



VANTAGE POINT GLOBAL
Truly engaging people



WE'RE TRULY ENGAGING PEOPLE.

THE ADVANTAGE PROGRAMME

An award-winning Early Careers Programme that gives your career starters the attention they deserve.

And you, a sustainable and engaged talent pipeline.

Attract > Assess > Train > Retain

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Is your business suffering from high attrition rates or a rapidly disengaged workforce?

Are you running graduate programmes off the side of your desk?

Are you losing junior talent to competitors, and are you frustrated with the timing of your annual graduate intake?



We can help

Our partnership approach helps clients build an exceptional, diverse workforce through our unique programme, products and services designed to attract, assess, train and retain.



The benefits to you

- Highly engaged early career workforce
- Talent that aligns with your culture and values
- Measurable return on investment
- Access to an award-winning programme
- Leverage early career tools and resources



The adVantage Programme

An 18-month tech-enabled programme manages early career engagement by ensuring holistic development in the following:

- Career progression
- Personal development
- Compensation
- Learning and training
- Community
- Continuous feedback



Our guarantee

- Increased workforce engagement
- Strategic & diverse talent alignment
- Measurable outcomes
- Award-winning programme



[Click for testimonials](#)

For more info contact | sales@vantagepointglobal.com | www.vantagepointglobal.com

The current reality

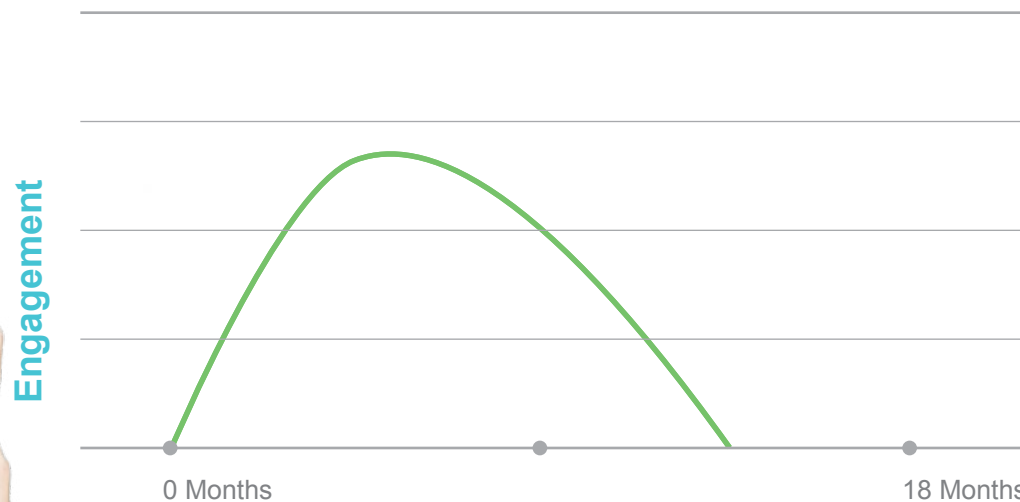
After the gloss of a new job wears off, graduates often become rapidly disillusioned and disengaged for various reasons. This results in a poor outcome for employers as resources seek opportunities elsewhere, usually with competitors.



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Early Career Engagement



Most in-house programmes start dropping off at nine months.

Primary reasons:

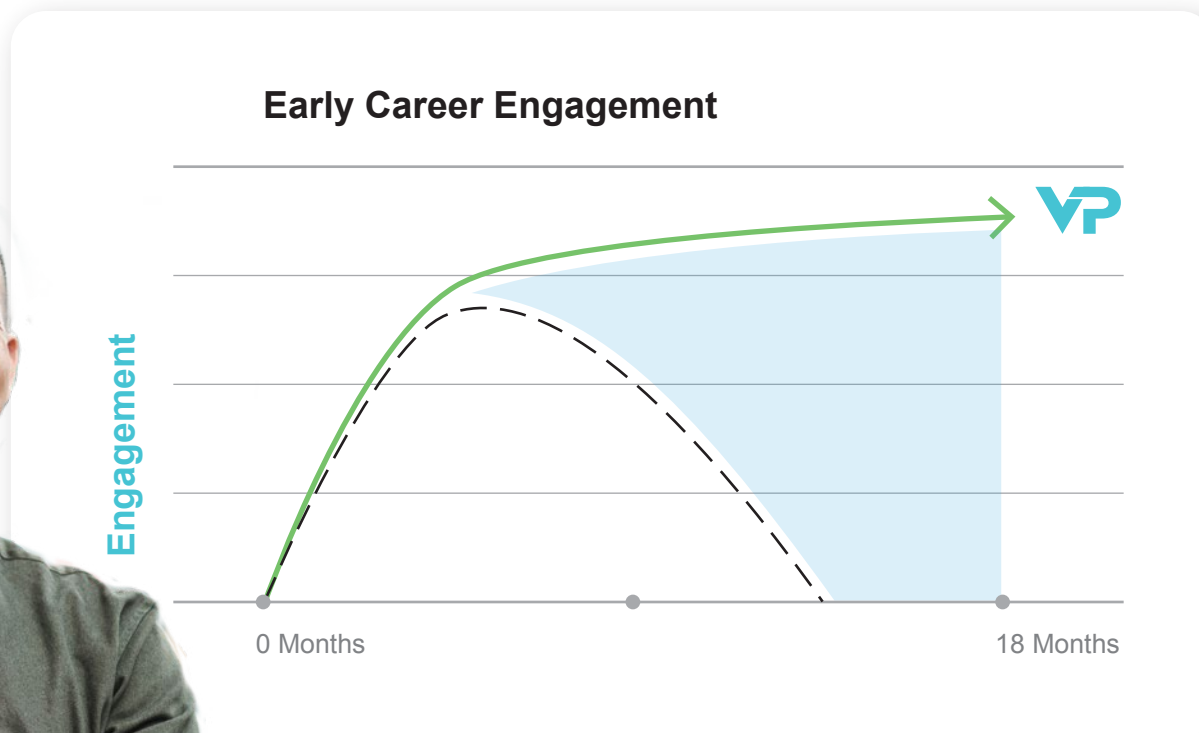
- ✓ Misaligned expectations
- ✓ Compensation distractions
- ✓ Inadequate learning resources
- ✓ No career progression & direction
- ✓ Lack of programme investment

