Lifelong Learning

Creating the Change We Need for the World We Want

January 2017

kpmg.com/uk
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ten Stunning Statistics</td>
<td>03</td>
</tr>
<tr>
<td>Chairman’s Foreword &amp; Our 2020 Ambition</td>
<td>05</td>
</tr>
<tr>
<td>SDG 4: A New Global Agenda</td>
<td>07</td>
</tr>
<tr>
<td>KPMG’s Lifelong Learning Partnerships in Action</td>
<td>10</td>
</tr>
<tr>
<td>SDG Industry Matrix: Opportunities and Examples</td>
<td>17</td>
</tr>
<tr>
<td>Endnotes</td>
<td>24</td>
</tr>
</tbody>
</table>

Photo credit: World Bank, Sebastian Szyd
Ten Stunning Statistics

1. Equitable, quality education can increase a country’s gross domestic product per capita by 23% in 40 years.¹

2. US$1 dollar invested in an additional year of schooling generates US$10 in earnings and health benefits in low-income countries (US$4 return in lower-middle income countries and US$2 return in upper-middle income countries).²

3. If current trends continue, more than 1.5 billion adults will have no education beyond primary school in 2030.³

4. In 2030 in low-income countries, under present trends, only 1 out of 10 young people will be on track to gain basic secondary-level skills.⁴

5. There are 758 million adults who still cannot read or write – two-thirds of them are women.⁵

Return on Investment

- 23% GDP increase from education
- US$1 of schooling generates US$10

Schooling

- More than 1.5bn adults experience restricted basic education
- 1 in 10 teenagers will acquire basic skills
- Only adults will acquire basic skills

Literacy

- 758m adults are illiterate

---

¹ KPMG International
² World Bank
³ United Nations
⁴ UNESCO
⁵ UNESCO
Ten Stunning Statistics (continued)

1. Adult literacy above 40% is key to rapid economic growth.
   No country has ever achieved continuous and rapid economic growth without having first achieved an adult literacy rate above 40%.

2. Illiteracy costs US$1.2 trillion per year.
   Functional illiteracy costs the world US$1.2 trillion per year.

3. 600 million young people are without productive employment.
   600 million young people (one out of every two) are without productive employment.

4. More than 40% of employers globally are finding it difficult to recruit people with the skills they need.
   In 2015, the Youth Unemployment Rate among OECD countries was more than 40% in Italy, Spain, Greece and South Africa.

5. 40% of employers globally are finding it difficult to recruit people with the skills they need.
   40% of employers globally are finding it difficult to recruit people with the skills they need.
Investment in education and lifelong learning is one of the most important catalysts for addressing formidable societal issues, including income disparity and youth unemployment. We know that a commitment to lifelong learning can help break the cycle of poverty.

KPMG International and KPMG member firms are already active through our KPMG Family for Literacy program in driving this commitment as a core business imperative. The world is also experiencing an increasing disconnect between worker skills and the talent needs of business. Innovative thinking and greater collaboration between government and private industry is needed to help develop new approaches to education that can close the skills gap and create new opportunities and greater productivity and prosperity. Amid a world of escalating uncertainty, the potential that can be realized from an increased focus on learning inspires confidence that we can empower change, in the marketplace and our communities.

I have been greatly encouraged by the Sustainable Development Goals (SDGs), which KPMG member firms started working towards last year alongside leaders from governments, the private sector and civil society. The fourth SDG ‘Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all’ is not only a vital Goal in its own right but also a key enabler of all 17 SDGs. Education and lifelong learning provide a passport out of poverty and into prosperity. They are the best antidote to instability, inequity and disruption.

This is why we are galvanising our corporate citizenship work around SDG 4 on education and lifelong learning.

I am motivated by a passionate belief that everyone, everywhere, deserves the educational opportunity to become literate and to achieve their full potential; an aim which is also in our enlightened self-interest as global citizens.

In September 2016, KPMG’s Global Board set a new corporate citizenship 2020 ambition. Our ambition is ‘To inspire confidence and empower change through a global commitment to promoting and enabling lifelong learning’ and to:

1) Be an influential global voice from business for learning and skills development and enabling literacy;
2) Directly empower 100,000 individuals through active mentoring, taking our skills to those needing skills;
3) Reach millions more by enhancing our core strategic global alliances, such as Enactus and Junior Achievement.

