



**YOUNG
PROFESSIONAL
PROGRAM**

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**A Training Initiative by the SAP
Training & Development Institute**



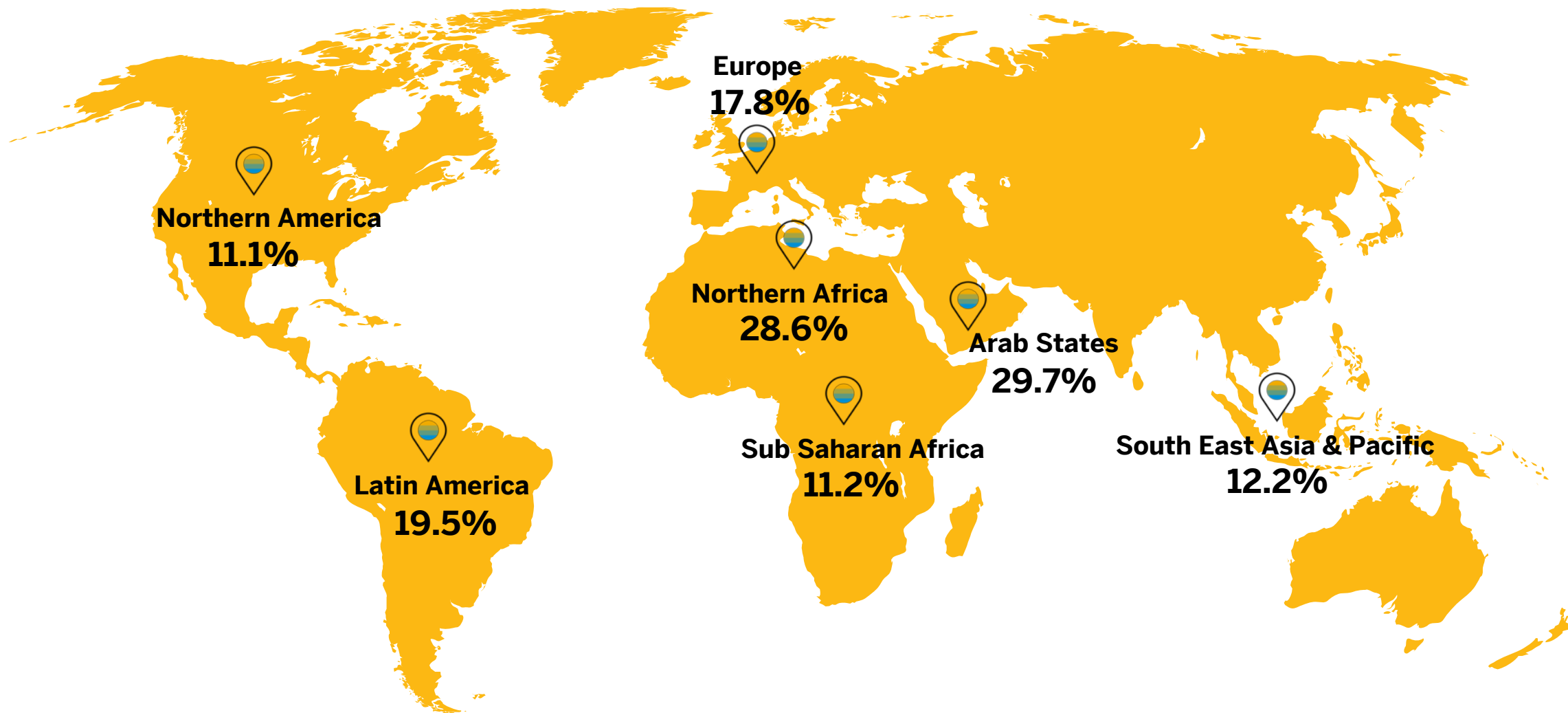
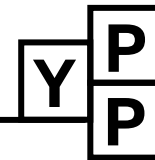


“ I love this generation! They have courage. They have drive. They are hungry. I believe in pushing them early into big opportunities, even before some might say they’re not ready. Trust me, with the right support, they will rise to any challenge.

