

Case Study : Capgemini

Capgemini

Capgemini is a Global leader in Consulting, Technology, Outsourcing, and Local Professional Services, headquartered in Paris, France and operate in more than 30 countries. Amplify imparted the Fresher Learning Program at Capgemini (India), in the year 2006 - 2007 on the various technologies like SAP and Mainframe etc. The training program was imparted at the various Capgemini locations (Mumbai, Bangalore & Kolkata).

Technology	Audience	No of Batches	Batch size
SAP- ABAP	Freshers	3	25
SAP - XI	Freshers	1	25
SAP - EP	Freshers	2	25
Mainframe (with IMS DB/DC)	Freshers	2	25

Stage I

Pre Training diagnostics was carried out for all the trainees. The trainees were from B.Sc, BCA, BE & B.Com background. One Amplify Training coordinator was appointed for each Capgemini location.

Stage II

Batch formation was done jointly by the Capgemini training department and respective delivery & project team. The trainees had already gone through a internal precursor training of 1 week at all the Capgemini locations.

Stage III

7 weeks classroom training was imparted for all the batches. This was inclusive of 2 weeks Project work, coordinated by the respective Capgemini Project Managers. During the training, it was observed that the precursor training was not much effective. The trainees from Non IT background still lacked the basic technical skills. Therefore, the initial first week was totally dedicated in making their basic concept strong, by giving more n more hands on.

Stage IV

Post Training diagnostics was carried out where the competencies of the trainees were matched with the set expectations at the beginning of the training. 90% of the trainees matched the benchmark. Most of them are the best performers in their stream and even working onsite with clients.

