seen as a game changer,” he says. And the parents support the school in every way they can. “The parents are part of our success,” he says, “they attend meetings in large numbers and support the school in all of its activities.”

Every year Oracle gives a high performing learner, who is interested in studying IT or Commerce, a bursary to continue their studies at university. The Education Department also gives bursaries to the three top learners.

It’s not just about academic performance. Nico says that balance is very important and extra-mural activities are encouraged. Ponelopele’s choir was rated second in the province in 2015, in athletics the pupils are performing at provincial level and the school also has competitive volleyball, cricket, netball and soccer teams.



“Extra-murals create fresh minds that give good results,” he says. And the school is well known for its strong academic results. But it isn't just the pupils that benefit from the opportunities created by Ponelopele. When teachers are poached by other schools it is a loss for Ponelopele, but of great benefit to students elsewhere. Nico says the greatest value that Ponelopele offers its students is hope and the sense that they are important and valued. “Ponelopele is a wonderful project for the nation. From all angles it's an opportunity for everyone. These kids are focused, they want to become somebody and the partnership between Oracle and the Department of Education gives them the opportunity to make their dreams come true.”

#### **Achievements and Supporting Programmes:**

- Selected as one of MEC's Paperless Schools
- Actively used smartboard solution
- Technogirls Translator invention which won the national award which resulted in numerous prizes, a trip to Cape Town and Malaysia
- Ongoing teacher development and accredited ICT training
- Various career guidance programmes
- JA South Africa Entrepreneurial Development Programme
- Extra Mathematics, Accountancy and Science classes and exam revision sessions
- Take a Child to Work days
- Lego Educational Technology
- Robotics – using the Lego technology



Nico Leso, Principal Ponelopele Oracle Secondary School and his Deputy, Cynthia Zandile

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# Ponelopele Oracle Secondary School



## Where is Praise Ndebele now?

"Thank goodness I made it," is what Praise Ndebele said to himself after passing matric. The Ponelopele Oracle Secondary School graduate made headlines in 2014, after achieving the best matric results in Gauteng in 2013.

His eight distinctions included 98% for Economics and 100% for Maths, Accounting and Business Science.

Praise attended Ponelopele from 2009 to 2013 and believes he wouldn't have been successful if he had gone to another township school. "The school has better facilities, is open 24/7 if you want to study and offers better education," he says.

"It (Ponelopele) was life changing," says Praise who says that he used the computer lab extensively, but also found the career expos incredibly useful. "They gave us guidance and info on what to study. You could spend the whole day asking for information and find out what we can do. I didn't know what was possible," he says, "I found out that the career opportunities are endless."

Praise is currently studying Actuarial Science at UCT with a scholarship from Gallagher Foundation and support from Oracle. His aim is to complete his degree and graduate with honours in 2018.

His advice to young people who want to succeed is to use any resources that are available to them wisely. Look out for opportunities, work hard, take the first step and reach out and most importantly work hard.

## Bursary Programme Supporting best students

There are currently six learners from Ponelopele Oracle Secondary School who are studying IT or Commerce at universities with various forms of support from Oracle.

Every year the best, not necessarily the top performer from the school, is awarded a bursary. The learner needs to be dependent on a bursary in order to study further and has to have a keen attitude and commitment.

The bursary covers tuition, accommodation and text books. Additional life skills training is given throughout the bursary period by a mentor who meets regularly with the students to provide support.

## Oracle changed my life

"Without Oracle, I would not have had the opportunity to be where I am today", says Justice Moropa. He speaks candidly about his personal journey, and what the company's intervention at every stage of his development has meant to him.

Justice began his journey at Oracle's Ponelopele School in 2006, "I completed my matric and Oracle then sponsored my university tuition."

In 2010 Justice started his degree in Mathematical Sciences majoring in Mathematics and Computer Science. "Oracle was



all that I had, I couldn't afford anything," he says. The company paid for his tuition, books and accommodation during his studies. But he says that they also took his personal development very seriously.

"Have you met Wendy and Sonja?" he asks. He speaks highly about these women and the support that these two members of the Oracle transformation team gave him while he was studying. During his studies Justice worked with three mentors who, "were there all the time. They coached, supported and motivated me. They inspired me, they were very supportive, and I worked hard so that I didn't disappoint them. They helped me to not lose hope. They made me realise that something good is going to happen. That my dreams are going to come true," he says.

Once Justice had completed his university degree he was given the opportunity to join Oracle's graduate programme. He admits that on his first day at Oracle, "things felt a bit different."

He says that the transition from student to Oracle was difficult and a bit intimidating, but by the second week he says he was fine and had started adapting to the culture.

Justice says he thrived on being surrounded by successful people. The hardworking ethos at Oracle appealed to him, and further inspired him to succeed. I felt that, "nothing is going to block my success now."

Justice now holds the position as Associate Consultant at Oracle. He says that the support he has received from the company has inspired him to become an even better and bigger person. "I want

to be one of the happiest people in the world. I don't want to be a typical someone, I want to be a bigger person in my life and career."

He finishes saying, "Oracle has shaped my entire life."

## A mother's quest and a daughter's success

Whitney Mbalati was one of the first students to attend the Ponelepele Oracle school. But, her journey with Oracle started earlier. Her mother, Queen Mbalati, started working at Oracle as a cleaner. She had just become a single mother and was battling to make ends meet. But, she was determined to make sure that her daughters were afforded every opportunity that she did not have.

Whitney didn't want to go to Ponelepele, it was in a different area, different friends. Queen had already bought the uniform and registered Whitney into another school. However, Transformation Director for Oracle South Africa, Wendy Beetge convinced Queen that attending the Ponelepele Oracle school was a great opportunity which Whitney shouldn't miss out on. Fortunately her persuasion worked.

Both mother and daughter agree that Whitney would not be where she is today, had it not been for Ponelepele. "The Ponelepele school helped my child to be a strong and independent person. There were teachers that were building her," says Queen.

Today Whitney is a qualified nurse with three specialties: psychiatric, community nursing and midwifery. "I wouldn't be where I am without Oracle and the support they've given me. It was like vanilla ice cream. Being the first students there we had to prove ourselves and the teachers had to work hard too. When it's play time it's play time, but when it's books it's books. We were different to the other kids in the area," she says.

