

## ACADEMICT EMPOWERED BY REALDOLMEN



The war for talent is happening. In today's economic climate, there is a painful shortage of experienced ICT consultants. Many companies are looking for an affordable alternative for quick capacity availability so they can implement necessary ICT projects and improve their business.

### UNIQUE TRAINING PROGRAM

Realdolmen has introduced acADDemICT as a unique training program for recent graduates with a specific focus on ICT.

The term acADDemICT refers to young talent graduates who have just completed their education. Full of passion and energy, they will start their ICT careers after completing an intensive training course that hones their knowledge for the Belgian market.

Every year Realdolmen invests substantial resources in the training of a select group of final year students. Consultants are currently expected to have much more than purely technical expertise. Consultants must be able to put themselves in the customer's shoes, be assertive, and think in terms of solutions.

Realdolmen selects its graduates based on their technical potential as well as their soft skills. A strict selection procedure ensures that only the high potentials are accepted.

Experienced Realdolmen staff prepare the acADDemICTs in an intensive training period of more than 3 months to start working as fully qualified consultants in their technological area of expertise.

Realdolmen is organizing the following acADDemICT programs this year:

- Junior Java Consultant
- Junior .Net Consultant
- Junior Business & Functional Analysts

### ADVANTAGES FOR YOU

The acADDemICT program gives you affordable, top-notch consultants to help you implement your projects.

### HIGH LEVEL OF EXPERTISE

Graduates from various academic institutions arrive on the ICT market with a wide variety of theoretical and practical knowledge. However, we see that the curriculum of many educational institutions still does not meet our customers' ever higher expectations. Realdolmen's aim with this intensive training program is to boost the the level of expertise of young starters to the basic level expected by future employers.



### YOUNG ENTHUSIASM

The training program rouses our acADDemICTs' interest in the various technologies. The sound technical experience and evident passion of our experienced lecturers result in a group of enthusiastic consultants ready to do all they can to make their assignments a success in cooperation with our customers.

### FULL PRODUCTIVITY

The combination of thorough knowledge and sparkling enthusiasm traditionally results in a pool of young ICT talent with the right knowledge level for the Belgian market. They will almost immediately achieve the same productivity level as typical ICT staff members with 2 years of experience. That minimizes extra effort on the part of the customer.

### A CURRICULUM TAILORED TO YOUR NEEDS

The structure of the training program ensures that after completing their training, the acADDemICT will have the appropriate expertise to independently carry out development tasks. If you have any specific needs, the training program can be adjusted on an individual basis or even per group. This guarantees that the knowledge of Realdolmen's acADDemICTs perfectly matches your technical needs and they can work independently on your projects very quickly.

### INTERESTED?

If you are you interested in one of these promising profiles, contact your Realdolmen Customer Executive now for a more detailed explanation of the various training paths and the availability of the profiles.

### AVAILABLE ON SHORT NOTICE AT ATTRACTIVE RATES

You have the option of deploying our acADDemICTs at extremely competitive junior rates. Given the current scarcity of ICT talent, the "first come, first served" rule is now more relevant than ever.

Specialization	Quantity	Available
JAVA	20	Dec, 2019
Microsoft .Net	20	Dec, 2019
Business & Funct. Analyst	20	Dec, 2019

After their training, our acADDemICTs will have achieved a knowledge and productivity level comparable to that of typical ICT staff members with 2 years experience.