

# Altran Portugal Development Platform

May 2014

## Altran@Fundão

*New ideas pass through three periods:*

- 1) *It can't be done.*
- 2) *It probably can be done, but it's not worth doing.*
- 3) *I knew it was a good idea all along!*

- [Arthur C. Clarke](#)



# Altran Portugal Development Platform

A. Altran Portugal

B. Nearshore Services

Our Technological Focus

Organization Model

Why Portugal?

Why Fundao?

Critical Path: New Skills Development

Academy program

# Altran Portugal

## Who are we?

1. Altran has been present in the national market for over 15 years.

1. Our team incorporates the best talents and a vast portfolio of solutions that support the entire value chain of our clients in order to be a real accelerator of innovation.

**€ 20,7 M**

TURNOVER in 2013

**500**

EMPLOYEES in 2013

## Altran Group

**€ 1,456 m**

REVENUES in 2012

**20,000**

EMPLOYEES in 2012



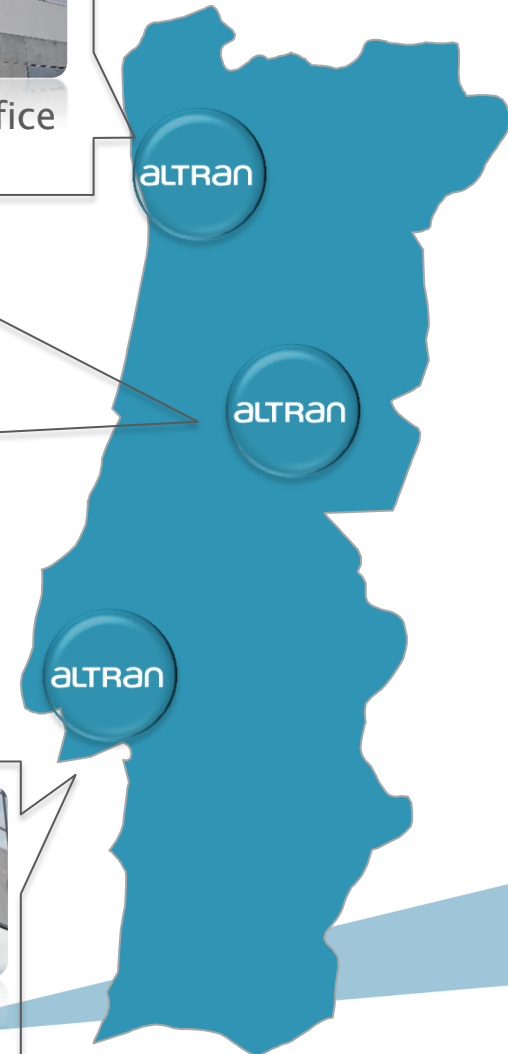
Porto Office



Fundão Office

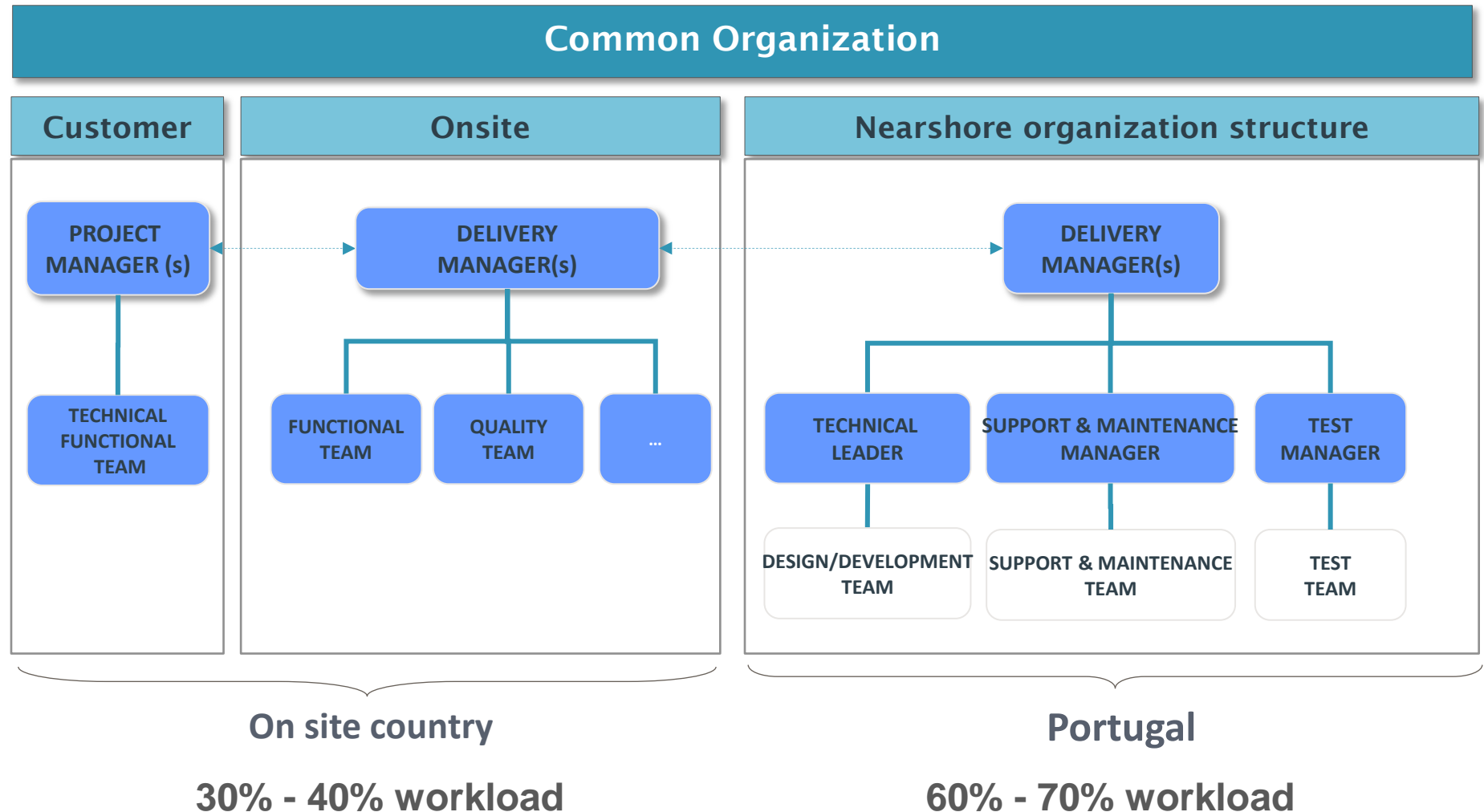


Lisbon Office



**altran**

# Altran Nearshore Platform Organization Model



# Altran Nearshore Platform

## Our Technological Focus

Altran Portugal was appointed as the **Nearshore IT platform** of the **Altran Group**.

What are the advantages?

Cost minimization

Improved responsiveness and *time-to-market*

Increased flexibility to meet demand fluctuations

Uniformity and mutualisation in the provided service

Multilingual capabilities

Geographic Proximity

Reactivity  
(3 weeks to start)

What we offer?

Information systems

- ▶ SW Development
- ▶ SW Maintenance and Support
- ▶ Tests

Telecom

- ▶ CPEs
- ▶ Access Network / Transmission
- ▶ Core Network
- ▶ VAS
- ▶ OSS & BSS

Automotive diagnostic

- ▶ SW development, support, tests



# Altran Nearshore Platform

## Why Portugal?



### **A professional ecosystem of companies and associations**

Founded in 2008, APO - Associação Portugal Outsourcing gathers the top ITO/BPO Service providers with the objective of contributing for the development of the Portuguese Outsourcing Sector that offers added value and resources to information and communication technologies.

### **APO's objectives:**

Disclose the activity and the offer of outsourcing in Portugal;

Represent the sector next to the main economic agents;

Promote best practices in outsourcing services;