Whitney attributes her and her fellow classmates' success to the teachers at the school who were dedicated to making sure that they supported the learners in every way. "My first teacher was Mrs Lekhoathi – that woman built me. She was there for me. She once gave me a textbook because we didn't have money to buy one. She said that it was her son's old book – but I could see that it was new." Mrs Lekhoathi left to become a headmistress at another school and she was replaced by Mr Shondlane.

"In my class our teacher was like our father. He would buy food and we would eat together. I think I succeeded because I had no choice but to succeed," says Whitney.

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# Ponelopele Oracle Secondary School

Mr Shondlane also went the extra mile, checking in on Whitney and her friends making sure that they studied and remained focused. He also built relationships with the parents to make sure that they were always looking after the interests of the child.

“To show that they were behind us, Oracle always supported us, not only with material things. Wendy saying ‘how are you?’, showed me that she really cared. The career guidance days and the time that the Oracle staff took to make sure we always knew that we weren’t alone.”

Queen has held herself to the same standards that she expects from her daughter. She furthered her career with the help of an Oracle staff members’ assistance. She recalls being asked if she knew how to send a fax, “I said I don’t know how, but if you show me I will learn”. And that was the beginning of a new journey for her. She continued learning, attended classes at Oracle and persevered. She now holds a position as a switchboard operator.

“My mother is strict. It was tough for us, we often had nothing,” says Whitney, “But she always said that education was the key and I wouldn’t be where I am now if it wasn’t for her.”

## Career Planning Programmes

Leaving school to study at a tertiary institution or starting your first day at a new job can be rather daunting when you’re only 18 years old.

At Oracle, we support our Ponelopele Oracle Secondary School students on this journey. Oracle runs several programmes to equip these learners with some of the skills that they’ll need.

- **Career Conversations** is specifically for Grade 9 learners who need to select subjects in line with their preferred careers. Learners spend time with Oracle volunteers to discuss what they should be focusing on and the importance of their studies. Students spend time with motivational speakers and they also receive collateral to take home with them.
- **Career Days** have been happening for several years and continue to grow. Exhibitors from different walks of life gather at the school hall to showcase their institution for studying or

the business that they are in. Grade 10, 11 and 12 learners spend the day at this exhibition and gather valuable information on study options, how to apply, what their grades need to be as well as what career opportunities are available to them.

- **Take a Child to Work Days** are an absolute hit with about 250 Grade 12 Ponelopele learners coming to Oracle over a 5 day period. The excitement and enthusiasm of coming to a big corporate like Oracle can be felt in the air as learners spend time with various volunteer staff and suppliers to learn more about business etiquette, personal financial management, preparing a CV and handling an interview, besides also receiving valuable tips on preparing for life after school.



# Human Capital Development

Oracle is filled with smart, passionate people who constantly want to learn and grow. We believe that our success is largely dependent upon our ability to source and retain top talent and fuel this passion!

Employees have access to an amazing wealth of globally developed content to support their career development aspirations. This can be in the form of technical studies or leadership and professional development programs and learning can take place online, in class or through staggered workplace experience programs. Oracle South Africa invests millions annually on employee development - through bursaries, local and international training, and the Oracle graduate programme.



Thozama Nene - HR Director, together with her team

## Oracle Graduate Programme

Thozama Nene is bursting with enthusiasm, “We take on 22 to 25 graduates each year,” she says. “I insist on conducting all the interviews myself as I am fascinated by the knowledge they have. I learn a lot from these conversations.”

Oracle’s graduate programme has been running for the past 17 years. It started with four or five interns and has grown substantially since then. The programme promotes the personal and professional development of graduates through:

- Soft skills training
- Technical skills training; and
- Work experience

The interns are allocated a mentor and a buddy for ease of integration when they join Oracle. “The managers at Oracle fully support this programme and we wouldn’t be able to run it without them.” says Thozama. “Our interns are clear about their expectations too. They want to work hard, they want the hands-on experience. There’s no stopping them.” Thozama gets excited about the change she sees in the individuals from the time they join to when they leave the graduate programme. Their confidence is amazing.

The aim of the programme is to prepare the graduates for the world of work and equip them with the right skills to make them more easily employable. Between 90% and 95% of the graduates have been employed within the Oracle ecosystem over the years, with some even starting their own businesses. About 30% get employed by Oracle once completing the programme. This is the impact that the Oracle graduate programme has in closing the gap in the youth unemployment rate, changing lives (and families), one person at a time.

## Educating Oracle’s children

Oracle is committed to ensuring that its employees’ children, and children over whom they have legal guardianship, have the opportunity to attend pre-primary, primary and secondary schools. Eligible Oracle employees, who do not have the means to provide schooling for their children, are provided with financial assistance.

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# Human Capital Development

## Seeing change

In 1991 four-year-old Jonny Mokoka could see. One day all was well and after contracting Stevens-Johnson syndrome, usually caused by an unpredictable adverse reaction to certain medications, he lost partial eyesight.

On 20 April 2015, Jonny joined the Business Operations unit led by Graeme McKechnie as part of the Oracle graduate programme. "While there were onboarding challenges such as obtaining software that could make his work possible," says Graeme, he quickly excelled in his projects. "He put in the extra effort to meet his deadlines," says Graeme. "But he didn't get any special treatment as far as quality of work and meeting these deadlines were concerned."

While Graeme was mentoring Jonny a friendship was formed. When Jonny shared with Graeme that a friend from the blind school had told him about an operation that could restore his sight, Graeme immediately made an appointment at an eye clinic who in turn referred Jonny to the Pretoria Eye Institute.

"From the day I started at Oracle I have learnt so much about myself. I have learnt about life in the corporate world. I also live with hope."  
- Jonny Mokoka

"I was smiling inside when the doctor told me that he could fix my eyes. I asked him to please repeat what he said," said Jonny. But, the doctor then shared what felt like a shattering blow. Jonny was told that if he didn't have the surgery then he would be completely blind in 5 to 10 years.