“

Bill McDermott, SAP CEO
about the Millennial Generation

Rising Youth Unemployment Worldwide. An Underestimated Threat.



Did you

know?



40 Million
high-skilled
workers are
needed globally
by 2020

**Global youth
unemployment
rate is still
13 %**

Broad awareness of Skills Gap – Now it is time to act!

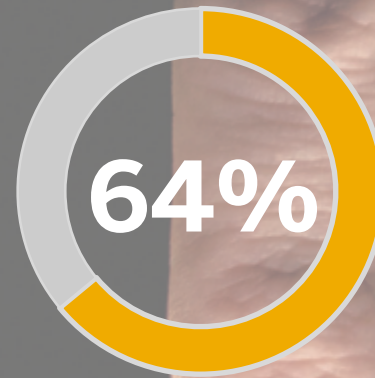


Digital Transformation is strategic for organizations



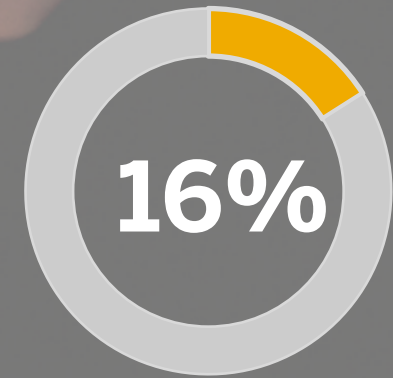
Regard Digital Transformation being important for an organization's business strategy.

Organizations acknowledge to have a digital Skills Gap



Admit to not having the skills necessary for Digital Transformation.

Organizations have a recruitment/ training program to close the skill gap

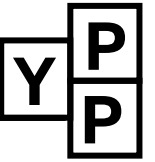


State that their company has implemented a recruitment/training program to close the skill gap.

Shapes the **next-generation of talent** and supports in the **creation of sustainable work possibilities** by boosting the **business system knowledge and entrepreneurial mindset of tech talent** through **tailored programs**

The
SAP Training &
Development
Institute
(TDI)

SAP's Commitment to Closing the Digital Skills Gap. Initiatives across EMEA South.



Capacity
Build



Innovation
Services



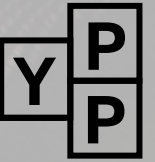
Awareness
Build



Programs driven and executed by SAP
Training & Development Institute

Programs driven and executed by global/
regional teams

Our Approach to Tackle Youth Unemployment.



ENABLE TALENTS

Our various training initiatives empower the most talented local, unemployed or underemployed youth

We support our graduates in finding dream jobs within the SAP Ecosystem thus provide the ecosystem with the right talents

We support our graduates in establishing their own companies by nurturing their entrepreneurial mindset

