

Case Study : U-Learn Program at the HSBC / GLT(Global Learning)

GLT India is the first Global Technology Center of the HSBC Group that provides technology solutions and services for a large spectrum of applications cutting across multiple business domains and geographies. Amplify is associated with HSBC GLT since year 2005 and has been consistently associated in the training of the induction batches of the campus recruits. Amplify has also been successful in organizing and delivering a turkey residential training programs for GLT, Pune. The trainees were taught using 3 way training delivery using Classroom, ILT & CBT/WBT.

Technology	Audience	No. of Batch	Batch size
Core & Advance Java, J2EE, JSP, RMI, Design Patterns & Architecture	Freshers	6	35
Mainframe	Freshers	4	25

Stage I

The trainees were selected from all the college campuses in Maharashtra. Batch formation was done jointly by the Amplify & HSBC training department in consultation with the respective delivery & project team. Scheduling of all the batches Vs trainers was done as per training dates.

All the trainees were contacted by Amplify coordinators and their travel schedule for Pune was finalized. Travel bookings (Bus/Rail) were done for the trainees by Amplify. The local transport and stay arrangements were made for all the trainees.

The entire training program was delivered in 3 phases

1. Prep Phase
2. Build Phase
3. Final Phase

Stage II Prep Phase (2 Weeks)

The trainees were given 2 weeks of classroom training on the basic programming concepts, SDLC, introduction to banking domain and the followed by basics of specific technology like Java or Mainframe. After completion of 2 weeks, the trainees were sent back to their colleges for their project report submission, furnish other formalities and the final year examination.

Stage III Build Phase (4 Weeks)

The trainees were given some reference books, Amplify Guided Learning content and CBT material, for studying during the Build Phase. Each day's course coverage was mentioned, which the trainees had to do as a self study. Similarly assignments and tests were also given, which the trainees had to submit on our website www.amplifymind.com. Each trainee had it's individual web login where they can interact with trainers and HSBC GLT through chat and email.

Performance track (assignments, tests etc) of individual trainee was kept on the records. Accordingly the trainees were updated by the trainers regarding their performance through email or phone call. Frequent visits were made along with HSBC Training team to all the colleges, to troubleshoot any of doubts or enquires of the trainees.

Stage IV Final Phase (4 Weeks)

The trainees were called to Pune and an evaluation was done on their learning up to the Build Phase. The trainee had to clear this evaluation to go ahead with Final Phase. 4 weeks training was imparted on the advance topics in the Final Phase. This was inclusive of project work for one week, designed as per HSBC guidelines.

Stage V

The Post training diagnostics were carried out and 90% trainees were found up to the benchmark. Some of the trainees in the Java batch were not able to perform after being given refresher training. A special training program was scheduled for Transition from Java to Mainframe.