The surgery costs about R400 000 for both eyes and includes cornea transplants. The sheer cost of the surgery made it feel like there was no hope. But, Graeme was not deterred. At the Oracle Awards Presentation on 29 July 2016, Graeme presented Jonny's case. An incredible amount of pledges from that evening have already been committed and received by the Mokoka Eye Surgery Fund – an NPO created by Graeme.

Graeme and Jonny live in hope that they will be able to raise the funds in time. In the meantime, Jonny is continuing his journey at Oracle. "From the day I started at Oracle I have learnt so much about myself. I have learnt about life in the corporate world. I also live with hope," he says.





Robyn Kibby is not disheartened by the glass ceiling; she simply smashes right through it. Upon joining the Oracle graduate programme after completing her Industrial Psychology degree from the University of the Western Cape, Robyn started with pre-sales. "I knew I wanted to work for Oracle so I literally forced my way in here. I constantly kept in touch waiting for applications for the graduate programme to open," she says.

In the beginning it was fine, but she didn't feel challenged enough and started looking for extra opportunities in Oracle. She went to her manager and said, "I am bored, give me more to do or I'll go somewhere else." So despite some resistance, Robyn stood out and began networking and soon found a way to work across other lines of business for about 2-3 months.

She currently works in Oracle's Transformation team, and is part of the mission red team which includes the Innovation Engine. In doing this, Robyn has found her calling. Her future plans include going back to school to do her honours and master's degree in Industrial Psychology. After that she wants to open her own business and focus on skills development.

## Never give up – say Oracle graduates

Vusani Mulovhedzi wrote his matric three times and finally passed. While it was difficult to study with younger students, he was determined to get a matric so he could study further. "I knew I wanted to realize my ambition and even people talking behind my back didn't discourage me to go all the way," he says.

The Department of Labour assisted Vusani with a bursary for students living with disabilities which is administered by NSFAS. This was an opportunity he says he "grabbed with both hands."

"I wanted to be in the corporate world," he says. His tenacity paid off. Vusani completed his law degree and has spent the last year as an intern in the Oracle graduate programme.

"For me it has not been an easy journey from matric to where I am today. But, I believe in hard work, determination and knowing where you want to be at the end of the day. For me it's never give-up," he says, "I am happy where my life is right now."

Vusani is leaving Oracle to complete his articles at a law firm in Brooklyn, Pretoria where his goal is to specialise in corporate law. "I want other students like me living with a disability to know that anything is possible," he says. "Being disabled doesn't mean it's over with your life. Possibilities are there only if you believe in your inner person."

"I want other students like me living with a disability to know that anything is possible, being disabled doesn't mean it's over with your life. Possibilities are there only if you believe in your inner person."  
- Vusani Mulovhedzi

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# Skills Development

## Java skills can help fast track youth into employment

A year ago, Storm Brown, 18, had little hope of continuing his education after high school, and thought it unlikely he'd be employed and on a career track any time soon. Today, however, he's already spent three months in a paid internship, which has since been extended to a 12-month fixed term contract, at Cape Town-based custom software development house DVT, thanks to the Western Cape Government and Oracle Academics' Java post-matric programme.

The Java post-matric programme launched this year, with the goal of getting young coders ready for the corporate world as soon as possible after leaving school. The 37 students in this year's cohort graduated on 5 October 2016 and are currently completing six-month internships with leading digital companies in the Western Cape. The post-matric programme is funded by Oracle; the Western Cape Department of Economic Development and Tourism; and the Media, Information and Communications Technology Sector Education and Training Authority (MICT SETA).

"This initiative showcases what we can achieve through partnerships between the public and private sectors," said Provincial Minister of Economic Opportunities Alan Winde. "The Western Cape Government has selected skills as a game-changer, with significant potential to grow the economy. This programme is playing an important role in delivering skills in the

"This initiative showcases what we can achieve through partnerships between the public and private sectors."

- Alan Winde

tech industry to our young people. They're receiving the valuable on-the-job experience they need to start their careers."

In 2016, On the Ball College and CapaCiTi implemented the programme, with On the Ball College delivering Java training to the participants, and CapaCiTi helping the students develop their business and professional skills.

The post-matric programme builds on an existing in-school programme, launched by Oracle Academy, the Western Cape Department of Education, and the Western Cape Department of Economic Development and Tourism in 2014 to fill a gap in computing education. As part of the programme, over the past two years Oracle Academy and the Western Cape Department of Education trained 160 teachers in teaching Java, using Oracle Academy's Alice and Greenfoot workshops, and the full academic curriculum in Java Fundamentals and Java Programming.

Brown signed up for the in-school Java training programme for grades 11 and 12 when he was a learner at the Cape Academy of Mathematics, Science and Technology in Cape Town.

"Java is one of the most in demand coding skills around the world, and South Africa is no different. We are failing our learners if we don't get them excited about the potential to create with Java," said Provincial Minister of Education Debbie Schafer. "Through our school programme and now this post-matric extension, we are equipping school leavers for the working world, and giving them the best tools to innovate and solve problems using technology."

He was hooked on Java from day one, to such an extent that his other IT grades rose dramatically and stayed high for the rest of his school career. "The world is moving faster and faster towards technology and we have to adapt," he said. "I fell in love with Java because it is the leading scripting language in Africa and around the world, supported by a big company, and used in everything from cellphones to TVs."

Training partner, On The Ball College is an Oracle Academy Partner and WDP (Work Development Programme) Partner with Oracle University, and has been running accredited training with

MICT SETA for 10 years. The youth involved will benefit from this as they will receive accredited training that is aligned to the NQF, as well as industry needed scarce skills through Oracle University to be employable. "It's a win-win situation for industry and the learner," said Kim Palmer, managing director at On The Ball College.

