

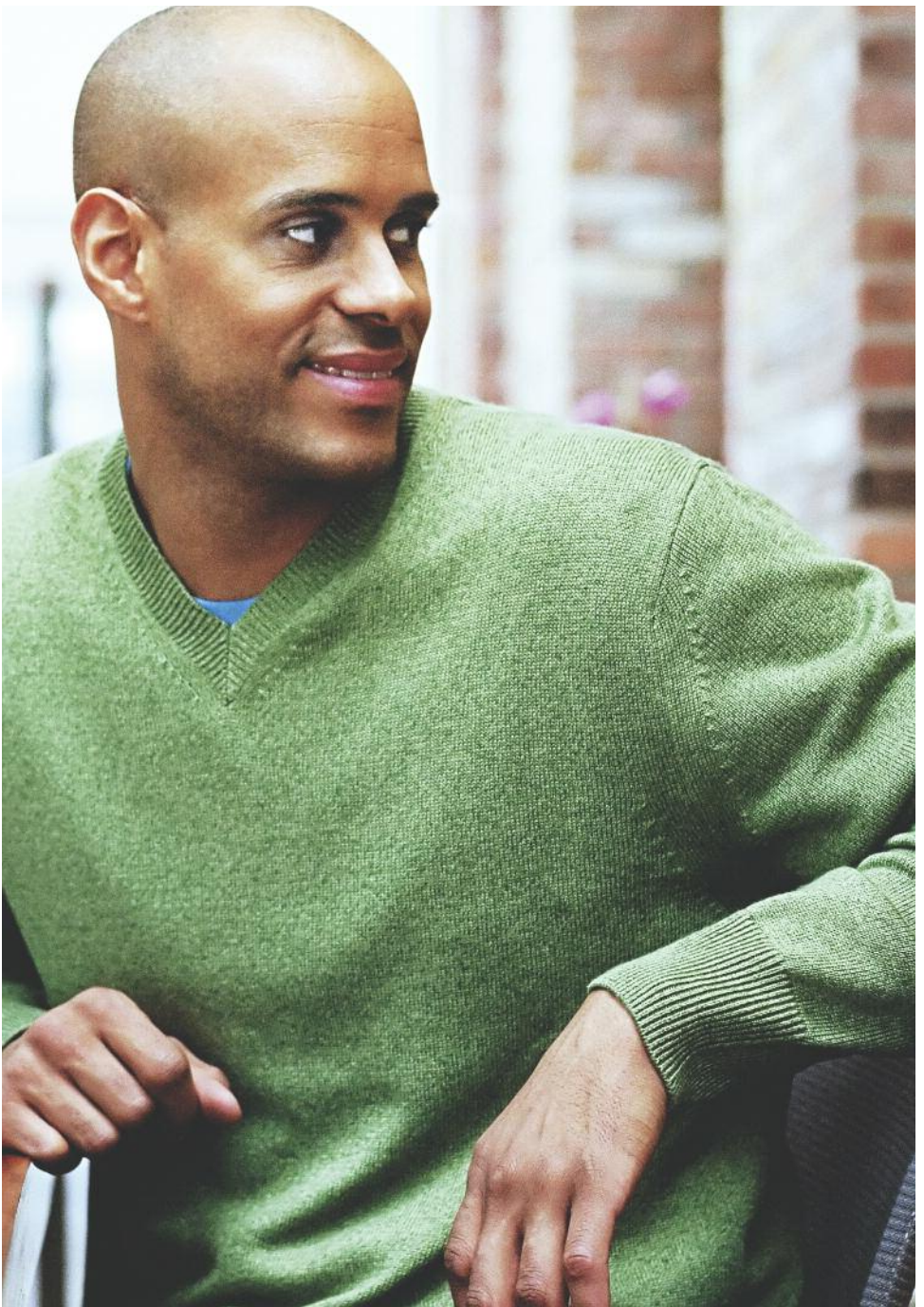


Business Institute

Growing people and businesses

Introducing the HP Business Institute





The HP Business Institute (HPBI) is a large-scale enterprise development programme driven primarily through skills development and was launched by HP in 2007. It forms a key part of the company's Broad-Based Black Economic Empowerment (B-BBEE) strategy.

Its mission is straightforward: To grow the pool of IT talent in South Africa by developing skills and building capacity in the industry by growing small and medium IT enterprises (SMEs).

Simply put, the HPBI is a programme run by HP to empower individuals and SMEs by providing the skills needed to compete successfully in the ICT sector. The programme aims to create wealth for South Africa's previously disadvantaged communities, making it a meaningful transformation initiative.

HP is passionate about B-BBEE and believes that through the HPBI, it will continue to grow the local ICT industry, create sustainable employment opportunities and realise true broad-based empowerment.