**Stimulate the creation of competence centers in Portugal**

### **APO's international promotion of Portugal throughout the past 4 years,**

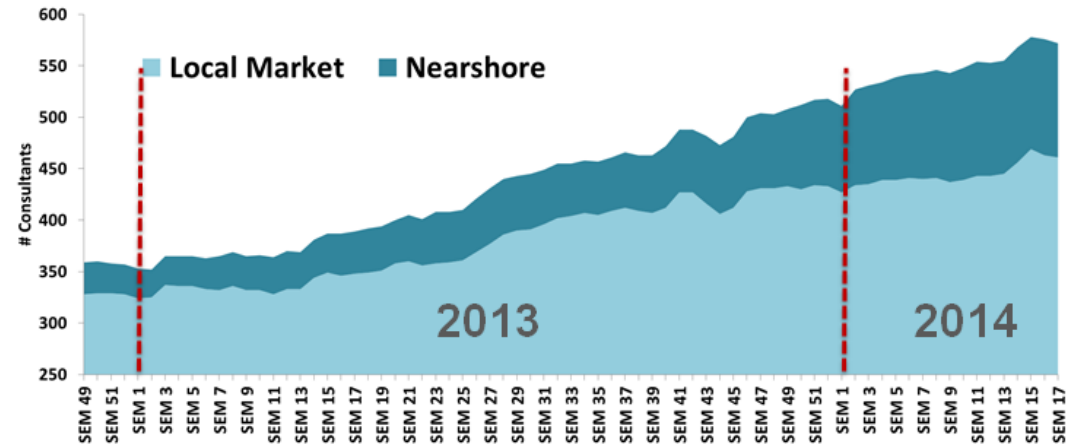
- Gartner has evaluated Portugal as one of the 14 developed countries to be selected by companies to provide technological services
- Positive awareness on Portugal's potential and performance has highly increased
- Portugal has just been shortlisted for this year's European Outsourcing Association's Awards within the category Offshoring Destination of the Year – winner to be known next July

# Altran Nearshore Platform

## Why Portugal?

### Tools available to support the Financial Model

Subvention Programs	Subvention Duration
Trainees Subvention	18 months
First Job Subvention	18 months
Long Term Unemployed	18 months
Social Security Exoneration	36 months
SI Inovação (Compete)	With the engagement of specific investment program
Offices Cost	36 months



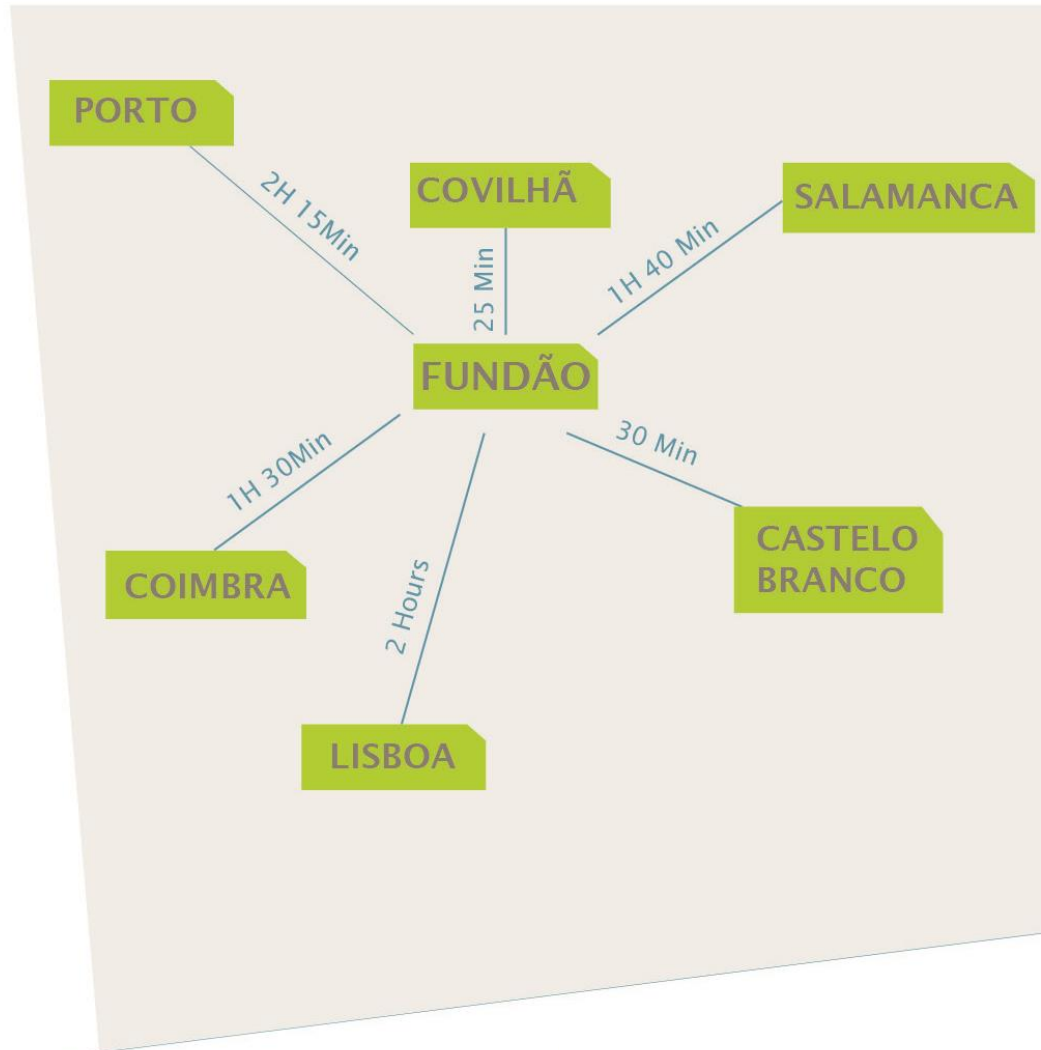
- +110 Consultants working in Portugal and Outside of Portugal for France, Germany, Switzerland, England and Belgium. More than doubled in 2013
- More than 460 Consultants working in the local market.
- Knowledge rollout due to complex Nearshore projects boosted growth on local market



