Orientation Session for CE – RI Training 2.0
2021

Capgemini

Capgemini Exceller Remote Internship Program

Undergo 5 day per week intensive learning

Become eligible for preferential onboarding on successful completion

Receive internship letter on successful completion

Receive one-time incentive on joining Capgemini

Fulfil academic requirement of internship

Acquire all round skills for project deployment

Get the best-in-class experiential learning through industry recognized mentors
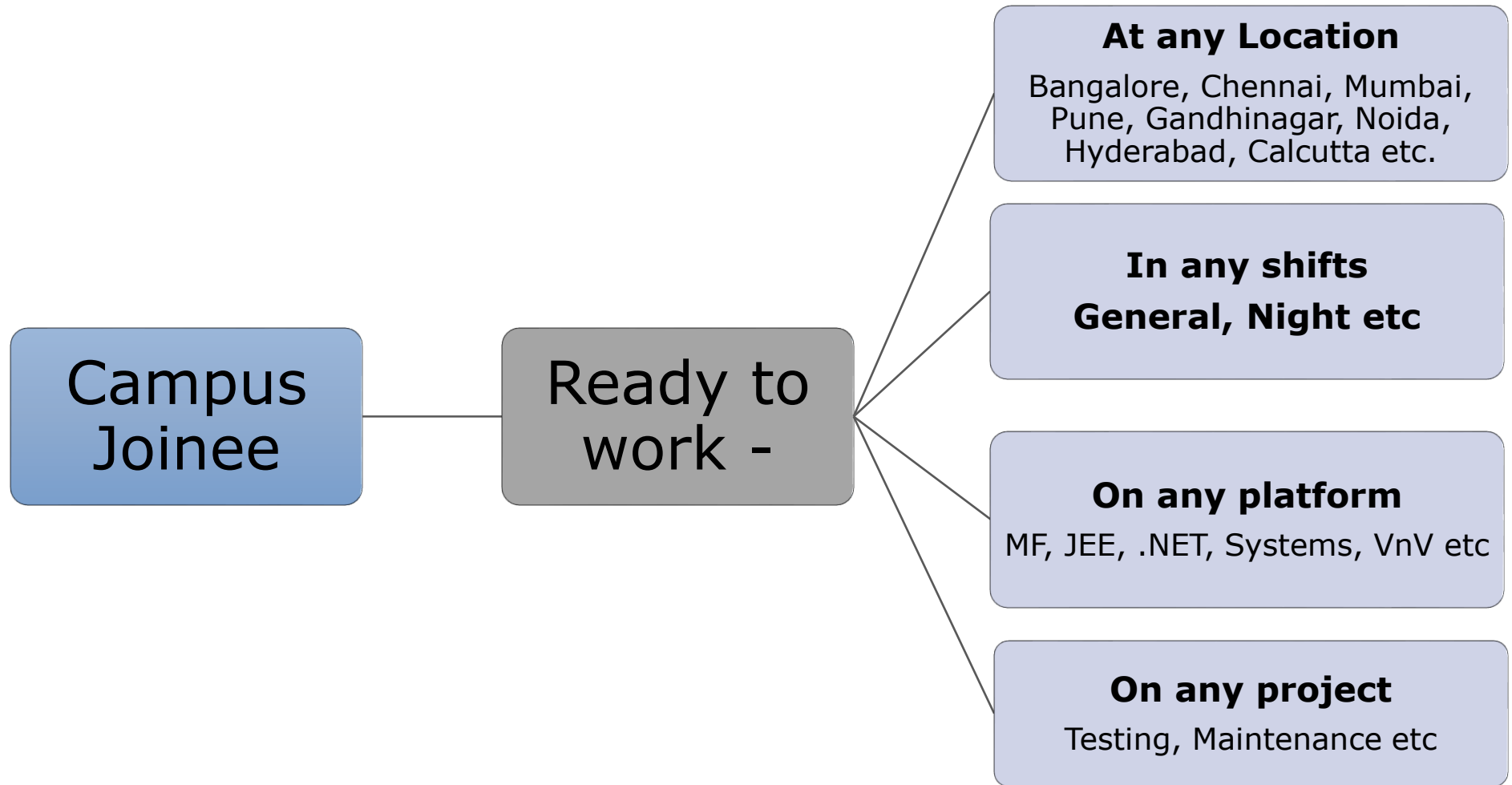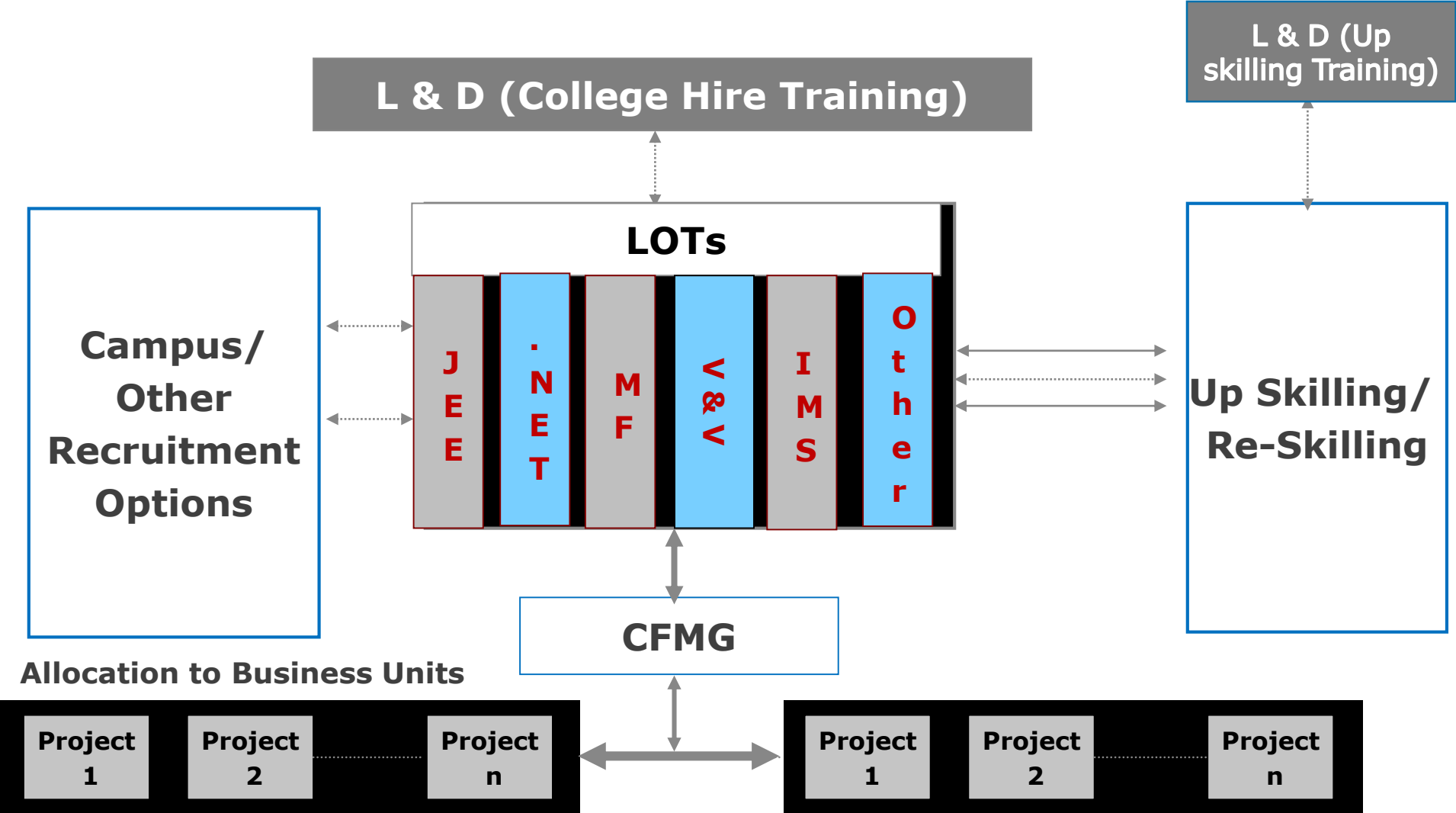
Learning and Development (L & D)