HP's commitment to empowerment and transformation has been evidenced by its excellent scoring against the Department of Trade and Industry's gazetted Codes of Good Practice. For the 2008/9 year, HP South Africa achieved a certified score of 89.07%, which makes it a Level 2 Contributor to B-BBEE.

HOW IT WORKS

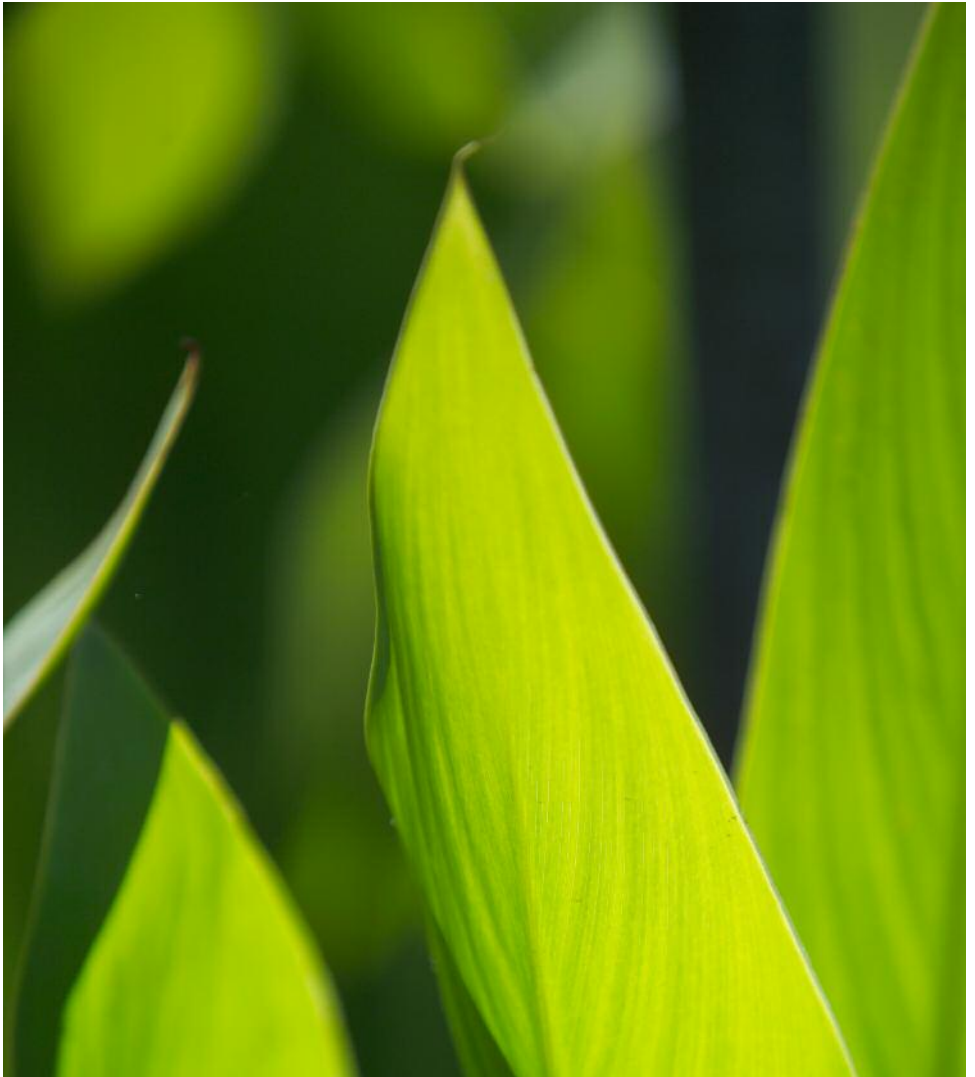
The HPBI model is based on extensive and ongoing research conducted among small to medium IT enterprises, which HP utilises to ensure that it delivers programmes that build capacity in businesses and develops the relevant skills in graduates.

The HPBI consists of two core components:

- **Enterprise development:**
We identify and work with small B-BBEE IT companies to help them move up the value-chain and break into the higher end of the IT market. By broadening their focus from selling commoditised products, we help these companies to move to IT solutions selling, which contributes to their long-term growth and sustainability.
- **Skills development:**
The skills development component of HPBI targets previously disadvantaged individuals, and teaches them the technical and business skills needed to succeed in the fast-paced, dynamic IT sector.

Not only do HP's partners play an integral part in the company's commercial success, they also play a crucial role in the success of the HPBI programme.

Partners, for example, host graduates and provide them with invaluable workplace experience, and in so doing, contribute to growing the pool of skilled IT resources in South Africa.



