

Stanbic Bank Botswana

National Human Resource Development Conference 2019

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Key Messages for the reader

- Stanbic Bank Botswana sponsorship and manual strategic partnership with HRDC on Youth Employability and Entrepreneurship to drive execution of national human resource development strategy.
- Case for building consensus on the problem statement on the broader reach of youth employability
- Youth Employability Pillar that seeks to foster an entrepreneurial mindset that makes young Botswana more attractive to potential employers.
- **Collaboration** as the viable force to support HRDC to deliver on mandate.

Greetings

- Thank you, directors of ceremonies ... Thebe and Sethunya
- I would like to acknowledge with profound pleasure, the presence of Your Honour, The Vice President of the Republic of Botswana - Mr. Slumber Tsogwane
- The Minister, Tertiary Education, Research, Science and Technology - Honourable Thapelo Olopeng
- HRDC Board Chairperson - Ms. Moggie Mbaakanyi, Chief Executive Officer, Dr. Raphael Dingalo, the entire Board and staff of HRDC
- At this point, I believe it will be in order to say all protocol is duly observed
- A very good morning to you all.

What to talk about

- I would like to formally thank HRDC for the opportunity to partner on the national Employability and Entrepreneurship agenda. We believe this is a big game-changer for the country. Would you please join me to give them a round of applause ... (pause)
- Stanbic Bank Botswana is a member of the Standard Bank Group, and our heritage demonstrates our commitment. We are the largest banking entity on the continent and have called Africa our home for over 156 years, operating in over 20 African countries and with strategic global presence. We employ over 50,000 people, and over 600 are located in Botswana
- We consider ourselves to be more than just a bank. As we reflect on our purpose, we say in all humility that African is our home and we drive her growth. our purpose is wholly linked to Botswana and her growth.
- Our success is linked to the joint prosperity and wellbeing of the societies in which we operate.
- Our aspiration therefore is that of improving the lives of Batswana.
- When people ask us what we do? We say we are more than just a bank;
 1. we help people put food on their tables;
 2. we help people provide homes by putting a roof over their loved ones;
 3. We help government build roads that connect villages, towns and cities;
 4. We help small business grow through the support that goes beyond just funding
- As a bank, we believe in co-creating shared-value for future generations.
- After many months of reflection on the single most important social legacy we would like co-create, the subject of **youth employability** stood out among the many other equally important challenges of our times.
- I must declare that I stand to be corrected:
 1. In Africa, almost half a billion young people will turn 15 years by 2030 and those between 15 – 24 years will constitute 26% of the population, an increase from 19% in 2015.
 2. In Botswana, it is estimated that the unemployment rate among the youth is currently about 25% and projected to grow if not addressed.
 3. It is estimated that there are currently over 87,000 unemployed graduates in Botswana. We are seeing a growing trend of graduates who are unable to leave home to start an independent life. This unacceptable trend calls

for urgency in dealing with issues of unemployment, especially among young people.

- The big question is: what is the most effective way of addressing this huge challenge? ... (pause)
- In our **collaboration** with HRDC, we acknowledge the fact that no single individual or institution can in isolation create the impact and reach that is needed to address the issue of youth employability. Is this a fact we can all agree to accept? ... (pause)
- We fully support the HRDC in their efforts to deliver on their mandate
- As Stanbic Bank, our thinking and views are aligned with those of the HRDC.
- There is an urgent call for **collaboration** to drive a national agenda where we get like-minded corporates and institutions to **collaborate** with the HRDC to address this problem.
- There is urgency for a complete change in approach
- To share a few thoughts on the **collaboration** approach:
 1. It needs to sit within HE's vision through the national Vision 2036 of achieving a upper income status through a diversified, private-sector-led, knowledge-based economy.
 2. The National Human Resource Development Strategy as I understand, is being formulated by the HRDC. It has to be robust and the authoritative reference point for all collaborative efforts. Without this strategy paper, there can be no effective **collaboration** of the many uncoordinated initiatives happening all over. I have no doubt that this will carry the full support of the office of the presidency
 3. There must be clarity of how success will be measured. Targeting to reduce youth unemployment rate from the current 25% to less than 9% by 2030 will create a strong legacy.
- For the effectiveness of the **collaboration**:
 1. This conference should be an annual place of engaging on the Human Resource Development Strategy and making real and measurable commitments by all stakeholders.
 2. The commitments should be made across the full ecosystem by all stakeholders:
 - From educational system changes capable of creating employable skills,

- Entrepreneurial capacity building interventions capable of creating real and successful small businesses; and
 - Ultimately a grand and deliberate support infrastructure which is capable of enabling indigenous business to become super successful trans-regional and global businesses.
3. When we come the following year for another conference, we should showcase how far we have come and the challenges we have gone through with clear recommendations to policy makers.
- If we collaborate with all our resources and efforts into one grand strategy, can you imagine the impact we could create for this country? ... (Pause)
 - Ladies and gentlemen, it is very possible. It is the only way to create bigger impact and legacy for those who will come after us. It our duty.
 - As a Bank we have committed to investing over BWP6m, being over 1% of our profits over the next 3 years on the Youth Employability agenda.
 - By the end of this year, we will create a **Youth Employability Center** (Hub or Incubator) with a virtual reach
 - This will be done through a number of partnerships where we will be bring young people into a physical space to show them the future needs and requirements of the workplace and how to be prepared
 - Those who want to go into private enterprises as entrepreneurs, we will introduce them to the journey of pitching; networking with purpose; coaching; funding and eventually, access to market.

Conclusion

- In closing, I reaffirm the support of Stanbic Bank Botswana to a long term and sustainable partnership with the HRDC to support the dream of a single digit youth unemployment rate.
- As we deliberate over the next two days, I am keen to hear your views and commitments
- I would like to applaud Dr. Dingalo and his team at HRDC for hosting this platform on Employability and Entrepreneurship
- I thank you for your kind attention.

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