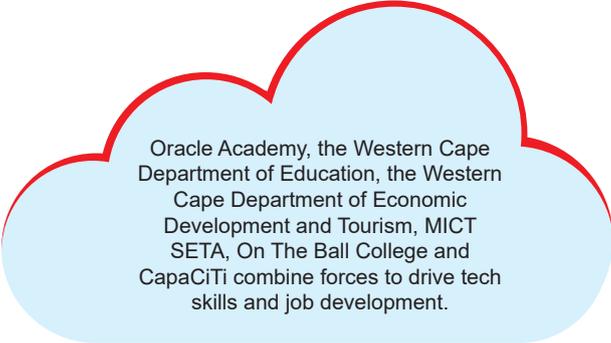
"The MICT SETA uses these internship programmes to equitably distribute opportunities and bridge the skills gap of scarce and critical skills for all South Africans, particularly the youth. Exposing these students to workplace experience assists them to become employable," says Jabu Sibeko, Senior Manager: Learning Programmes at MICT SETA.

CapaCiTi, the Cape Innovation and Technology Initiative's flagship programme for job readiness, skills development and placement, was responsible for upskilling the students on the critical business and professional skills needed to be effective and successful in the workplace. It also tapped into its extensive network of corporates in the Western Cape and facilitated the process of connecting the students to companies looking for interns and entry-level coders.

"Upskilling students on business and professional skills - including insight into corporate culture, customer service, communication skills, personal branding and ethics - makes their transition into the corporate world far smoother, and ensures they have a real impact on the business from day one," said Alethea Hagemann, head of the CapaCiTi skills development programme at CiTi. "It's inspiring to see the candidates, who were in grade 12 only a year ago, thriving in the corporate world as interns and forming a clearer picture of the next steps in their careers."

"This business readiness training had a tremendous impact on me," said Brown. "From time management, to how to behave in an office, to communication skills. Recently I gave a speech to more than 200 people. It is thanks to the CapaCiTi training that I was able to do this."

The wins that come out of the school and post-matric Java programme are multiple: school leavers are assisted with an important first step in their careers immediately after



Oracle Academy, the Western Cape Department of Education, the Western Cape Department of Economic Development and Tourism, MICT SETA, On The Ball College and CapaCiTi combine forces to drive tech skills and job development.



Meet the top student in the 2016 Western Cape Java skills programme, a young lady, Chante Stemmet!

Chante says: "The programme has given me great insight into the world of Information Technology and has helped me develop not just technically in terms of Java programming but has also helped with my personal growth. My experience on this programme has been life changing because I got to do what I always wanted which is software development, without having the pressure of university and worry of study loans. This programme allowed me to be in an environment I truly enjoy!"

Chante's advice to future learners is that they stay positive and enjoy the journey because difficult roads often lead to beautiful destinations!



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# Skills Development

matriculating, fast-tracking their progress and earning potential; Western Cape-based digital companies develop a pipeline of in-demand Java coding skills; and the increase in skilled coders helps build a vital knowledge economy in the Western Cape and beyond.

“Our reason for getting up in the morning is to grow our information economy and create jobs in the Western Cape. Working back from that purpose, we know we can’t do this alone and need to mobilise the entire ecosystem to move in the same direction,” said Ian Merrington, CiTi chief executive officer. “This has been a perfect example of collaborating to solve a set of interlinked challenges in a way that sets us up for economic growth through nurturing our future innovators and makers.”

Meanwhile, for Brown, the most surprising thing about entering the workplace is how enjoyable it’s been. “It was so easy to fit into a software company,” he said. “I have such a passion for the work that it doesn’t really feel like work and every day is a happy day.”

“The skills we teach students through Oracle Academy and the Java Post-matric Programme are essential skills needed to boost the tech industry in South Africa.”

- Wendy Beetge

“Oracle Academy’s mission is to advance computer science education,” said Jane Richardson, senior director, Oracle Academy EMEA. “This means we aim to help teachers build their computing knowledge and pedagogical skills, and then support them as they share their new or expanded expertise in computer science with students. In this case, we focused on Java to help grow student interest in programming and hopefully also a career in computing.”

“The skills we teach students through Oracle Academy and the Java Post-matric Programme are essential skills needed to boost the tech industry in South Africa,” said Wendy Beetge, transformation director at Oracle. “It’s been truly wonderful witnessing the growth in these students over the past few years – from knowing very little about coding when we started the school programme in 2014, to developing into skilled, confident and employable junior Java programmers by the end of the post-matric programme, ready for the challenges in a tech workplace.”



# Oracle Academy

## Advancing Computer Science Education Globally

Oracle, through its flagship Oracle Academy program, advances computer science education and makes it accessible to students globally to drive knowledge, innovation, skills development, and diversity in technology fields. Oracle Academy leverages Oracle's technology leadership to deliver comprehensive programs to secondary schools, vocational schools, two- and four-year colleges, and universities.

Offering a complete portfolio of software, curriculum, hosted technology, faculty training, support, and certification resources, Oracle Academy helps students gain hands-on experience with the latest technologies and develop industry-relevant skills prior to entering the workplace. With institutional members in 106 countries, Oracle Academy partners with educators to make more than 2.5 million students annually college and career ready.

"Tell me and I forget, teach me and I may remember, involve me and I learn."  
- Benjamin Franklin

### Curriculum, Training and Certifications

Oracle Academy offers members free hosted database practice environments; Java development environments; virtual and classroom-based educator training; and SCORM-compliant, standards-aligned classroom curriculum in:

- Java Fundamentals
- Java Foundations
- Java Programming
- Database Foundations

- Database Design and Programming with SQL
- Programming with PL/SQL
- Getting Started with Java Using Alice
- Creating Java Programs with Greenfoot

Educators may use Oracle Academy's structured curriculum – which is crosswalked to SAQA standards – to teach object-oriented programming, database design, and business skills directly to their students. For those who need it, professional development training courses for educators are offered around the world.

Oracle Academy works with educators so they can prepare their students for all levels of computer science studies and equip them with the IT skills needed to compete in today's job market. Students also may choose to pursue Oracle industry certifications, including student-oriented junior certifications in Java and Database, offered through Oracle University; discounts are available to Oracle Academy members.

### Access to Oracle Technology

Oracle Academy offers free licenses for teaching use to give students hands-on experience using Oracle's world-class database and technology software, giving them a competitive advantage as they prepare to enter the workforce.

