**Training and Onboarding Plan by Role (Example)**

**General Objective**

Ensure that each new team member, based on their role, has the technical, business, and management skills needed to deliver AWS solutions efficiently, aligned with SMB needs.

**Name:** Julio Diaz

**Rol:** AWS Regional Solutions Architect (Solutions Architects)

**Solutions Architects**

**Objective:** To design, validate and support the implementation of cloud architectures aligned to the client's business needs.

**Initial training (first 60 days):**

* Fundamentos de AWS (AWS Cloud Practitioner + AWS Technical Essentials).
* AWS Solutions Architect – Associate Certification (60-day goal).
* Internal workshops on design for SMB (high availability, security, low cost).
* Shadowing with architects in technical presentations and PoC.
* Training in design tools (AWS Well-Architected Tool, Diagrams.net, etc.).
* Presales Academy Training

**Continuous training:**

* Participation in AWS Immersion Days and technical bootcamps.
* Professional certification or specialties (according to roadmap).
* Involvement in internal projects for real laboratories.

**General Onboarding Process (all roles)**

* **Week 1:** Institutional induction + access to platforms + personalized plan.
* **Week 2–4:** Technical and business training according to the role.
* **Month 2:** Integration to shadowing/real projects with supervision.
* **Month 3: Formal** assessment of knowledge + feedback.
* **Month 4–6**: Progressive inclusion in projects with full responsibility.

**Results: Julio Diaz**

**Certifications and Accreditations**

* AWS Cloud Practitioner
* AWS Certified Solutions Architect – Associate
* AWS Certified SysOps Administrator - Associate
* AWS Certified Solutions Architect - Professional
* AWS Certified Database Specialty
* AWS Business Professional
* AWS Cloud Economics
* AWS Technical Professional
* AWS Sales Accreditation
* AWS Migration Ambassador
* AWS Migration Sales
* AWS Containers on AWS
* AWS Migrating to AWS
* AWS SAP on AWS
* AWS Generative AI Essentials
* AWS Generative AI Sales - Specialized
* AWS for Microsoft Workloads

**Black Belt**

* Containers
* Security
* Microsoft
* Migration
* VMware
* Database
* Generative AI and ML

**Webinars y AWS Immersion Days (como speaker)**

* let's talk to an expert
* SDP Bootcamp
* Welcome to AWS (new partners)
* PreSales Academy
* Genes
* Getting started with Amazon Connect
* AWS General Immersion Day
* Migration Immersion Day
* Database Immersion Day
* Amazon Connect
* Data & Analytics
* Security and Compliance
* Pricing Calculator

Tabla, Escala de tiempo

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