



# COMMUNITY WORKFORCE DEVELOPMENT

## VIDEO TRANSCRIPT

When we launched our programs in 2017, the idea was to help bridge the gap between talent and opportunity in our community. We wanted to provide underrepresented talent a means of gaining exposure and training necessary to access jobs in the digital economy and really put them on better trajectories for careers and technology.

On the one hand, we're really trying to scale a diverse pipeline of talent for today. And then on the other, we're really trying to nurture the future workforce for tomorrow.

Our ecosystem is comprised of different partners across the public and private sector. On the one hand, we've got learning institutions that are really a great candidate pipeline for us through our apprenticing training program. We've got non-profits at play that are really helping with wrap-around services and case management. And then we've got the government which is really helpful in terms of being fiscally supportive but also partner engagement across different programs that we can tap into.

Recently I was elected to chair the Ready for Work Advisory Council. And I was elected to be on that board because of all the work that AFS has done in the community and really having an intentional focus on workforce development. And so over the years, we've spent a lot of time working with the city, Workforce Solutions Alamo, other not-for-profit organizations to really prove that we can hire people from underserved parts of San Antonio, people of color, to give them great careers and opportunities within IT.

Each individual brings a unique lived experience to our company. And the fact is the more diverse we are, the more we bring in different unique lived experiences together, the better we honestly can be as a team.

Our ecosystem has really been successful in San Antonio. And we're now using that as a blueprint to help broaden the reach of our offerings and last year we built out a blueprint in St. Louis so that we could have a similar sort of workforce initiatives mission out there. And so the goal is to really use the success here and scale it outwards.



What really makes it special is our employees at all levels that are being involved in the community. And, you know, they do it on a completely voluntary basis. They go out in community and help clean up parks and they're part of different mentorship programs and tech symposiums. And they hear students and people that they're speaking to that are like, they want to work with Accenture. They wanna work with us because they see people that look like them. And if they can work at an organization like Accenture, then they feel like they can as well.

For me, you know, being a first generation American, opportunity was paramount for me, right? My parents worked really hard to open doors for me. And so, for me to be able to pay that forward and to now share opportunity here for our community means the world. I feel like what the change we're making is generational, right? We're not only helping that person that goes through our program but we're helping change the, the outlook for their family and then beyond that.

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