### Online Educational Resources

- Beyond formal curriculum, Oracle Academy offers supplemental resources to support computer science learning within and beyond the classroom:
- Ask the Oracle Experts: monthly webcasts and podcasts on key technology topics
- Big Data Science Boot Camps : online lecture courses offering students an introduction to data science and hands on practice with real problems and real data sets
- Self-Studies in Alice and Greenfoot

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For more information, visit [www.oracle.com/academy](http://www.oracle.com/academy)

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# Skills Development

## SA kids are coding – and they're great at it

The mastermind behind Africa Teen Geeks, Lindiwe Matlali, started the programme in 2014 with a R700 000 grant from Google. She expected that she could help a few children with one lab and show them that computers aren't scary and that programming is a lot fun.

Lindiwe says that in the beginning the children are skeptical. They have always been told 'not to touch a computer as they might break it'. The first thing they learn at Africa Teen Geeks is that computers are their friend and are shown how to use them.

In less than two years, Africa Teen Geeks has exposed over 20 000 children to the possibility that they can use, and hopefully enter the world of technology.

While this is a success story in itself, Lindiwe is striving for more. She wants the programme to be sustainable, she wants the children who are excited about the new tool they have been taught to use, to use it to continue their journey.

UNISA has offered the computer labs at all of their campuses nationwide to students who would like to attend Africa Teen Geeks programming workshops on a Saturday. The Department of Education is also offering the volunteers from Africa Teen Geeks to use the life orientation class in the children's timetable to teach Computer Science.

Oracle provides the Java training programmes – that are fun and interactive – for the kids. “We use Java because it is the number one programming language in the world. We want our students to be able to compete in the international market.” And there is no reason why they can't. “These kids are bright and eager to learn. We had a nine-year-old girl who finished the first three courses in just one day – and she doesn't even speak English,” says Lindiwe.

Africa Teen Geeks has received interest from international organisations as well as professionals who want to be a part of teaching South Africa's children to code.

There is no doubt here at Oracle that Africa Teen Geek's is going to change the trajectory of IT skills development in South Africa. And while this relationship is new – we are delighted to be a part of this programme.



“Always have goals. No matter what life's obstacles may bring, if you persist and remain consistent, your path will still lead you to your goal.”  
- Sharon Lewis,  
Skills Development Facilitator



# Oracle University

In order to keep pace with Big Data, Internet of Things, Cloud adoption and the plethora of technology being rolled out globally, employers and employees alike, need to invest in educating and skilling themselves and their organisations to deliver the return on investment in these advances in technology.

South Africa is an emerging economy challenged with limited high technology

skills and a high unemployment rate. As a global IT leader, Oracle is ideally positioned with education programmes to address this skills gap for both the employed and the job seekers. Partnerships between industry and government, designed to ensure the availability of necessary ICT skills, is of paramount importance as it is a mechanism to drive profitability and economic growth. - Pragasen Moodley, Director Oracle University, Africa



## Skills and Enterprise Development

### Oracle a team player in EOH's Youth Job Creation Initiative

There are huge development and job creation opportunities within the ICT sector, giving Oracle the opportunity to develop proudly South African collaborations. Working with EOH on the Youth Job Creation Initiative which aims to address youth unemployment in South Africa is one such collaboration.

This industry-wide learnership drive has been supported by Oracle since its launch in 2012 and through consistent investment and collaboration, we have delivered opportunities for 58 focused and highly skilled learners to date.

In May 2016, 43 students from disadvantaged backgrounds joined the Oracle Partner Campus Learnership programme. These learners are between

the ages of 22 and 25 and are in two groups. One business intelligence and analytics group and the other focusing on development and Java-based database technology.

EOH and Oracle deliver a 12-month programme providing training on theoretical learning, on-the-job training and practical experience in business analytics and database technology. All done in a structured learning process.

To make sure that the project is sustainable, the programme collaborates with partners in the Oracle ecosystem who contract the learners directly and provide on-the-job training.

Not only is this an investment in individual skills development, but these partnerships develop SMEs which will in turn create independent software that is based on the

Oracle technology, taking it out into the African continent and changing the lives of Africans.

The learners who complete successfully receive a learnership certificate from SITA and at the end of the 12-month contract there is an immediate employment opportunity within the SME partner.



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# Enterprise and Supplier Development

## Supporting Oracle's ecosystem

In the last decade, over 50 organisations have participated in Oracle's comprehensive enterprise and supplier development program. Significant financial investments are made into the program which supports qualifying small Black-owned business partners.

The programme involves collaborative business evaluation and goal setting followed by developmental support in areas of need such as: marketing, sales, supply-chain, finance, operations, human resource and management and governance systems. In addition, Oracle shares and transfers its IT knowledge and business expertise to these organisations so that they can develop internal skills and be established as viable and sustainable enterprises that can compete in the global market.

Recent developments in the program have seen targeted skills and capacity development programs focusing on enabling these business partners to deliver Oracle services to customers. The programme makes an exceptional impact on partners on the programme and Oracle continues to see these BEE partners growing and making a meaningful contribution to the economy.

"Working on enterprise and supplier development alongside our Transformation division has been a life altering experience for me personally and it has assisted Oracle Alliances and Channels to ensure that we augment our Global Oracle Partner Network programme focused on specialization, self-sufficiency and skills development with the local South African requirements of Broad Based Black Economic Empowerment in support of the National Development Plan."

- Stefan Diedericks, Alliances & Channels Director  
South Africa & SADC



## Filling the gap – How an Oracle graduate is paying it forward

“A qualification in IT does not guarantee you a job in IT,” says Kwanda Mngomezulu, Director of iMbasa IT, “one of the major obstacles to employment opportunities in the IT industry is the huge gap between theory and the practical application of the knowledge.”

And nobody knows this better than Kwanda. After graduating with her BSc degree in IT she spent years unable to find a job in the industry. She worked as a cashier, a waitress, a stock taker and an administrator. “Companies kept rejecting my job applications because I had no IT work experience. I then realised that I had to look for an internship and not a job,” she says.

As a former unemployed graduate, Kwanda became one of the first to benefit as an intern from the Oracle graduate programme which was organised by Oracle and the then ISSET Seta. It was one of the first graduate programmes. While Kwanda did not receive a salary, but rather a basic subsistence allowance – the internship didn’t just get her foot in the door – it catapulted her career.