The College Hire training programs offered by the L & D act as a vital support to the organization by grooming new recruits into project-ready professionals for immediate deployment on projects.

L & D has invested in robust infrastructure:

- World class facilities to host its programs at multiple locations
- State-of-the-art classrooms and residential facilities
- Recreation, cafeteria, library, auditorium, and so on

As a Campus Joinee

Campus Joinee — **Ready to work -**

At any Location
Bangalore, Chennai, Mumbai, Pune, Gandhinagar, Noida, Hyderabad, Calcutta etc.

In any shifts
General, Night etc

On any platform
MF, JEE, .NET, Systems, VnV etc

On any project
Testing, Maintenance etc

Process Flow

L & D (College Hire Training)

L & D (Up skilling Training)

LOTs

Campus/ Other Recruitment Options

J E E | . N E T | M F | V & V | I M S | O t h e r

Up Skilling/ Re-Skilling

CFMG

Allocation to Business Units

Project 1 | Project 2 | Project n

Project 1 | Project 2 | Project n

College Hire Training Model

Mandatory Module

- L&D Orientation
- Soft Skill Program

Foundation Module

- Web Basics
- XML, OOPS, UML, Oracle for Developers
- Everyday Quizzes
- 60% Hands-on and 40% theory
- Assessment

Technology Modules

- Multiple track specific modules (JEE, .Net, VnV, IMS, etc.) – 37 Lines of Technology
- 80% Hands-on and 20% theory
- Assessment

Assessment

- Sprint/Practical based Assessments
- MCQ Assessments

Top Up Module (Optional: L & D Delivery)

- Add on modules based on specific business requirements

Training Methodology

- A common standardized **12-week** intensive program

- Training on 37 Lines of Technology

- Timings –
  Monday to Friday: 8.30 AM to 6 PM
  Saturday: 8.30 AM to 5 PM

- Best Practices:
  - Interleaved sessions
  - Extensive Assignments for Hands-on
  - Experience sharing session from BU seniors
  - Viva during the assignments
  - Continuous Assessment model with **60% pass percentage**

College Hire Training Model - Immersive

Immersive Learning ———————— Trainees learn by doing – Immersive learning approach. Project Mentoring during Sprints , by L&D practioner and BU practioner. More focus on coding skills.

BU Connects ———————— Frequent BU connects. BU practitioner support for Sprint Assessments. Sprints will be planned for all core technical areas.

Evaluation Model for Immersive Learning

MCQ Assessment

- At the end of Module
- Code based – 50%
- Concept based – 50%

Coding Assessment

- Practical tests
- Project sprints

Comprehensive L1 MCQ Assessment

- At the end of Training
- Online Test with 60 MCQs
- Code based – 50%
- Concept based – 50%

Composite score = Average of all MCQ Assessments (20%) + Average of all Coding Assessments (50%)+
Soft skills (10%)+ Comprehensive L1 MCQ assessment (20%)

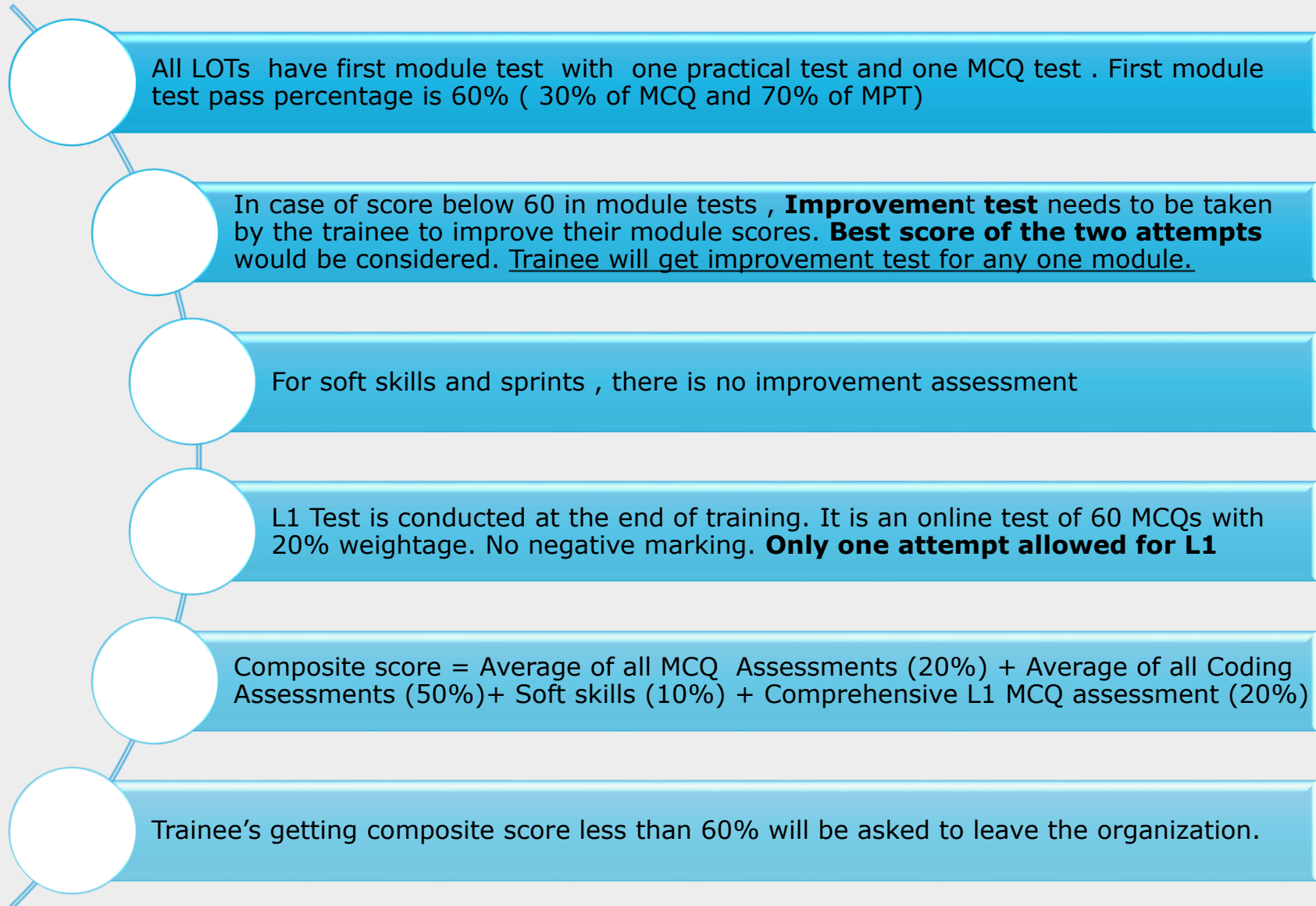**Composite score less than 60% will be asked to leave the organization**

