



EMPOWERMENT STRATEGY

In order to contribute to the upliftment and empowerment of the Historically Disadvantaged section of the South African population KSS has adopted a multi pronged and multi disciplinary approach to Empowerment.

BEE partnering & sub-contracting

KSS follows a policy of active partnering to meet our BEE partnering objectives. Active partnering for us is defined as a pre-planned process based on long term relationships whereby SMME BEE companies are identified based on specific criteria.

In order to make a real and valuable difference to these partners we involve them intimately in all the activities relating to the evaluation and response preparation of tenders and other joint opportunities. As a result of these activities valuable skills relating to planning, business and risk analysis and other important areas are transferred thereby contributing to the future long term success of partners.

Company	Contact person	Product/Service	BEE status	Contact No.
Taurus Technologies	Fuad Noor Mohammed	Data Cabling & equipment	Black Owned	082-778-6117
QPNT	Zukiswa Hermans	IT Services	Black Women owned	082-593-9275
El-Ozi	Joe Lukhele	IT equipment	Black owned	082-901-0189
DotCom	David Mogale	IT facilities	Black Owned	084-700-5466

A special case currently in process involves a Department of Communications incubator entity, Qhubeka Phambili Network Technologies (QPNT). The organization is owned and operated by 21 female employees, all shareholders as well. All individuals come from a disadvantaged background, primarily the Eastern Cape, and have completed a B.Sc degree. In addition, with assistance from Cisco, Microsoft and SCO all individuals have all received training to become Cisco CCNA, Microsoft MCSE and SCO Unix Admin certified.

In addition to QPNT acting as a sub-contractor to us for a number of projects, members of senior KSS management are also involved in a process of mentoring and business skills transfers. Areas focused on include project planning, project management, preparation of a business plan as well and basic financial management skills.



BEE Supplier policy

In addition to our partnering and subcontracting activities KSS actively support suppliers meeting defined BEE and HDI criteria. Selections of our suppliers that meet these criteria include:

Company name	Contact person	Product/Service	BEE status	Contact No.
Ralibona	Leoni Fynn	Recruitment	Black Women owned	084-802-8177
Matomo Systems	Deon Shimudzu Mehlaleng Mosotho	Data Cabling	Black Owned	011-789-1966
Wilsnach Staff	IT Miranda Wilsnach	Recruitment	Women owned	011-622-8675
PDC	Patricia Duvenage	Recruitment	Women owned	012-348-0899
COSI Distribution	Margaret Peterson	Printers consumables	& Women owned	
Kagiso Khulani		Canteen Services	Black Empowered	
DCS	Errol Bulkin	Data Cabling	Black Empowered	

Skills transfer & Accelerated Development programs.

In order to address historical imbalances KSS has implemented a number of formal programs to ensure a better skilled and more representative workforce. A value equal to approximately 2.46% of salaries is invested in ongoing formal training, both skills and product based.

This training is in addition to that provided by key vendors as part of their commitment. Bi-annual training reviews are conducted as part of the on-going staff review process and formal training plans are prepared. A comprehensive training register is kept for each staff member in terms of the legal requirements from the IT SETA and Information Technology Industry Training Board (ITITB).

On-going informal training is also conducted on a monthly basis and is supported by a technical mentoring program for junior technical staff. This commitment to training has resulted in a number of firsts especially in the area of high level networking skills certification for PDI staff.

As early as 1999 KSS started a project to build skills in the Cisco networking environment and invested into the local and overseas training of selected individuals. This focussed investment and support program resulted in an African first for a CCIE



from an HDI background, Mr. Demetrius Christian, successfully completing the stringent Cisco theoretical and practical laboratory exams.

Our commitment to technical and management skills training is ongoing and currently involves 4 HDI candidates. 2 of these candidates are involved in the Cisco networking arena with the first having already completed his CCNA and CCNP busy preparing for his CCIE certification. The other candidate(s) are busy working towards their CCNP and CCDP certifications.

In addition to the networking training we are also investing in deserving candidates to built skills in the operating system software environment. Of the current group one candidate has completed A+, N+ and MCSE with another busy completing his MCSE certification.

Social responsibility

The primary focus for KSS is to invest in projects that directly contribute to the education and vocational training of staff for careers in the IT industry. The reason for the focusing on Information Technology is threefold. Firstly, research has shown that the shortage of suitably qualified staff from a PDI background is especially serious within the IT and related technology-based industries.

Lastly, as a result of the focus on uplifting IT and technology skills in PDI's communities, the group will be in a stronger position to successfully achieve its employment equity targets by employing suitably qualified people coming from the training programs invested into.

Specific projects

During 2002 we also completed a small computer network including 5 workstations and software for a disadvantaged pre-school facility, 4TheKids in Randfontein, allowing the caregivers there to provide the children with a high level of mental stimulation and education.

Future projects in the planning phase include the installation of suitable infrastructure at 4 schools in the Limpopo province to enable participation in the Mindset Network ACTIVATE project. The schools are being selected based on parameters indicating a high degree of potential for Mathematics and Science with the shortlist currently including Vasasela Secondary, Hudson Ntsanwisi High Secondary, Gwambeni Secondary and Shipungu High School.