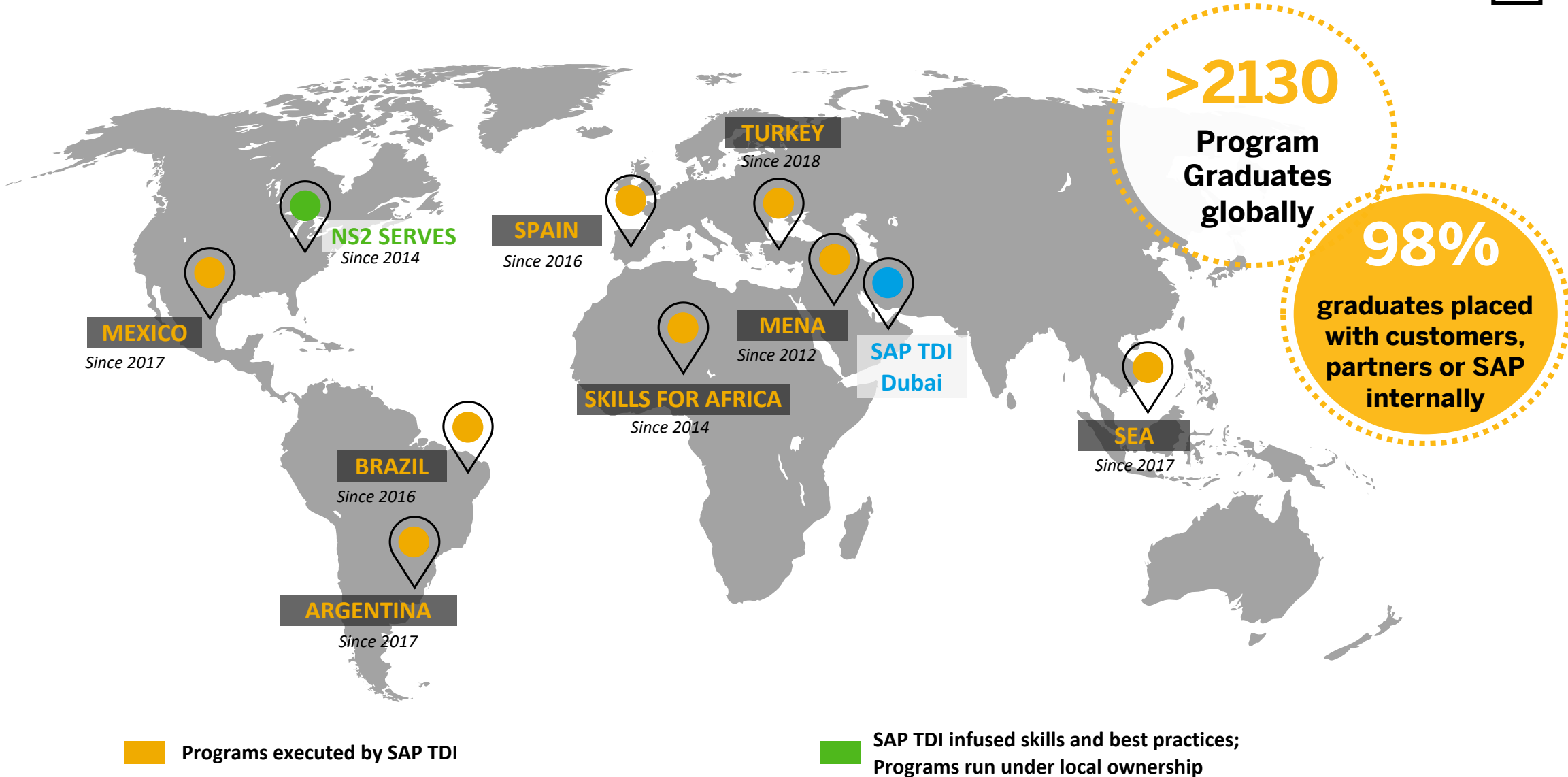
JOB PLACEMENT



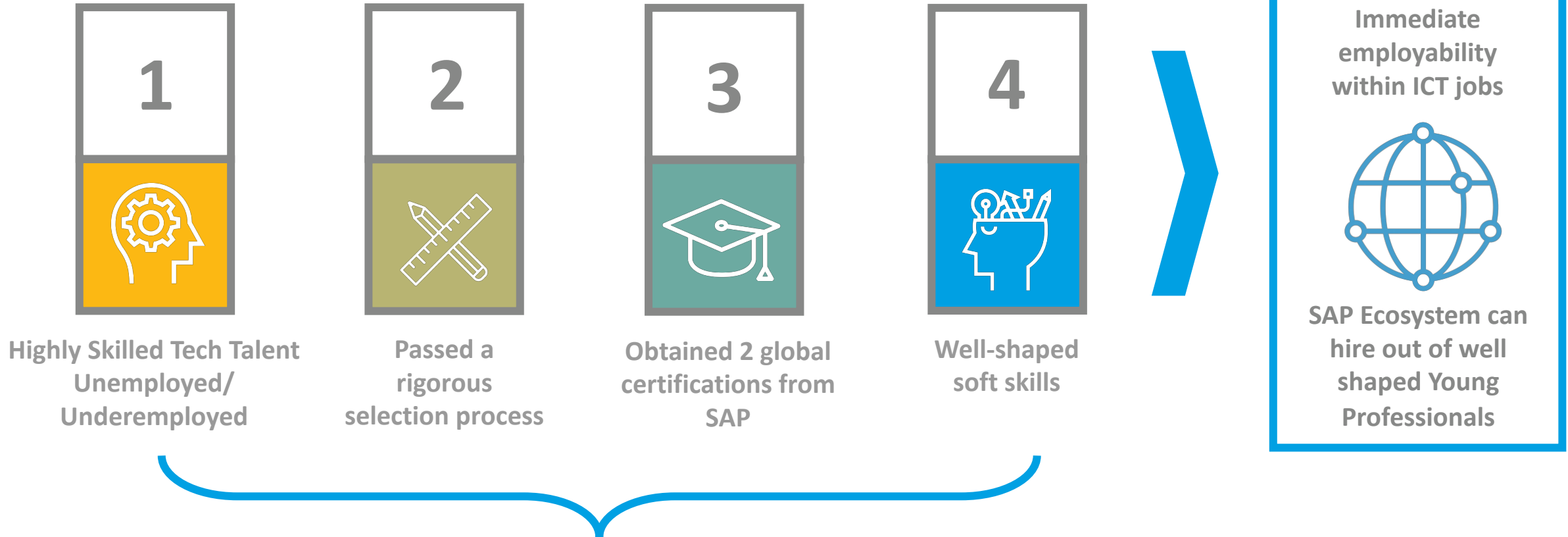
CREATING SMES



Our Best Practices Create Value Around The Globe.



SAP's Young Professional Program.



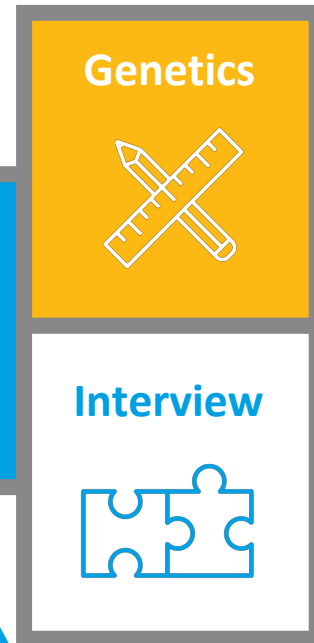
**Comprehensive Development Plan:
personal and business skills, functional and technical knowledge
of SAP solutions within a 2-3 months training program
to become SAP Associate Consultants**

Strict Selection Criteria to Find the Most Talented Graduates.



Basic Requirements

- Min. Bachelor Degree
- 0 – 2 years after graduation
- GPA among the Top 25%-tier
- Major to fit the track's discipline
- Unemployed/ Underemployed
- Local resident



Cognitive Ability

- Basic Business
- Logical Reasoning
- Verbal Ability
- Numerical Ability

Personal Preferences

Interview

To test candidate's competencies, behavior and attitude against SAP consultant profile.

Participating partner/customer can submit own recruited candidates under the following conditions.

- Adhere to program criteria
- Participate and successfully pass the **SAP Assessment centre**
- **Not** permanent workforce of the customer/partner company

For SAP recruited applicants a joint **INTERVIEW PANEL** is formed between **SAP** and the **customer/partner** to recruit the best candidates on the basis of the selection criteria

SAP Certifications

CERTIFICATION 1: C_ACTIVATE05

SAP Certified Associate - SAP Activate Project Manager

CERTIFICATION 2: C_TS4C_2018

SAP Certified Application Associate - SAP S/4HANA Cloud Implementation with SAP Activate

Additional SAP Trainings:

- SAP S/4HANA Overview
- S/4HANA Implementation Scenarios training – openSAP
- SAP S/4HANA Cloud Implementation Fundamentals – eLearning



