



The Computerworld Honors Program

Honoring those who use Information Technology to benefit society

Final Copy of Case Study

Year:

2013

Status:

Laureate

Organization Name:

Globant

Organization URL:

www.globant.com

Project Name:

TesteAR

Category:

Economic Development

Please provide an overview of the nominated project. Describe the problem it was intended to solve, the technology or approach used, how it was innovative and any technical or other challenges that had to be overcome for successful implementation and adoption. (In 300 words or less.)

It is a training program for IT job placement, which focuses on training youths from vulnerable groups so that, at the end of the course, they can enter the labor market in the software industry. The goal has always been to boost the talent of young people who have fewer opportunities and help them find more job openings in the IT market through computer training. The course is aimed at Application Manual Testing, a key position in the software development process, which does not require very complex studies, thus opening doors to young people to enter the industry. TesteAR seeks to provide comprehensive training to its beneficiaries and develop all the technical, personal and professional abilities that allow young adults to enter such a large industry with so much growth as

Information Technology. Beneficiary Profile: young adults who have completed high school, between 18 and 25, with a vulnerable social situation, and who are interested in computing. Duration of the Training: 4 months, Monday through Friday, four hours per day; a total of 320 hours of classes. Training: Computing Basics, Manual Testing, Technical English, professional and personal development, providing each beneficiary with a monthly scholarship as allowance. About Manual Testing: It comprises the processes that are used to verify and reveal the quality of a software product. They are used to identify potential failures of implementation, quality or usability of a program or video game. Basically it is a phase in software development that involves the testing of built applications.

When was this project implemented or last updated? (Please specify month and year.) Has it incorporated new technologies and/or other innovations since its initial deployment? (In 300 words or less.)

In September of 2010, together with Desarrollar Foundation, a first pilot test was launched in Buenos Aires. Of the 50 young adults enrolled, 12 students were selected, and 9 of them successfully completed the course in December 2010. From this group, 4 graduates were enrolled in colleges to continue studying Systems, and 4 have begun working at Globant. In a reduced population, the desired result was achieved in 75 percent of the enrolled students. During 2011, two more courses were developed: one in Tandil (together with the city Municipality and the sector Business Chamber) and another, again in Buenos Aires (jointly with Desarrollar Foundation and Compromiso Foundation). In 2012, we conducted five more courses: three in Buenos Aires city and two inside the country. In order to carry them out, a web of cross-sector partnerships has been integrated, which allowed the replication of this. Of the 99 young adults who started the program in 2012, more than 80 percent successfully completed the course. Currently, we are helping them in their interview processes to get a job in the industry, either at Globant or in other companies.

If this is a previously submitted project that has been significantly updated and/or expanded, please describe the nature of the update here. (In 300 words or less.)

N/A

Please provide at least one example of how the technology project has benefited a specific individual or organization. Feel free to include personal quotes from individuals who have directly benefited from the work. (In 300 words or less.)

So far, 70 percent of TesteAR program graduates have either entered Globant or joined the University to complete their studies. They enter Globant as QC Trainees and they join one of the work teams. "For me TesteAR has been an excellent experience and implied betting on talent and improvement. I'm the eldest of six brothers. We all live with my parents in Villa Soldati, Los Piletones neighbourhood. I enrolled in the course without knowing very well what it was about. There I met new people from other schools, with different lives, and I was able to learn a trade new to me. After finishing classes I had interviews at Globant, and luckily I was hired. When I started there I had the chance to be part of a big work team, with a great work environment, and I am making the most of it. In the past 2 years I have been part of many projects working for multinational companies and teaming up with people from the interior of the country, continuously using English. I'm very thankful for the opportunity I was given, and for the possibility to keep on learning and enjoying work." – Gustavo Equise, TesteAR first group graduate, QC Junior de Globant

Would this project be considered an innovation, a best practice or other notable advancement that could be adopted by or tailored for other organizations and uses? If yes, please describe that here: (In 300 words or less.)

The goal of TesteAR is to be an alternative to the problems of vulnerable young adults who neither work nor study. For this initiative to be sustainable over time and replicable, it must be aligned with the business. For this reason, different areas of the company were involved, so as to achieve the best possible insertion. Top Management: The top management was requested to define the strategic place where the program would take place. Finance: A business case was organized with the finance area to understand the impact and return. Manual Tester Team: Globant's Manual Tester team contributed in the development of the content, which was designed according to their own work needs. This helped students to quickly understand the concepts and to see the classes as a practical experience. Recruiting: As corporate volunteering, the staff offered to train the students and help with the recruiting process as well as job search after the program. Career: We worked with the Career team to design an internal training plan for those graduates who get placed at Globant. The success achieved by the program in these first years shows the possibility of replication in other companies such as Telecom, making TesteAR scalable and sustainable over time.

If there are any other details that the judges should know about this project, please note them here. (In 300 words or less.)

Globant was recognized this year by the Christian Association of Business Leaders (ACDE), with the ACDE-Enrique Shaw Award in the category "inclusion



through employment labor," because of its TesteAR program. ACDE's award is a recognition to those companies that excel in giving back to society with innovative, sustainable and replicable projects and practices that add value to the community. More info about TesteAR: www.testear.org.ar