The SDGs are underpinned by the concept of ‘a revitalised global partnership’ and in this report you will find practical examples of our lifelong learning
Chairman’s Foreword & Our 2020 Ambition (continued)

As part of the development of our extraordinary people, the focus on global experience and learning is critical so that our people bring a breadth of perspective and knowledge to clients. We therefore see that our investment in education and lifelong learning is as important for our business as it is for our communities.

**KPMG clients**

As highlighted in our SDG Industry Matrix publication series (described later in this publication), SDG 4 provides opportunities for KPMG member firms’ clients across all industries to create shared value for their business as well as for people and society. KPMG professionals collaborate with clients on this lifelong learning agenda, across dozens of countries around the world. In addition, KPMG member firms provide audit, tax and advisory services to governments, regulators, donors and education providers within school, vocational and higher education sectors. This adds vital energy to deliver on our overarching 2020 ambition.

I am confident that by harnessing our collective passion, skills, influence and resources to invest in lifelong learning, we will create the change we need for the world we want.

**Our people**

At KPMG, we are more focused than ever on ensuring that KPMG member firms attract, develop and retain truly extraordinary people. Inclusion and diversity is a top priority in our business strategy. An inclusive culture is key to achieving diversity, as we seek to attract the most extraordinary talent that brings a breadth and depth of views and experience, and who will thrive in a culture where they are able to bring their whole selves to work and fulfil their potential.

partnerships in action. These range from investments in early childhood development, to literacy, higher education, entrepreneurship and business skills.

**John Veihmeyer, Chairman**

KPMG International

Photo credit: UN Photo Library
SDG 4: A New Global Agenda

Vision and commitment to ‘create the world we want’

In 2015, 193 member states of the United Nations adopted an ambitious plan of action for people, planet and prosperity known as ‘the 2030 Agenda for Sustainable Development’. The Agenda includes 17 new Sustainable Development Goals, accompanied by 169 targets, ranging from ending poverty and hunger to promoting peace and economic growth and combating climate change. They are universal, applying to all nations and people, seeking to tackle inequality and leave no-one behind.

The vision for the SDGs includes a world with universal literacy in which there is equitable and universal access to quality education at all levels. SDG 4 therefore commits to ‘Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all’.

SDG 4 is vital for SDG 8 ‘Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all’ and it is also a vital enabler of all of the other Goals; improved education opportunities help to combat a wide range of societal challenges ranging from child labor, child marriage and child mortality to conflict and forced migration.
Ten global targets

- **Quality primary & secondary education**
  - By 2030
  - Ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

- **Early childhood development**
  - By 2030
  - Ensure all girls and boys have access to quality early childhood development, care and pre-primary education so they are ready for primary education.

- **Quality tertiary education**
  - By 2030
  - Ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education.

- ** Relevant skills**
  - By 2030
  - Substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

- **Equitable education access**
  - By 2030
  - Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

© 2017 KPMG International Cooperative ("KPMG International"). KPMG International provides no client services and is a Swiss entity with which the independent member firms of the KPMG network are affiliated.
Ten global targets (continued)

By 2030

**Literacy and numeracy**
Ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

**Sustainable development education**
Ensure all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity.

**Upgraded education facilities**
Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.

**Scholarships for developing countries**
Substantially expand globally the number of scholarships available to developing countries...for enrolment in higher education.

**Qualified teachers**
Substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States.
KPMG’s Lifelong Learning Partnerships in Action

Unlocking the Power of Partnership

The SDGs are underpinned by the concept of ‘a revitalised global partnership for development’ which brings together the diverse private sector (ranging from microenterprises to cooperatives and multinationals) with governments as well as parliaments, the United Nations and other international institutions, civil society, the scientific and academic community, and all people. Businesses are called upon to apply their creativity and innovation to solving sustainable development challenges.

At KPMG International, we believe that partnerships will play a vital role in achieving transformative development impact while at the same time meeting the business needs of a rapidly changing world. Partnerships are therefore the core modus operandi through which we are working towards our 2020 corporate citizenship ambition. These include strategic global partnerships with multi-country participation and investment from across the KPMG network of member firms, as well as national partnerships which often seek to support people who are particularly marginalised in the local communities – whether due to gender, poverty, ethnicity or other factors. The following pages describe our most significant global partnerships with not-for-profit organisations and a small selection of member firm national partnerships with not-for-profit organisations.