>=90 Grade A+	>=80 & < 90 Grade A	>=70 & < 80 Grade B	>=60 & < 70 Grade C	< 60 Grade F

College Hire Training Evaluation Model

All LOTs have first module test with one practical test and one MCQ test . First module test pass percentage is 60% (30% of MCQ and 70% of MPT)

In case of score below 60 in module tests , **Improvement test** needs to be taken by the trainee to improve their module scores. **Best score of the two attempts** would be considered. Trainee will get improvement test for any one module.

For soft skills and sprints , there is no improvement assessment

L1 Test is conducted at the end of training. It is an online test of 60 MCQs with 20% weightage. No negative marking. **Only one attempt allowed for L1**

Composite score = Average of all MCQ Assessments (20%) + Average of all Coding Assessments (50%)+ Soft skills (10%) + Comprehensive L1 MCQ assessment (20%)

Trainee's getting composite score less than 60% will be asked to leave the organization.

'Batch Mentor' and 'SPOC for coordination'

SPOC from L&D
- Batch Mentor: Will Guide and mentor you throughout your training.
- SPOC for Coordination: Courseware, hardware-software problems and all administrative support

SPOC from trainees
- Two class representatives: One male and one female
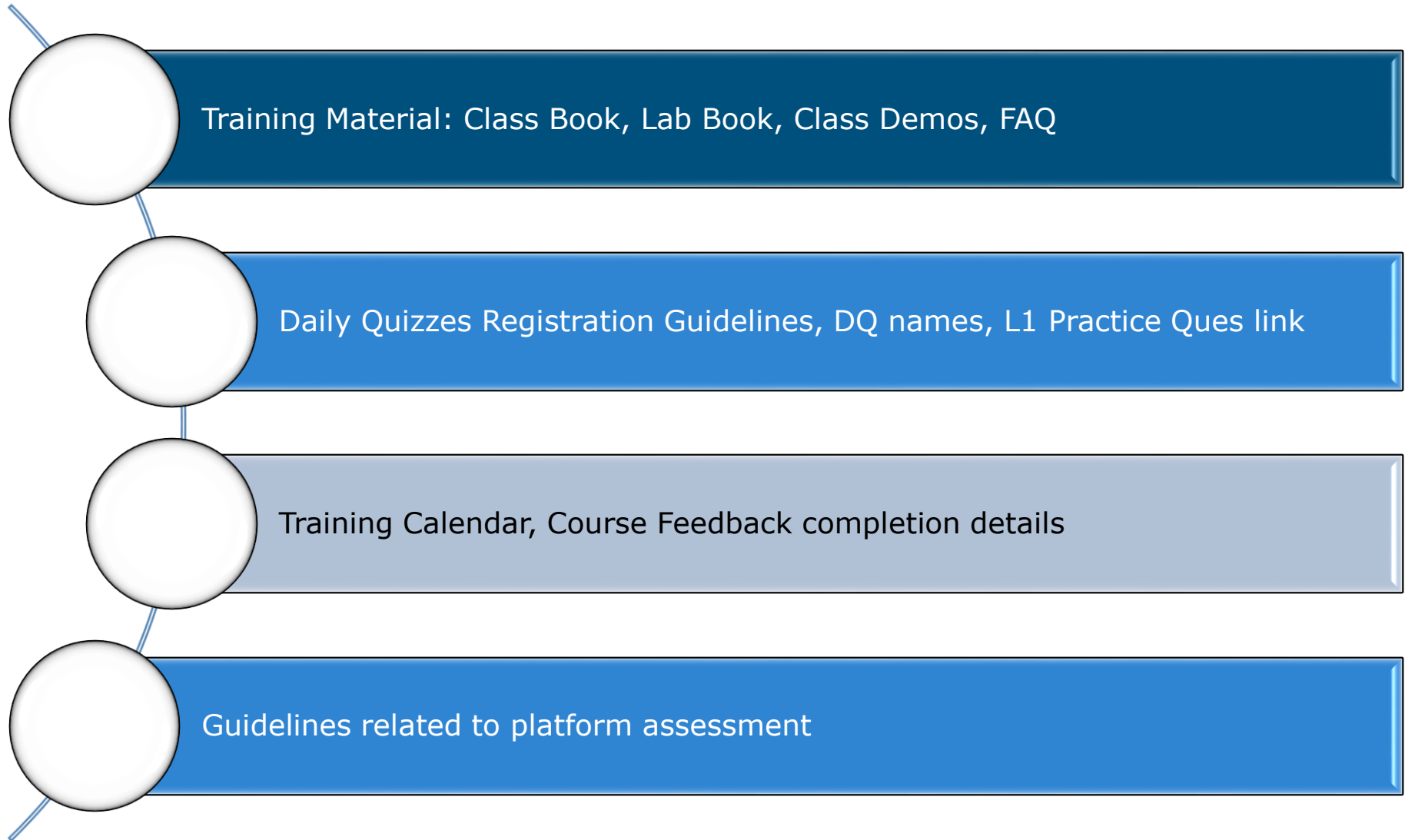- Participants can directly contact Batch Mentor, faculty and SPOC anytime

Any escalation
- **Please feel free to contact**
  - Varsha Lonkar(varsha.lonkar@capgemini.com)
  - Karthikeyan Ramanathan (karthikeyan.ramanathan@capgemini.com)

CFMG Related queries
- Vikas Mohindra (vikas.Mohindra@capgemini.com)
- Apurva Roshan (apurva.roshan@Capgemini.com)
- Abinash Mohapatra (abinash.mohapatra@capgemini.com)

Take away from your Batch Mentor

Training Material: Class Book, Lab Book, Class Demos, FAQ

Daily Quizzes Registration Guidelines, DQ names, L1 Practice Ques link

Training Calendar, Course Feedback completion details

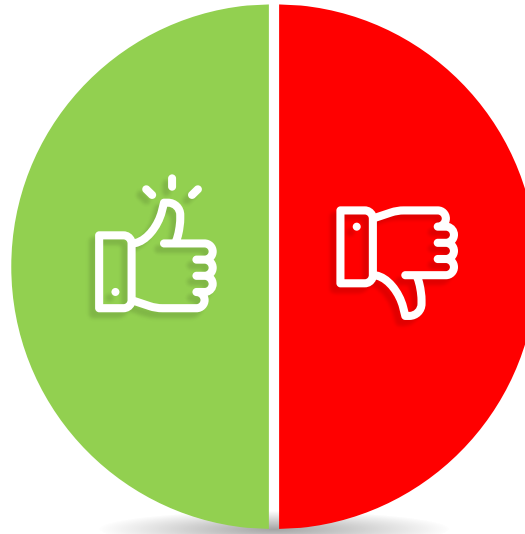Guidelines related to platform assessment

Do's and Don'ts

Be fair & honest to yourself

Keep your mentor informed about unavailability due to any reason

Take just 10-15 mins of tea break and 45 mins of lunch break and spend rest of the time in study/practice.

No leaves permitted during Training

Any unethical behavior will be dealt with seriously

Do not waste time during training for other stuff

We wish you All the Best ...