# Altran Nearshore Platform

## Why Fundão?

Accessibilities and connections to major cities in Portugal and Spain





# Altran Nearshore Platform

## Why Fundação?

Recruitment Distribution until 2012

North 12%

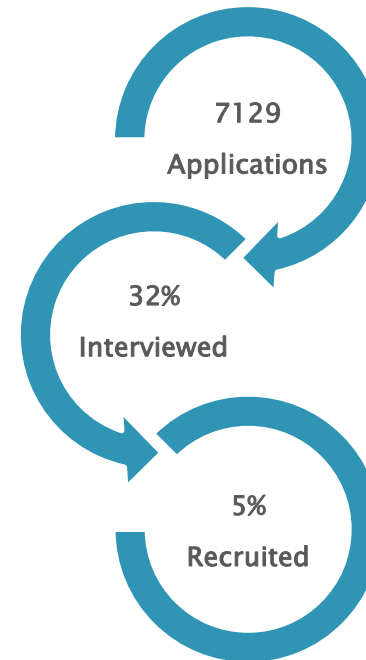
Center 23%

Lisbon 64%

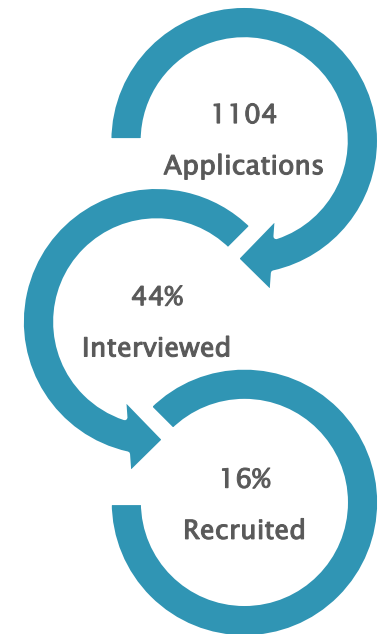
South 1%



2013

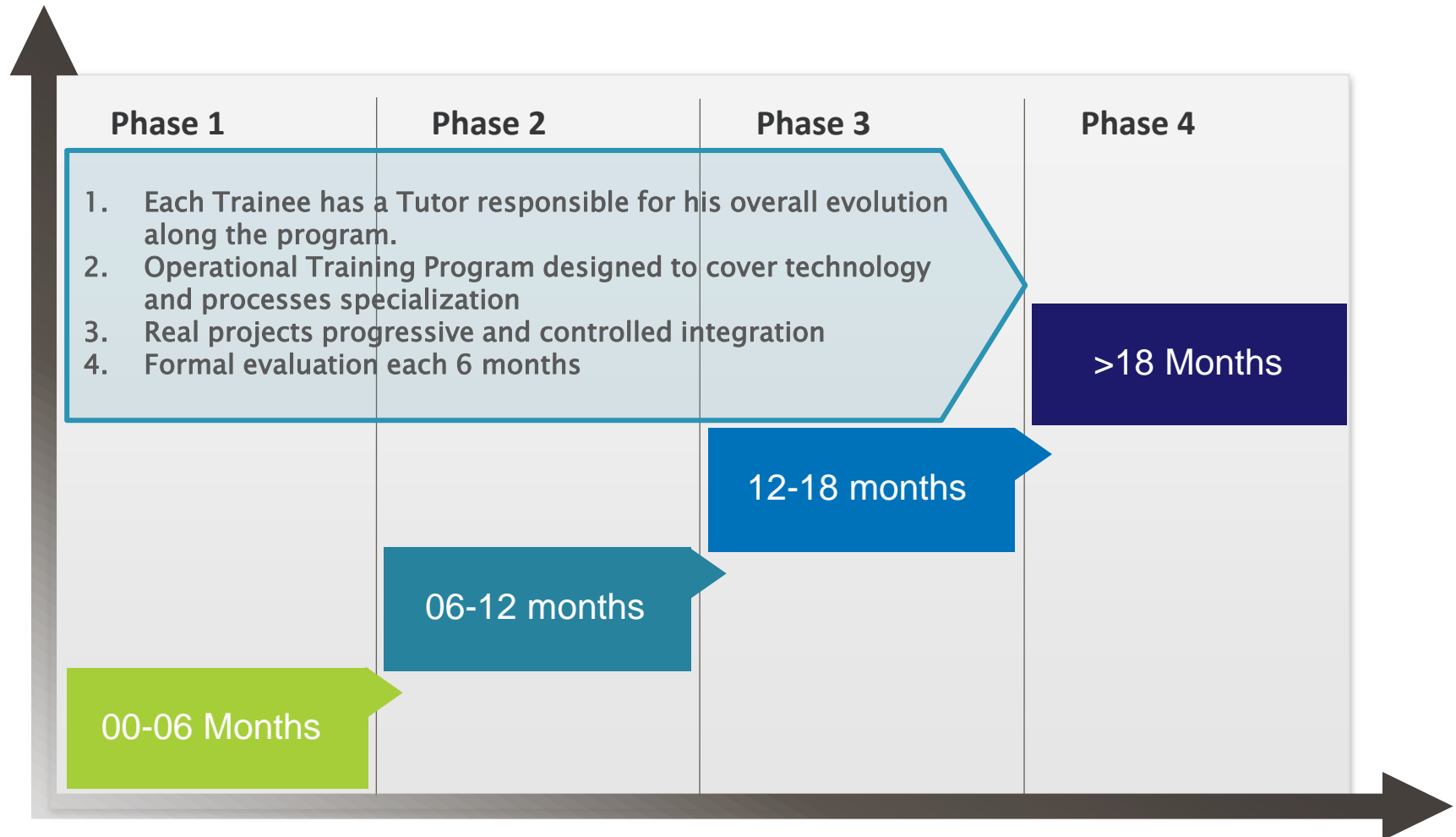


YTD03.2014



# Altran Nearshore Platform


## Critical Path: New Skills Development



# Altran Nearshore Center Academies

## Academy program plan already ongoing



		2013				2014												
Academy	Parceiro	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	
Kick-off	IEFP+CMF+UBI																	
Java Academy	IEFP+CMF+UBI	15 engineers																
SAP Academy	IEFP			20 Financial Experts														
.Net Academy	IEFP					15 engineers												
Testes Academy	IEFP										20 engineers + Financial							
Java Academy	IEFP+CMF+UBI					20 engineers												

- Academies were planned considering the projects visibility for 2014.
- Additional Academies can be set in place if necessary.
- Academies developed with the support of Beira Interior University and Portuguese Government (Employment and Training Institute)

# Altran Nearshore Center Academies

## Zoom on Java Academy (Training Plan Example)



Content Course	Trainer	Duration (days)
Phase 0 – Java intensive	UBI/IEFP	10
Phase I – Personal Marketing	IEFP	6
Phase II – Languages French (Level 1)	IEFP	6
Phase III – ADM process	Altran	5
Phase IV – Software Engineering	UBI	5
Phase V – Project Pilot	Altran	17
Phase VI – Evaluation	Altran	1
<b>TOTAL (man/days)</b>		<b>50</b>

### Target:

- ☐ Newly graduate engineers students

First Java Academy will conclude at the end of November 2013.

# INNOVATION MAKERS