Photo credit - Silicon Valley Community Foundation
Drawing on our own insights, research, and one-on-one interviews with organisations actively involved in cross-sector partnerships, KPMG International has identified the four core values that we believe are at the heart of creating, operating and sustaining effective cross-sector partnerships. These are summarised in the diagram opposite. In our publication ‘Unlocking the Power of Partnership: A Framework for Effective Cross-Sector Collaboration to Advance the Global Goals for Sustainable Development’ we also identify eight factors for effective partnerships, along with case studies which illustrate various approaches to partnership and important lessons learned from each organisation’s experience.

**Equity and respect:**

Acknowledge the value that each organization brings to the partnership. Resource contributions, organizational culture and individual motivations for joining the partnership may differ, but the power of partnership is built on harnessing each partner’s key strengths.

**Genuine commitment:**

Come to the partnership with good faith. It is ok to acknowledge individual partner benefit but keep the focus on creating a partnership with a shared vision and definition of success.

**Transparency:**

Sharing information, maintaining clear lines of communication, and having honest discussions around difficult issues are important. Trust can be lost over the course of a partnership if transparency is not maintained.

**Patience and persistence:**

Trust and familiarity, two cornerstones of effective partnerships, are built up over time. Being patient creates space for partners to break through, not break down, during difficult times.
KPMG’s Family for Literacy (KFFL)

KFFL helps to form the foundation for lifelong learning at the very start of a child’s education, promoting literacy by providing new books to children who otherwise do not have access to books. To date, KPMG has distributed nearly 3 million books worldwide through KFFL. Sustainable KFFL chapters exist in India, Kenya, Mexico, South Africa, the UK and the US, with continued expansion of the program anticipated in furthering our goal of addressing illiteracy on a global scale.

KPMG professionals, their families, along with the extended KPMG family, including interns, retirees, and in some cases clients, participate regularly in KFFL related activities. KFFL chapters form strong working relationships with schools and organizations to help address the issue of childhood illiteracy in their communities.

Junior Achievement (JA)

KPMG is a long-term supporter of JA Worldwide, one of the largest global NGOs dedicated to addressing fundamental social and economic challenges of young people by educating and empowering them to transform their future and own their economic success. With more than 100 member countries, the JA Worldwide network is powered by over 450,000 volunteers and mentors from all sectors of society, reaching more than 10 million young people around the world every year. JA provides hands-on financial literacy, entrepreneurship and work-readiness learning and activates students to use their skills to strengthen their families, communities, nations and economies.

KPMG’s Global Head of Corporate Citizenship is a member of the Board of Governors of JA Worldwide, and 62 KPMG people from 9 countries serve on JA country boards. A further 2,300 additional KPMG people from 12 countries volunteered their time and skills to support JA’s work.

A key component of KPMG’s support has included a US$1.75 million, multi-year grant from KPMG in the U.S. Foundation to JA USA to upgrade the JA Finance Park® curriculum and to bring new technology to the program for middle school and high school students. Recent third party evaluation findings prove that this has transformed JA Finance Park into a blended curriculum and experiential learning program that improves the financial capability and propensity of participating students to make financially responsible decisions. In 2015-16, JA Finance Park reached over 300,000 students with around 6.5 million contact hours, including 35,000 students reached through KPMG volunteer teachers.
KPMG’s Lifelong Learning Partnerships in Action (continued)

KPMG’s Global Partnerships

WE Charity (formerly known as Free the Children)

WE is a movement that brings people together and gives them the tools to change the world. WE does this through its international program WE Villages and domestically through WE Schools. The WE Villages program is active in 8 developing countries, creating a sustainable model of international development. The WE Schools program is active in over 10,000 schools in the United States, Canada and the UK, engaging over 2.4 million students in service learning. WE Day is the manifestation of the WE movement, an empowering stadium-sized, educational event that celebrates young people’s actions to change the world.

Initiated by KPMG in Canada, the KPMG network has worked with WE in various geographies, including bringing clients to WE Day events and participation by KPMG families in international development trips. In 2016, over 800 KPMG people, clients and their families participated in various WE programs.

Enactus

We have been an active participant with Enactus for more than two decades, helping to mobilize students to make a difference in their communities, while they also develop the skills that will enable them to become the next generation of socially responsible business leaders.