“As an IT intern, I was given real IT work with real deadlines,” she says adding that she was also taught other soft skills such as time management, project management and planning. “I grew quickly and became billable as an intern. And I have never been unemployed since. In brief, that is where my passion for training IT interns was born.”

But Kwanda’s positive relationship with Oracle doesn’t end there. Six years after being part of the Oracle graduate programme she created iMbasa IT and Training Services and is a Gold level member in the Oracle Partner Network.

She has decided that it is her responsibility to take on graduates in her business, “so I can also change their lives positively by giving them on-the-job training and imparting some of the critical skills needed in the IT industry. This exercise is obviously not without its challenges and funding is at the centre.” She funds the stipend from her company’s budget and Oracle funds the internship training.

In January 2016 iMbasa IT became part of the Oracle Supplier Development programme, a programme that Oracle funds. “They want to help us grow as a company, as an Oracle partner. We go to workshops where they teach us how to run the business, how to do marketing and sales, financial management and HR. They teach us how to have systems for everything and give us advice and guidance. It’s hard work and a serious commitment of time – but it is well worth the investment!”

Kwanda has seen a tremendous change in her business. She says Oracle has helped her to no longer see her consultancy as an individual’s business. “They are helping me to build the company as an asset of value and teaching me to become a CEO, because I’m not operating as one yet,” she says.

“This has been a wonderful journey. I am so grateful to Oracle, we are an Oracle Gold partner, we are receiving the enterprise development training and they are funding the training for our interns. It is so amazing for me to be getting this support from Oracle.” she says.



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# Enterprise and Supplier Development

## A vision that makes dreams come true

“Technology is my thing”, says Thato Mohono, the founder of MaH Quests Enterprises Business Development.

His vision is to create skills; he imagines a world where hundreds of unskilled youth can be trained and be work ready. “I want them to be able to hit the ground running and immediately be employable,” says Thato, adding that there are so many opportunities for these skills to be utilised in industries such as telecommunications.



Since 2002, he has been working towards making this dream a reality. Starting from a project that assisted the Meloding Virginia Community in the Free State with their computers, installation of operating systems and so on, Thato now is part of the Oracle Partner Advisory Board.

“I want there to be lots of Thato’s out there. Lots of our youth skilled in IT,” he says. Thato completed a N. Diploma Computer Systems Engineering in 2004, majoring in Software Development and is currently completing his final year in B.Tech Computer Systems Engineering with UNISA.

Thato’s passion for IT is evident. When he speaks about technology his eyes light up and when he talks about the students his enthusiasm for skills development is contagious.

As a Java ambassador with a strong Oracle background as well as a variety of certifications, Thato spends his time teaching and mentoring students. He is living his dream and is making those for others possible.

## Preferential Procurement

Oracle values the importance of partnerships and related interdependencies to grow our business and the economy in which we operate. These relationships are critical for meaningful business success in any economy. At Oracle our suppliers and business partners are a key link in the chain that ultimately enables us to deliver an effective service to our customers.

We understand that for our South African economy to grow, we need to include more emerging businesses in Oracle’s supplier base, with a specific focus on smaller BEE organisations. Oracle is achieving this by encouraging new supplier participation and by engaging with existing suppliers to understand their transformation strategy and commitment to change.

Where appropriate, BEE suppliers may be provided with developmental assistance aimed at expanding supply capacity and ensuring their business sustainability. Such assistance is at the discretion of Oracle and determined as the need arises.

Oracle invites and encourages South African black-owned companies to contact us to find out how to join the Oracle community of suppliers. Preference will be given to small organisations or start-ups, with a specific focus on entities owned by youth, women and people living with disabilities.

# Socio-Economic Development

## 24 hours of coding for Durban's future innovators

Oracle is partnering with the eThekweni Municipality to host the Innovate Durban Codefest. The Codefest forms part of the greater Innovate Durban programme which endeavors to skill up and empower the youth to use technology to tackle challenges within the region.

The 2016 programme saw 100 applicants being selected and grouped into teams to collaborate on a common challenge. Through the Durban Chamber of Business and local business members, 5 challenges were put forward for the Codefest. Participants attended several Oracle, Java and soft skills training sessions to prepare and support them through the process. The ILO (International Labour Organisation) also partnered in the programme providing critical business and soft skills training. After several weeks of preparation, the teams gathered for the final 24 hour Codefest. This was 24 hours of coding, fun, coffee, DJs, pressure, laughter, midnight pizzas, energy drinks, early breakfasts, sweets, more energy drinks, more coffee and plenty of learning!

Participants not only learnt about Oracle technology by working with Oracle experts, but also how to deal with pressure, work in teams, the art of leadership and how to have staying power!



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# Socio-Economic Development

The teams then pitched their solutions to a panel of judges and the top three teams won significant cash prizes to further develop their business ideas. Codefest participants also had the opportunity to enter the EnterPrize Challenge, the next leg of the Innovate Durban programme which culminated in the Summit held at the Moses Mabhida stadium. This was another two-day program for all participants and youth in the area.

Oracle is proud to be the technology partner for the Innovate Durban Programme and will continue the investment in the 2017 year. This is an excellent opportunity to give our youth the skills they need to take their innovative ideas to the next level, stimulate our economy and create jobs!



"Our partnership with Oracle is highly valuable in that as a technology partner they are promoting programmes and partnerships that have a social impact, thereby complementing Innovate Durban's vision and goal for the city."

- Aurelia Albert

Programme Manager (Acting): Innovation  
Innovate Durban



## Supporting future entrepreneurs

Through innovative and dynamic programmes Junior Achievement (JA) South Africa offers young opportunity makers an experiential platform where they explore real business activities. For 37 years JA South Africa has been encouraging entrepreneurial interests and helping to develop a thriving small business sector in South Africa - playing a role in reducing the country's youth unemployment rate.

JA South Africa provides essential skills to young people of all ages, across the country, in both rural and urban environments. Children as young as 8 years of age are exposed to entrepreneurial and business activities in a fun and interactive manner. The core programme is one for learners in grades 10 - 11, where under the guidance of highly trained facilitators, participants are introduced to key business concepts before launching a small business of their own. This programme has also been developed on to a

digital platform and can be run either online or offline depending on available internet infrastructure.

