

1
00:00:00,933 --> 00:00:01,899
In 2020

2
00:00:01,966 --> 00:00:04,599
NTT Brasil was on a rapid growth trajectory.

3
00:00:05,266 --> 00:00:06,366
Despite our ongoing efforts

4
00:00:06,500 --> 00:00:08,566
to build a diverse team,

5
00:00:09,266 --> 00:00:10,366
we faced challenges

6
00:00:10,500 --> 00:00:12,266
in recruiting qualified candidates

7
00:00:12,300 --> 00:00:14,300
within a limited budget and deadline.

8
00:00:15,066 --> 00:00:15,599
In Brazil

9
00:00:15,600 --> 00:00:17,866
many professionals from underrepresented groups,

10
00:00:18,166 --> 00:00:20,466
faced barriers in accessing quality education.

11
00:00:21,133 --> 00:00:22,933
A notable example is the IT sector,

12
00:00:22,933 --> 00:00:24,666
where only 20%

13
00:00:24,766 --> 00:00:26,566
of the staff is comprised of women

14
00:00:26,700 --> 00:00:27,600
and among them,

15
00:00:27,933 --> 00:00:28,899
black women

16

00:00:29,466 --> 00:00:31,299

represent only 11%.

17

00:00:34,766 --> 00:00:35,566

Confronted with this challenging scenario

18

00:00:35,666 --> 00:00:36,499

of difficulty

19

00:00:36,933 --> 00:00:38,799

in sourcing professionals from diverse groups

20

00:00:39,133 --> 00:00:41,299

with the required skills within the given timeframe

21

00:00:41,533 --> 00:00:43,766

and budget for positions,

22

00:00:44,300 --> 00:00:45,700

we decided it was necessary

23

00:00:46,066 --> 00:00:47,299

to create an internship program

24

00:00:47,500 --> 00:00:49,933

where professionals from different backgrounds

25

00:00:50,133 --> 00:00:50,999

with no experience

26

00:00:51,366 --> 00:00:53,866

could have the opportunity of joining NTT

27

00:00:54,100 --> 00:00:55,900

and be trained internally,

28

00:00:56,300 --> 00:00:58,366

with continuous monitoring of managers,

29

00:00:58,800 --> 00:01:00,966

they could develop within our culture.

30

00:01:01,566 --> 00:01:02,366

Our goal

31
00:01:02,900 --> 00:01:05,600
was to reduce inequality and promote diversity.

32
00:01:07,100 --> 00:01:08,000
The true innovative nature of

33
00:01:08,166 --> 00:01:08,733
the program

34
00:01:08,733 --> 00:01:10,899
lies in its integrated recruitment and

35
00:01:10,966 --> 00:01:11,766
learning and development cycle

36
00:01:11,933 --> 00:01:12,733
focused on recruiting

37
00:01:12,866 --> 00:01:14,299
professionals based on their behavioral

38
00:01:14,566 --> 00:01:17,366
competencies and aligned with NTT's culture.

39
00:01:18,266 --> 00:01:19,466
During a 24-month period,

40
00:01:19,533 --> 00:01:21,699
interns go through a robust

41
00:01:21,900 --> 00:01:22,700
training program

42
00:01:22,933 --> 00:01:24,266
and development assessments

43
00:01:24,933 --> 00:01:25,799
ensuring their growth

44
00:01:25,900 --> 00:01:27,766
aligned with the company's needs

45
00:01:28,066 --> 00:01:29,899
and individual aspirations of each participant.

46

00:01:32,366 --> 00:01:34,199

It all began during the pandemic,

47

00:01:35,000 --> 00:01:37,900

everything was closed when I arrived here in Brazil.

48

00:01:37,966 --> 00:01:39,466

So, I had almost no contact

49

00:01:39,966 --> 00:01:41,733

with any Brazilians,

50

00:01:42,466 --> 00:01:44,066

and then I was thinking,

51

00:01:44,166 --> 00:01:45,366

'My God, how is it going to be?

52

00:01:45,366 --> 00:01:46,366

How will I be received?

53

00:01:46,900 --> 00:01:49,800

But when I joined that livestreamed session,

54

00:01:49,800 --> 00:01:50,600

in that Link

55

00:01:51,066 --> 00:01:52,466

I saw kind people

56

00:01:53,066 --> 00:01:56,199

peessoas que falavam com a gente com muito amor

EN: who spoke to us with so much love,

57

00:01:56,200 --> 00:01:57,000

muito carinho

EN: so much affection,

58

00:01:57,400 --> 00:02:00,366

que nos receberam de uma forma maravilhosa

EN: welcoming us in a wonderful way,

59

EN: and in that moment I thought:

60

00:02:03,266 --> 00:02:06,299

Seriously? I want to join this company!

61

00:02:07,000 --> 00:02:09,933

Well, I used to work as a janitor

62

00:02:10,766 --> 00:02:11,766

before joining NTT

63

00:02:13,066 --> 00:02:15,133

I got this opportunity

64

00:02:15,666 --> 00:02:19,499

as a pre-sales architect intern

65

00:02:19,500 --> 00:02:22,066

and decided that I was born for this.