KPMG International has been the presenting sponsor of the Enactus World Cup since 2011. The 2016 World Cup hosted 69,000 students from 1,700 universities and colleges from 36 countries, to showcase how they apply business innovation and entrepreneurial action to create global social impact.

During the partnership, KPMG has provided strategic support to Enactus to help enable global expansion. This has included support around:

- Launch - providing front-end operation support to help set up national programs in countries where operations previously didn’t exist.
- Coordination and expansion - using existing communication networks to help share information, updates, and best practice ideas internally and externally.
- Time and resources – in addition to providing financial support, KPMG has applied its people’s skills to support the national and regional programs.

Currently, KPMG has over 34 people representing the organization in over 30 Enactus national, regional, and global boards. KPMG member firms engage over 300 of our people annually by encouraging them to be mentors, advisors, and judges in various Enactus events. KPMG also provides operational resources to Enactus such as program managers, coordinators and volunteers.
KPMG’s Global Partnerships

One Young World (OYW)

OYW gathers together the brightest young leaders from around the world, inspiring and empowering them to make lasting connections to create positive change. OYW hosts an annual Summit where young talent from global companies, social enterprises, NGOs, universities and other forward-thinking organisations are joined by world leaders, acting as the OYW Counsellors.

To date, 24 KPMG member firms have participated in OYW, sending young leaders to the annual summit to then translate their inspiration into action to improve our world. Our people have participated as delegates, speakers, host city bid members and host city advisory board members, and KPMG International’s Global Head of Corporate Citizenship is a seasoned OYW Counsellor providing inspiration and encouragement to the young delegates and speakers.

Our ambition is to widen the impact of our existing involvement by significantly increasing KPMG OYW Ambassadors investment of volunteer hours to improve their communities between 2017-2020. We are already well on-track with our 54 Ambassadors from the 2016 Summit collectively pledging to invest over 4,500 hours in their communities in 2017, and many making impressive early progress.
KPMG’s Lifelong Learning Partnerships in Action (continued)

KPMG member firms’ National Partnerships

- Between FY2014-16, KPMG in the UK colleagues contributed over 90,000 hours of skilled volunteering time supporting the skills development of 26,000 disadvantaged individuals as part of the firm’s focus on social mobility. Since 2009, the firm has sponsored ‘The City Academy, Hackney,’ an inner-city school in an area of high deprivation, investing £1.9M in cash and time. Last year the school was recognised as the top mixed school in the country for its work to ensure every student reaches their full potential.

- KPMG in the US teams up with the NAF and its Academies of Finance to help strengthen high school accounting education integrated with a focus on STEM (science, technology, engineering, and mathematics) by providing funding, curriculum guidance, and mentorship. NAF is a national network of education, business, and community leaders who work together to ensure high school students are college, career, and future ready.

- KPMG in Brazil has supported over 2,800 underserved children by investing in Projeto Pequeno Cidadão (Little Citizen Project). For four years, the project works intensively with children to rebuild their self-esteem, strengthen family ties and develop opportunities for personal growth. The children are offered additional education, computer classes, medical supervision, nutritional guidance and sports activities. In addition, 27 young people have benefited from scholarships to attend high school and young people have the opportunity to become apprentices and participate in vocational courses.

- KPMG in Mexico is supporting a Youth Career Initiative, in collaboration with World Vision Mexico, to develop the skills of young people who may not otherwise be able to secure jobs. KPMG in Mexico’s support includes organisation of a youth mentoring program.

Note: This includes only a few illustrative examples of the numerous lifelong partnerships that KPMG member firms have with not-for-profit organizations.
KPMG member firms’ National Partnerships (continued)

- KPMG in India’s Aspire Program helps build the skills and abilities of disadvantaged girl students through quality education and overall development in order to enhance employability. Between inception in 2014 and 2016, KPMG has supported over 15,000 hours of educational programs and extra-curricular activities including spoken English, science, mathematics, IT, soft skills, music, sports, theatre and art. In addition, KPMG provides career counselling and work readiness training.

- KPMG in China organises volunteer teaching missions every year to three KPMG Hope Schools and one KPMG Community Centre which it helped rebuild in 2010. Around 500 KPMG volunteers have participated in these missions, benefitting over 1,000 students annually.

