

software one

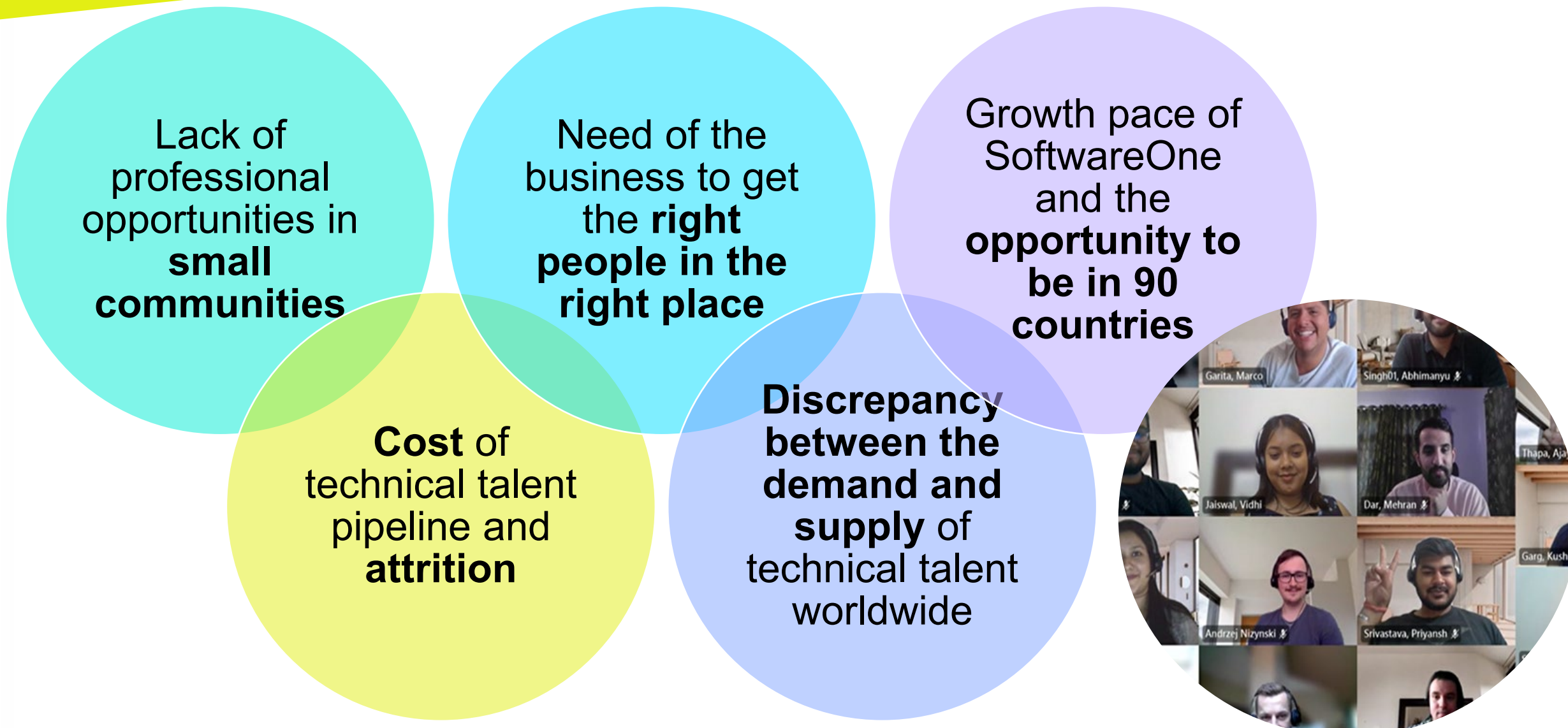
SoftwareOne Academy

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For the People Development Award



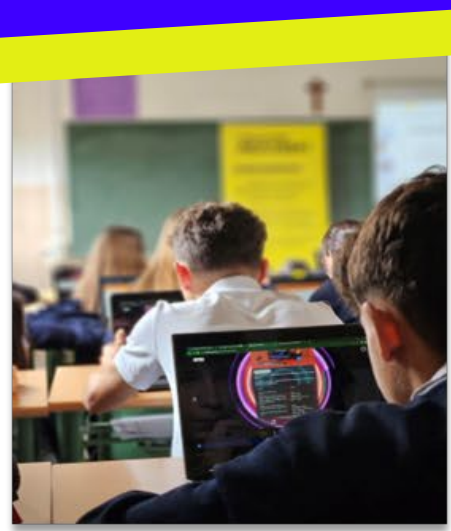
OUR REALITY



OUR APPROACH



HOW WE MAKE IT HAPPEN



School Outreach Programmes



Apprenticeships and Internships



On Campus/ University, Polytechnic and Community Colleges



In Community: SWO referrals, Job Seekers, Career Changers

Supported by

Workforce Planning and needs analysis with the business

Guided technical, language and soft skill learning paths

From 12 Weeks to 2 years Academy Programme

Internal Tech Mentor

Hackathons, Scrums and Case Studies

Client Project Shadowing and Challenges

Certification Programme

Global hubs Learning Labs



Learn-Work Cohorts



Employment Contracts

One for every Academy student Across the world



Our Partners



Our Impact

- **Decreased time to competency** – by an average of **40%** (Managed Services).
- **Reduction in attrition** – from **38%** in key regions to **near zero** (India, Brazil).
- **Shorter times to billability** – **30%** in 3 months, **100%** in 6 (SAP in the cloud).
- **Increased efficiency and productivity** – **350%** increase as compared to those hired with 1 year experience (Global NOC, GSDC).
- Calculated **reduction in cost per learner** – economies of scale from CHF 4.4K to CHF 2.0K.
- **Reduction in recruitment costs and salary costs** – no agencies, no headhunting, approx. **43%** savings in salary vs 1 yr experience.

Innovation

- **Academy plans and Talent Management strategy alignment.**
- **Adaption** of learning plans to business needs.
- **Multinational and cross cohort experiences** in learning projects.
- **360 Learners development** from technical to soft skills and language skills **personalized** to each learner.
- Usage of learner's projects for school hackathons with a **continuous improvement.**
- **Shadowing** as a complementary part of learning experience with dedicated mentor.
- **Implementation** of platforms to connect their e-learning with their Academy journey and companionship of their mentors and leaders.

Conclusion

1. This long-term learning initiative serves as a mechanism to establish a **talent pipeline for our organization's current open positions, while simultaneously nurturing** the development of essential skills and capabilities required for **future leaders.**
2. By integrating a comprehensive Talent Management strategy, we are better equipped to **address the evolving demands of the IT landscape, foster sustainable growth within our workforce, and ultimately ensure the long-term success of our learning initiative and support to the communities that need this opportunities the most.**

Key numbers

400 learners to end 2022 - 91% transition rate to business - 17 countries - 26 Cities - 10 Curriculum - 51 Cohorts