Soft Skills / Competencies Workshops

- Presentation & Communication Skills
- Empower 2.0 – Steer your professional life with responsibility, accountability and respect
- Innovation Thinking – Design Thinking & Business Model Innovation
- Social Selling
- SAP Internal Sales
- Interview Skills



Links to certifications* and suggested courses:

https://training.sap.com/certification/c_activate05-sap-certified-associate---sap-activate-project-manager-g/

https://training.sap.com/certification/c_ts4c_2018-sap-certified-application-associate---sap-s4hana-cloud-implementation-with-sap-activate-g/

* At time of certification the latest version available will be implemented

Young Professional Program – Approach & Dates for 28th of August start.



Approach:

Number of Students	One groups of 25 each
Gender	Mixed
Location	Gaziantep, TURKEY
Venue	TBC
Recruitment Start	02.06.2019
Qualifications/Major of study	Business Administration and Economics, Industrial Engineering, Computer Science, IT
<u>Certifications:</u>	SAP Associate level consulting: Activate Program Manager and S/4HANA Cloud Implementation

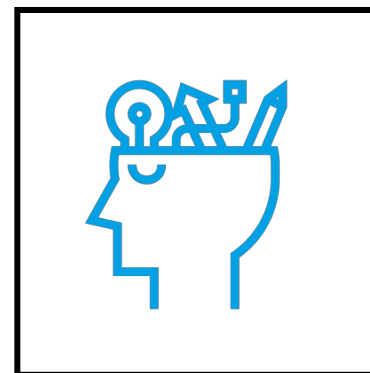
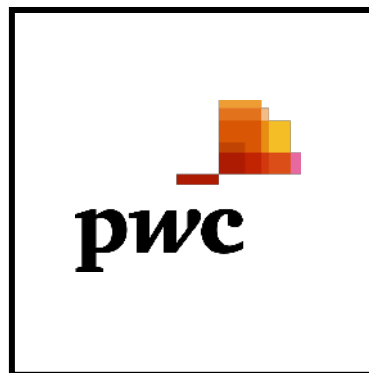
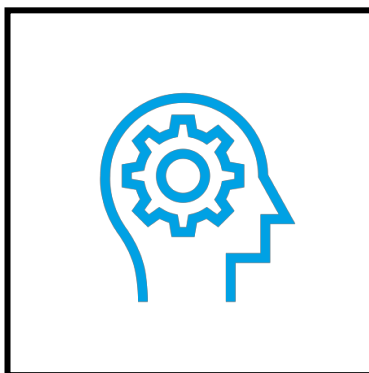
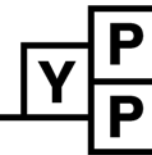
The Selection Process:

Assessment Cycle	Customer and Partners are going to be involved
Interview Start	04.08.2019

Program (Start-End):

Program Duration	Approx. 2 months
Start of Program	28 th of August
End of Program	Approx. October 2019

We Are All Stakeholders. Selected YPP Employers.



Commitments & Requirements – SAP Market Unit



- Secure Partners/Customers commitment for hiring program graduates.
- Requirement for local support in building bridges into top universities or advise on relevant job portals to source top talents for the program.
- Ownership to secure training venue (internal/external) at no cost for the training period.

Commitments & Requirements – Partner/Customer



- Provide input on preferences regarding the 2 SAP Associate consultant level certifications to be included in the program. All 25 program participants will undergo the same curriculum.
- Support to source candidates for the program by utilizing internal/external channels. Partner/customer sourced candidates needs to successfully pass the program recruitment criteria.
- No opportunity to include existing Partner/Customer staff.
- Attendance at Welcome Day Event (Day 1 of program) and Graduation Day.
- Allows SAP to use the engagement for reference and/or testimonials purposes.

Marita Mitschein

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Member of SAP's Global Executive Leadership Team

And Managing Director of

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**YOUNG
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Thank you.