- KPMG in Australia provides structured mentoring and tutoring to students through the Australian Business and Community Network. Since 2005, over 1,200 KPMG people have volunteered in order to help disadvantaged students make wise personal, educational and vocational choices. KPMG support also includes chief executive – school principal co-mentoring relationships, female leadership activities, and scholarships for the most marginalised to achieve their aspirations of attending university.

- KPMG in South Africa is Developing Change Driven Leaders through its support of the Youth Managers Foundation. This partnership aims to empower students with leadership potential to drive positive changes in their spheres of influence by providing high school learners with leadership development support, career guidance and mentorship through annual career and mentorship days, youth leadership and quarterly leadership seminars.

Note: This includes only a few illustrative examples of the numerous lifelong partnerships that KPMG member firms have with not-for-profit organizations.
SDG Industry Matrix

SDG 4 Shared Value Opportunities and Examples

KPMG and the UN Global Compact developed the SDG Industry Matrix publication series to inspire greater private sector contributions to sustainable development.

It includes industry specific practical examples and ideas for action. The following pages summarise the SDG 4 education and lifelong learning opportunities for six industries, together with one example of leading practice for each industry.

The SDG Industry Matrix publications provide many more examples. These are in addition to the cross-industry opportunities to collaborate with other businesses, NGOs and governments to improve learning in countries within the company’s value chain - thereby making a long term investment in a diverse talent pipeline and improved economy.

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Photo (above): Alex Baluyut/World Bank
Shared Value Opportunities

Collaborate with development finance institutions and governments to raise and/or invest in innovative financing (e.g. education bonds) for education projects.

Expand access and use of personal savings and loan products to meet education costs.

Increase collaboration across the industry and explore best practices for advancing financial literacy at scale both in schools and for men and women, including marginalized groups (such as persons with disabilities, indigenous persons, and racial and ethnic minorities).

Leading by Example

The Inter-American Development Bank (rated Aaa/AAA) launched a US$500 million Education, Youth and Employment Bond for Latin America and the Caribbean to finance early childhood care and education, formal primary and secondary education, as well as labor market placement and vocational training. This bond is the first global benchmark issued by a Multilateral Development Bank where proceeds are placed in a segregated sub-account to support projects strictly related to education and youth employment. The order book received a significant level of oversubscription and included a high percentage of investors with a particularly interest in Socially Responsible Investment Bonds. The bond was structured, priced and marketed by Citi.
Shared Value Opportunities

Promote and invest in STEM education (i.e. Science, Technology, Engineering and Mathematics) to secure access to employees with skillsets which meet future business needs in countries of operation (e.g. food technologists, product designers, systems analysts, etc.).

Educate consumers and communities on sustainable lifestyles, in collaboration with governments, civil society, the media and other stakeholders.

Leading by Example

LEGO has developed a number of products and educational programs focused on STEM learning. Elementary STEM Programs seek to create environments where learning happens in a hands-on and motivational way, helping students discover their talents and cement learning using solutions such as LEGO’s Simple Machines and WeDo. Middle School STEM programs aim to bring STEM concepts to life, using more advanced LEGO Education solutions as tools for engaging and motivating STEM learners and boosting student performance.
Shared Value Opportunities

**STEM education** (i.e. Science, Technology, Engineering and Mathematics) to secure access to employees with skillsets which meet future business needs in countries of operation (e.g. product designers, engineers, data analysts and environmental scientists).

Provide **training to component and raw material suppliers** to increase the productivity and sustainability of their operations, ensuring access to high quality, environmentally sensitive inputs.

**Leading by Example**

**Airbus Group** launched a partner program in 2014 with 22 universities in 12 countries to mould the curricula of their degree courses to the future requirements of the aerospace industry. The Airbus Group University Partner Program cultivates the benefits of working more closely with universities, developing the Group’s competencies portfolio, promoting its employer brand, broadening the recruitment pool and increasing workforce diversity. It will also give some of the approximately 119,000 young people studying at these universities highly relevant skills, and introduce them to rewarding careers. In addition, Airbus runs a biennial global competition called Fly Your Ideas, organised in partnership with UNESCO, which challenges students to innovate for the future of aviation. So far over 15,000 students from 600 universities in over 100 countries have taken part in the competition.
Shared Value Opportunities

Promote and invest in **STEM education** (i.e. Science, Technology, Engineering and Mathematics) and **medical training** to secure access to functioning health systems and employees with skillsets which meet future business needs in countries of operation (e.g. doctors, scientists, health technologists and data analysts).