66

00:02:23,600 --> 00:02:25,666

The program was an incredible

67

00:02:26,266 --> 00:02:26,799

experience

68

00:02:26,800 --> 00:02:29,066

because I had a

69

00:02:29,366 --> 00:02:31,266

concern that I wouldn't be able

70

00:02:31,366 --> 00:02:32,933

to secure an internship due to my age,

71

00:02:33,500 --> 00:02:36,066

as I started my graduation after turning forty

72

00:02:37,066 --> 00:02:39,299

This changed completely

73

00:02:39,600 --> 00:02:40,466

because I had a

74

00:02:41,000 --> 00:02:43,600

great opportunity of learning,

75

00:02:44,366 --> 00:02:46,133

of

76

00:02:46,733 --> 00:02:48,533

acquiring knowledge and expanding my horizons.

77

00:02:48,700 --> 00:02:50,900

It's a field that allows you to continue learning

78

00:02:51,300 --> 00:02:52,166

constantly.

79

00:02:52,866 --> 00:02:55,199

And the company is fantastic,

80

00:02:55,400 --> 00:02:56,200

offering

81

00:02:57,266 --> 00:02:59,066

incredible solutions and possibilities

82

00:02:59,400 --> 00:03:00,566

for my family as well.

83

00:03:00,933 --> 00:03:03,666

We were able to bring a lot of diversity into NTT

84

00:03:04,533 --> 00:03:06,133

and a great example are women.

85

00:03:06,133 --> 00:03:07,099

We significantly increased

86

00:03:07,266 --> 00:03:08,966

the number of women

87

00:03:09,100 --> 00:03:10,266

in the internship program

88

00:03:10,566 --> 00:03:11,666

and in technical areas

89

00:03:12,100 --> 00:03:13,366

This has certainly changed

90

00:03:13,400 --> 00:03:15,266

and continue to change the lives of these women,

91

00:03:15,666 --> 00:03:16,966

and I am an example of that.

92

00:03:17,133 --> 00:03:17,999

I started as an intern

93

00:03:18,133 --> 00:03:18,966

and became a permanent employee

94

00:03:19,333 --> 00:03:20,066

and thanks to NTT,

95

00:03:20,366 --> 00:03:22,599

I had opportunities that I had never had in my life.

96

00:03:22,900 --> 00:03:24,466

I am at a stage in my career

97

00:03:24,466 --> 00:03:25,699

where I see myself growing

98

00:03:25,866 --> 00:03:26,666

significantly,

99

00:03:26,800 --> 00:03:27,600

thanks to NTT

100

00:03:27,600 --> 00:03:29,100

and the opportunity I had.

101

00:03:29,366 --> 00:03:31,399

They taught me to have courage,

102

00:03:31,500 --> 00:03:33,666

how lucky we are of experiencing all of this.

103

00:03:34,100 --> 00:03:34,766

These talents

104

00:03:34,766 --> 00:03:37,166

show us the importance of pushing ourselves and wanting

105

00:03:37,766 --> 00:03:39,333

to challenge ourselves more each day.

106

00:03:39,733 --> 00:03:41,533

This project is very important to us

107

00:03:41,666 --> 00:03:42,566

they teach us

108

00:03:42,766 --> 00:03:45,266

to challenge our goals every day.

109

00:03:45,400 --> 00:03:46,166

Each cycle

110

00:03:46,166 --> 00:03:48,533

interns contribute to our development

111

00:03:49,000 --> 00:03:50,966

since they always bring ideas and

112

00:03:51,100 --> 00:03:51,900

out-of-the-box knowledge

113

00:03:52,400 --> 00:03:54,200

that we, in our day-to-day, may not be able to generate.

114

00:03:55,000 --> 00:03:57,100

they help us grow our foundation,

115

00:03:57,300 --> 00:03:58,100

after all,

116

00:03:58,100 --> 00:03:59,933

they are the ones who will shape our success of tomorrow.

117

00:04:00,600 --> 00:04:02,100

Since July 2021,

118

00:04:02,166 --> 00:04:03,066

over 170

119

00:04:03,200 --> 00:04:03,700

students

120
00:04:03,700 --> 00:04:05,533
went through this transformational experience

121
00:04:05,966 --> 00:04:08,466
with a retention rate of over 90%.

122
00:04:08,866 --> 00:04:11,166
This statistic not only reflects numbers

123
00:04:11,200 --> 00:04:13,500
but in life paths that have been transformed by

124
00:04:13,666 --> 00:04:14,466
the program

125
00:04:14,533 --> 00:04:15,333
Moreover,

126
00:04:15,466 --> 00:04:15,799
we have successfully

127
00:04:15,800 --> 00:04:17,666
filled all our associate positions

128
00:04:17,766 --> 00:04:18,933
with program talents,

129
00:04:19,200 --> 00:04:21,666
boasting an over 80% conversion rate,

130
00:04:22,100 --> 00:04:22,900
allowing

131
00:04:22,966 --> 00:04:23,566
our

132
00:04:23,566 --> 00:04:25,799
recruiters to focus on more complex

133
00:04:25,900 --> 00:04:26,700
positions.

134
00:04:27,066 --> 00:04:29,066
The NTT Brasil internship program

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00:04:29,333 --> 00:04:31,299

is more than a recruitment initiative

136

00:04:31,733 --> 00:04:33,066

it is a commitment to

137

00:04:33,533 --> 00:04:34,499

personal and professional transformation,

138

00:04:35,066 --> 00:04:37,299

an investment in the young talent's future

139

00:04:37,500 --> 00:04:39,000

and a step forward in building

140

00:04:39,600 --> 00:04:41,300

a more inclusive and egalitarian world.