HP BUSINESS INSTITUTE BENEFITS

GRADUATES

- Obtain new skills and qualifications through a balanced and structured curriculum
- Practical workplace experience
- Improved future career prospects
- Possibility of permanent employment with an HP partner

SME IT COMPANIES

- Build capacity in your business to take advantage of growth opportunities in the IT industry
- Business coaching and mentoring to capitalise on new, higher value business opportunities
- Access to screened, quality graduates
- Contribute to developing and growing the local ICT sector

PASSION AND COMMITMENT

Programmes delivered through the HPBI are rigorous to ensure that small to medium IT enterprises and students graduate with the right skills. HP recruits programme participants that are committed to meaningful transformation and are serious about developing themselves and growing their businesses.

Graduates looking to join the HPBI must have the right attitude and aptitude – as well as a passion for IT. Businesses looking to join the programme must demonstrate commitment and passion – and be ready to do big business with HP.

FROM ZERO TO HERO

The HP Business Institute is already proving a success for companies like Con Coms Solutions, a 2002 start-up that Ishad Patel began from his home. Opportunity knocked on his door when he won a tender to supply Telkom with consumables, boosting his business. A strong believer in the HP brand, Patel joined the HP Business Institute programme because of his belief that the company's products and services would offer his business a competitive edge.

Well on his way to becoming an HP Preferred Partner, Patel has already augmented his staff complement, is recording phenomenal revenue growth and is already competing for higher margin business.

Another success story is that of Sochin Solutions, started by Daniel Gombe in 2004. Gombe's start-up grew part-time by him working after hours. Through joining the HPBI, Gombe has obtained access to finance, won new business by leveraging the HP network and has received mentoring in the process of pitching for new business. Gombe now employs six people and his business is on a steep growth path.

FREQUENTLY ASKED QUESTIONS: SMALL & MEDIUM ENTERPRISES

Q: Why has HP launched the HP Business Institute?

A: The HPBI is HP South Africa's equity equivalent. HP South Africa became the first ICT multinational to receive government approval for its equity equivalent proposal in 2007. In lieu of selling equity in its local operation, HP South Africa is making a substantial investment in the HPBI to contribute to more meaningful transformation and upliftment in South Africa.

Q: What does the curriculum cover for SME IT companies?

A: The HPBI launches various programmes for SMEs throughout the year; ranging from volume to value programmes. The curriculum therefore differs from course to course, however, the HPBI ensures that each course covers not just technical competence, but also the necessary business coaching and mentoring to ensure that SMEs can capitalise on new opportunities.

Q: How often does the HPBI take in SMEs for new programmes?

A: Refer to the website for an overview of new programme launches.

Q: Do I have to be an HP partner to be eligible?

A: Yes, but this does not mean that the programme is closed to non-HP partners. Should you not be an HP partner, you are eligible to join the programme, but a prerequisite would be to become an HP partner shortly after joining.

Q: Will it cost me anything to participate in the programme?

A: In terms of HP's partner funding model, a partner's contribution in the HPBI programme is negligible. The bulk of programme costs (approximately 95%) are covered by the HPBI.

Q: Is the HPBI a national programme?

A: At the HPBI's inception, programmes were focused on the Gauteng region. From 2009 onwards, the HPBI has expanded its footprint and now engages businesses in regions outside Gauteng.

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Q: What qualifications do I need to enter the programme?

A: A basic requirement to enter the HPBI graduate development programme is Matric. For programmes such as Techie 101, for example, potential candidates will undergo rigorous assessments to ensure that they have the right attitude and aptitude to succeed.

Q: What is the duration of the programme?

A: Graduate programmes consist of theoretical and practical components. The Techie 101 programme for example, which is aimed at graduates, has a duration of twelve months. It is an accredited learnership that combines relevant classroom training with practical workplace experience.

Q: What will I learn if I sign up?

A: The HPBI focuses on teaching not only technical skills, but business, sales and soft skills to ensure that graduates have the foundation required to succeed in the dynamic IT industry.

Q: Are there any fees payable to the HPBI to participate in the programme?

A: No, there are no costs involved for students who meet the programme's entry criteria.

Q: What happens after I graduate from the HPBI? Will I be offered employment by HP?

A: Upon graduating from the HPBI, students will be in a stronger position to seek employment. The HPBI does not offer graduates employment, but rather empowers them with the skills and experience to enter the job market with confidence and credibility.

LIKE TO KNOW MORE?

For more information on the HPBI programme, or to apply, contact our programme coordinator, Sheryll Sukhoo by sending an email to hpb@netpartnering.co.za or calling +27 11785 1000. You can also visit www.hp.co.za/hpbi for more information.