Educate communities on **healthy lifestyles**, in collaboration with Governments, civil society, the media, health insurers and other stakeholders.

Educate the medical profession on **new technologies**, **new treatment methods** and **responsible prescription of medication**, importantly including antibiotics given the growing drug resistance.

Invest in **e-health** solutions which enable medical professionals in countries with less developed health systems to remotely consult and learn from medical professionals in countries with more developed health systems.

Collaborate with research institutions, ministries of health and other stakeholders to improve mutual understanding and capacity to prevent, diagnose and treat **neglected tropical diseases**.

Provide **training to suppliers** to increase the productivity and sustainability of their operations, ensuring access to high quality, environmentally sensitive inputs.

**Leading by Example**

In 2014, **Mylan** signed a multi-year strategic alliance agreement with Walt Disney Parks and Resorts to help increase awareness and education around anaphylaxis, following an increase in life-threatening (severe) allergic reactions in recent years. The agreement includes updated maps in Disney’s domestic theme parks and on its cruise ships as well as updated signage in the parks that highlight locations with the company’s EpiPen® and EpiPen Jr® Auto-Injectors. Over time, the company plans to introduce a variety of supplemental educational resources. The company also created a Get Schooled in Anaphylaxis™ educational initiative in 2012 to help those in school settings know how to respond when anaphylaxis occurs. Additionally, more than 64,000 schools have participated in the EpiPen4Schools® program which provides free EpiPen® Auto-Injectors to U.S. schools.
Transportation Industry

Shared Value Opportunities

Promote and invest in **STEM education** (i.e. Science, Technology, Engineering and Mathematics) for girls, boys, women and men to secure access to employees with skillsets which meet future business needs in countries of operation (e.g. engineers, technology experts and data analysts).

Collaborate with governments and educational institutions to integrate **road safety into school curricula**.

Partner with local governments to explore optimal **locations for educational institutions**, such as close to mass transit lines.

**Leading by Example**

**Volvo Group**, together with the U.S. Agency for International Development and the Swedish International Development Cooperation Agency, entered into a partnership to provide vocational training schools for 4,500 young people in ten countries between 2013 and 2018, primarily in Africa and South East Asia. This initiative supports Volvo Group’s planned geographic expansion and it addresses the challenge of existing educational systems which do not develop the skills that are needed by the industry. The first schools have been launched in Ethiopia, Morocco, and Zambia including a training school in Settat (Morocco) to develop mechanical skills which can be directly applied in the heavy-equipment industry.
Shared Value Opportunities

Invest in school, technical and other education facilities for workers, their families and community near energy, refinement and production facilities in order to develop the capacity of current and future local employees and suppliers.

Sponsor employees and community members to attend higher learning institutions to reduce reliance on expatriate staff.

Provide training to local suppliers and service providers to increase the quality and sustainability of their operations, so that they can participate in company supply chains and capital projects.

Promote and invest in university and vocational STEM (Science, Technology, Engineering and Mathematics) education and to secure access to employees with the skillsets which meet future business needs in countries of operation (e.g. engineers, geoscientists, chemical technicians, etc.)

Leading by Example

Eskom aims to inspire young scientists and researchers through the Eskom Expo for Young Scientists (EEYS) that engages young people in research projects in science, technology, engineering, mathematics and innovation (STEMI). EEYS participates at all levels of education ranging from the individual student in the classroom, to provincial basic education departments, tertiary education institutions, commerce and industry. EEYS arranges 35 regional science expositions across the country and one prestigious International Science Fair where students exhibit their research or investigative work and are judged by experts. Outstanding projects are rewarded with various prizes including university bursaries. By participating in EEYS activities, learners increase their awareness of STEMI topics while also helping build the long term pipeline of talent for the industry.
End notes

⁴ Ibid.
About KPMG International

KPMG is a global network of professional services firms providing Audit, Tax and Advisory services. We operate in 152 countries and have 189,000 people working in member firms around the world. The independent member firms of the KPMG network are affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. Each KPMG firm is a legally distinct and separate entity and describes itself as such.
The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavour to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.