We are proud to incorporate JA South Africa content into relevant Oracle South Africa programmes to ensure that students not only get technical expertise, but also get the opportunity to learn how to take their knowledge and ideas to the next level.



“...the work of JASA has been a blessing for South Africa, to champion an institutional and systematic shift towards entrepreneurship in order to create the capacity necessary to both absorb those who cannot be accommodated in traditional employment and at the same time making a valuable contribution towards South Africa's competitiveness.”

- Wendy Luhabe: Patron, JA South Africa

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# Socio-Economic Development

## Volunteering

For over 25 years, Oracle employees the world over have helped improve the quality of life in communities where we live and work. In South Africa, Oracle volunteers are actively involved in several employee participation programmes and encourage the participation of fellow employees and their families to make a positive contribution to deserving communities and towards social and environmental upliftment initiatives.

From the Global Oracle Volunteers Days, to the Season of Sharing, 67 Minutes for Mandela, to regular blood donations and ad hoc projects - employees volunteer to support those less fortunate, in the spirit that together we can make a difference, changing one life at a time.



## Oracle Global Volunteer Days

Global Volunteer Days is a significant annual event on Oracle's social investment calendar. It encourages volunteerism at all Oracle subsidiaries around the world and employees give of their personal time to assist a community in need. Global Volunteers Day programmes have been running for 17 years in South Africa and activities range from building and painting, creating gardens and play areas, to IT literacy training and taking children on educational excursions.

Some of the beneficiaries of the Oracle employee participation initiatives over the years include:

- Our flagship Ponelepele Oracle Secondary School, Kaalfontein, Midrand
- Malaika Orphanage, Hillbrow
- Nazareth House, Cape Town
- Ratang Bana in Alexandra, Sandton
- Christel House, Cape Town
- Domino's Babies' Home, Durban North
- Prinshof School for the visually impaired, Pretoria
- Tehillah Future Kidz Nursery, Cape Town
- Food Bank South Africa - Entuthukweni Early Childhood Development Centre & Jabulani Day Care
- Yenzani Childrens Home, Midrand
- Hlanganani Orphans Care, Diepsloot
- Tembisa Hospital
- Mamelodi learners
- St Philomena's Orphanage, Durban
- Botshabelo Shelter, Midrand
- James House Children's Home, Cape Town
- KwaZulu-Natal Wildlife
- Kanana Primary School, Ivory Park
- FreeMe Wildlife Rehabilitation Centre, Johannesburg
- Refilwe Community Project, Muldersdrift
- FOR A (Friends of Rescued Animals)



## 67 Minutes for Mandela Day

Employees love this annual event where the spirit of Madiba seems to fill everyone's hearts as they join together to contribute to a worthy cause!

Over the last few years, thousands of sandwiches and hundreds of cupcakes have been made and distributed, as well as collections of food, clothing and furnishings.

Employees spend time feeding and cleaning babies, engaging with toddlers and school kids and extend their reach to ICT and life skills training for teenagers and teachers.



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# Socio-Economic Development

## Blood Donor Days

Employees at Oracle support the critical need for a reliable blood supply to save lives in South Africa. The South African National Blood Service regularly sets up a mobile clinic at the Oracle Woodmead office. At each of these Blood Donor Days, an average of 30 pints of blood is collected. We encourage and invite Oracle customers and partners to join us for a cup of coffee and a snack whilst supporting a very worthy cause.

Visit: [www.sanbs.co.za](http://www.sanbs.co.za)

## Season of Sharing

As the annual festive season draws closer, Oracle employees dig deep to bring a smile to those less fortunate.

Collections include putting together festive goodie bags for children, back to school stationery hampers, handbag collections where a previously owned handbag is filled with goodies for ladies and then donated to shelters for abused women.



"It's not how much we give  
but how much love we put  
into giving."  
- Mother Teresa

# Environmental Responsibility

## Going green starts at the office

The foundation of Oracle's environmental responsibility initiatives has been built by creating a company culture of responsible practices.

The primary focus is on managing the company's own energy consumption. This includes its hardware products, the disposal of its hardware products at the end of their useful life, vendor supply chain management, business travel and the consumption of natural resources through its own activities and procurement processes.

Oracle maintains its facilities and runs its business operations and aims to develop its products in an environmentally responsible manner.

The following environmental objectives have been set for Oracle sites:

- Carbon - reduce the overall carbon emissions from all Oracle operations Environmental Responsibility
- Travel - improve the sustainability of staff and visitor travel to and around Oracle and customer sites
- Ozone - reduce the ozone-depleting potential of refrigerant systems used at all Oracle locations
- Energy - reduce total energy consumption
- Water - reduce water consumption
- Waste - reduce total waste
- Recycling - increase percentage waste recycled
- Procurement - develop environmental supply chain management as an integral part of the Procurement strategy
- Training - deliver appropriate environmental training and raise awareness to support the various environmental initiatives

For each of these, defined short-term goals have been set to ensure the achievement of the Oracle environmental responsibility objectives.



# Oracle Women's Leadership

## Fostering successful women

The Oracle Women's Leadership (OWL) programme has been running in South Africa for several years and although male colleagues often participate in events, the focus is on its female employees, customers and business partners.

OWL is a global initiative run by Oracle with the primary objective to support the growth of women in the information, communications and technology arena, and business in general.

Platforms are provided to create opportunities for women to meet and network with other leaders in business. Meetings are intended to provoke and encourage meaningful discussion, broaden leadership thinking and consider shifts in mind-sets and behaviours.

Local initiatives include customer breakfasts and lunches with entertaining and topical guest speakers, participation in the SAOUG Women in IT annual event, cooking school events, as well as several other informal opportunities for women within the Oracle community to get together and share ideas.

Internally Oracle employees globally have access to substantial resources and global OWL communities in order to enhance skills and develop leadership potential.

As a global initiative, the OWL mission is to develop, engage, and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.





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# Reflection

Every day for the last *'many'* years at Oracle I have been fortunate to have a role that is dedicated to changing lives ... one at a time. The world's problems seem insurmountable, daunting and overwhelming. A disheartening feeling for anyone who wishes to make a difference.

But for us at Oracle, there are so many lives that we have managed to change.

There are days when I do feel despondent, but then I get an email from a student who tells me about how his exams at varsity are going and how he is forging ahead in the world with a feeling that his life is full of possibility and opportunity, and I realize that the work we do at Oracle does make a difference.

Experiences like that also make me take a step back and look at what we have achieved. Our philosophy is of quality and not quantity, and we believe that every life we touch should make a real difference. We hence sponsor select bursaries, instead of dozens, so we are able to support the students in a holistic manner to ensure their success is aligned with our approach.

Our focus will continue to be on education, by not just sending kids to school, but also empowering them, and showing to them that they matter so that they realise and believe that they can succeed. That the world is their oyster, that if they can dream it, they can achieve it. And we are behind them every step of the way.

I also believe that by showing one child what the value of support is, when they are in a position to do so, they will do the same. Our small role will hopefully create a culture of assisting and supporting one another.

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To the Oracle community who support our endeavours, to our partners and customers who pitch in whenever they can, to the organisations we work with and to the people who in their own way try to make a difference every chance they can – thank you!



Wendy Beetge  
Transformation Director  
Oracle South Africa

"If we all try and change one life at a time, before we know it the world really will be a better place. For all of us!"

- Wendy Beetge

"I can fill up many pages talking about how Oracle's transformation activities have impacted the communities around us. From building the Ponelepele Oracle Secondary School, our Global Volunteer Days, assisting the community and animals, bursary students, graduates, fellow Oracle employees and black owned entities. I cannot forget the Season of Sharing every year. Corporate social investment is one of the main parts of meaningful transformation, and this is the part that is in my heart."

- Patricia Khumalo



"The transformation of a company, a country or the world lies with its people' – being part of the Oracle transformation team is great, what we do might seem like a drop in the ocean to some, but for me this is a leap in a life that yearns to make a difference."

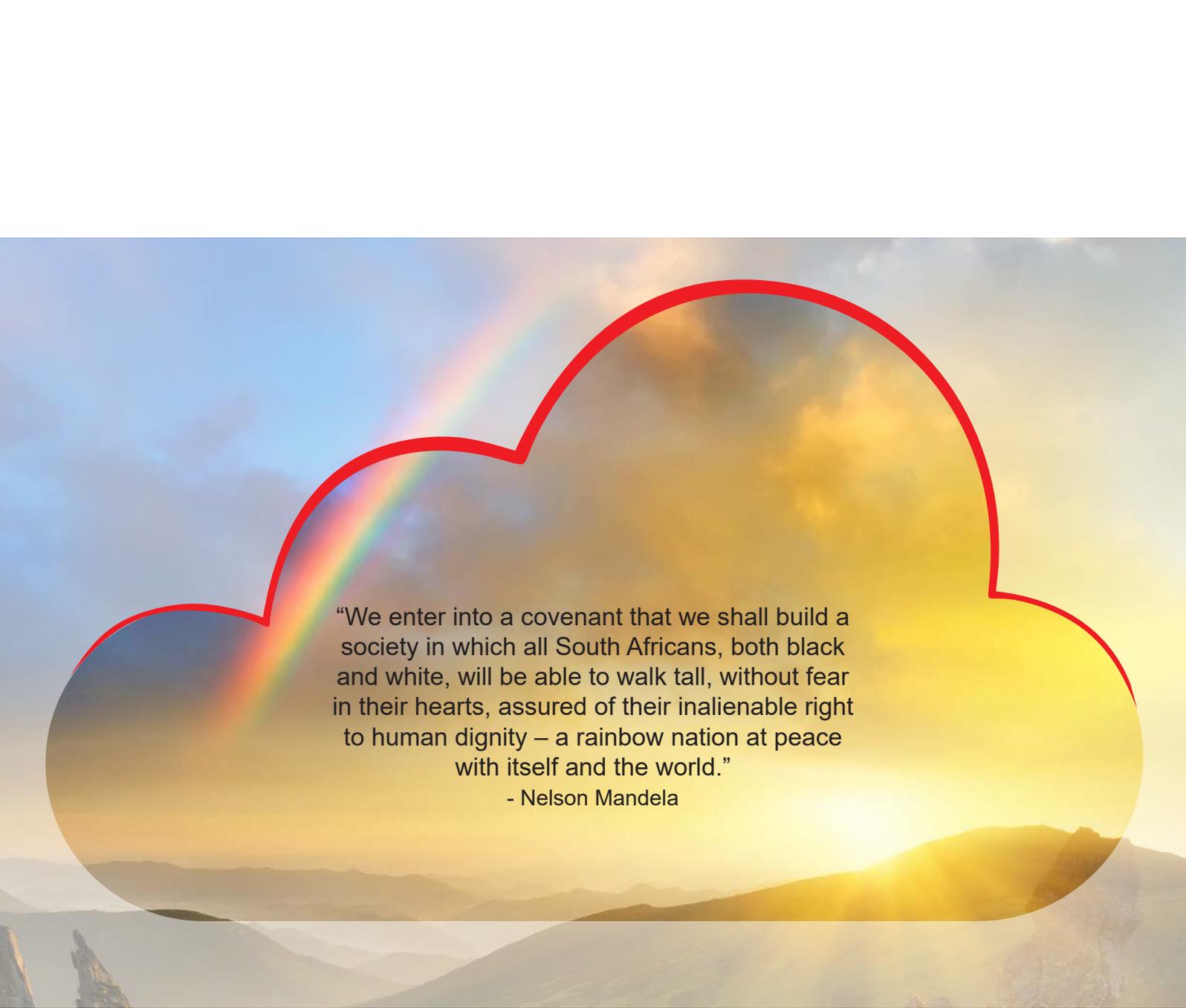
- Robyn Kibby

"You can't change what's going on around you until you change what's going on within you. My role in OA affords me the opportunity to shape the future of our youth through our education programmes."

- Shannon Ryan

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“We enter into a covenant that we shall build a society in which all South Africans, both black and white, will be able to walk tall, without fear in their hearts, assured of their inalienable right to human dignity – a rainbow nation at peace with itself and the world.”

- Nelson Mandela

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