The adVantage Outcome



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Companies who choose the adVantage programme attract, retain, and develop skilled, engaged talent while building a strong organisational culture.



Most in-house programmes start dropping off at nine months.

Success factors:

- ✓ Measurable R.O.I
- ✓ Attract the best talent
- ✓ Talent aligned to culture & values
- ✓ Strategically align skills & knowledge
- ✓ Highly engaged early career workforce

The adVantage Programme



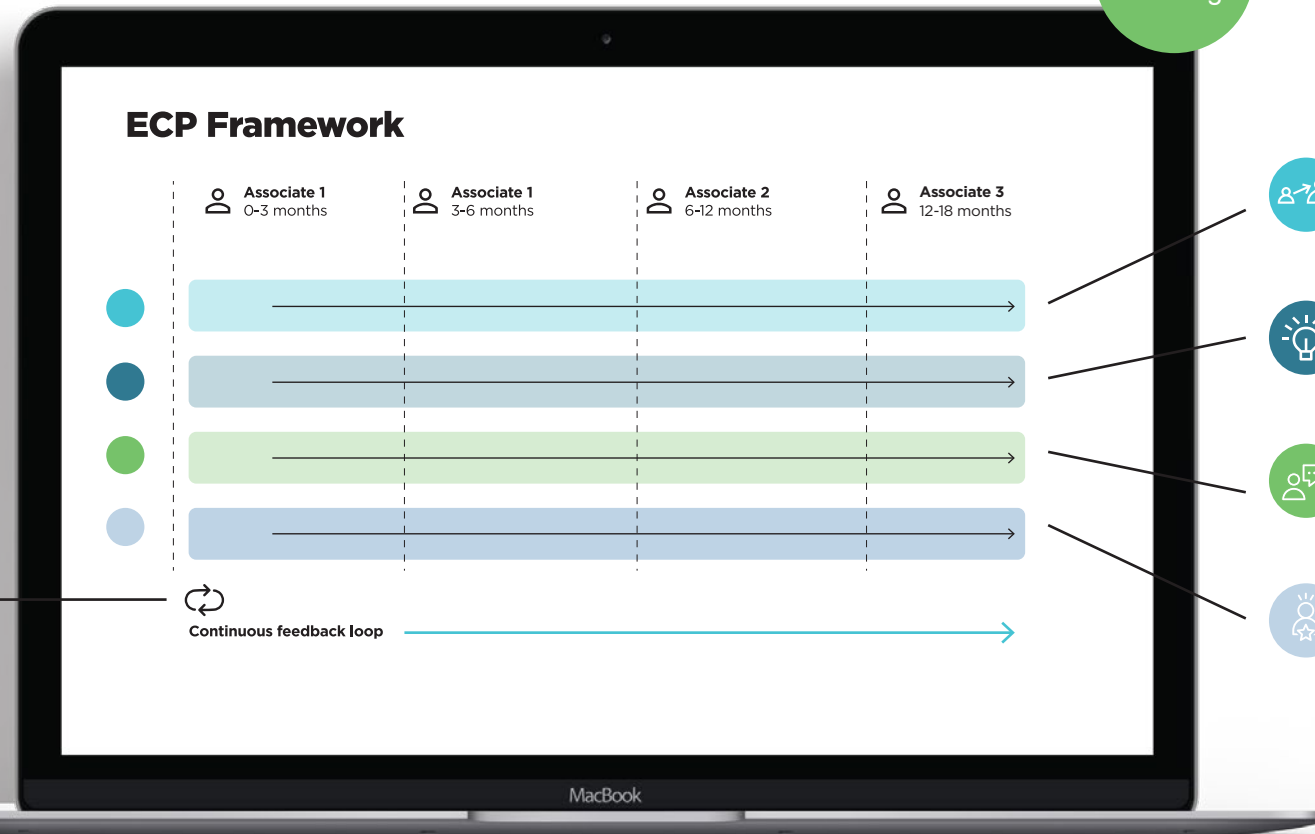
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Our 18-month tech-enabled programme creates a highly engaged early career workforce aligned with your culture and values, resulting in better retention and increased business value.

An award-winning early career programme:

- ✓ World class learning & training
- ✓ Hand-picked tools & resources
- ✓ Personal & career development
- ✓ Access to a like-minded community

Award
Winning



ECP Pillars

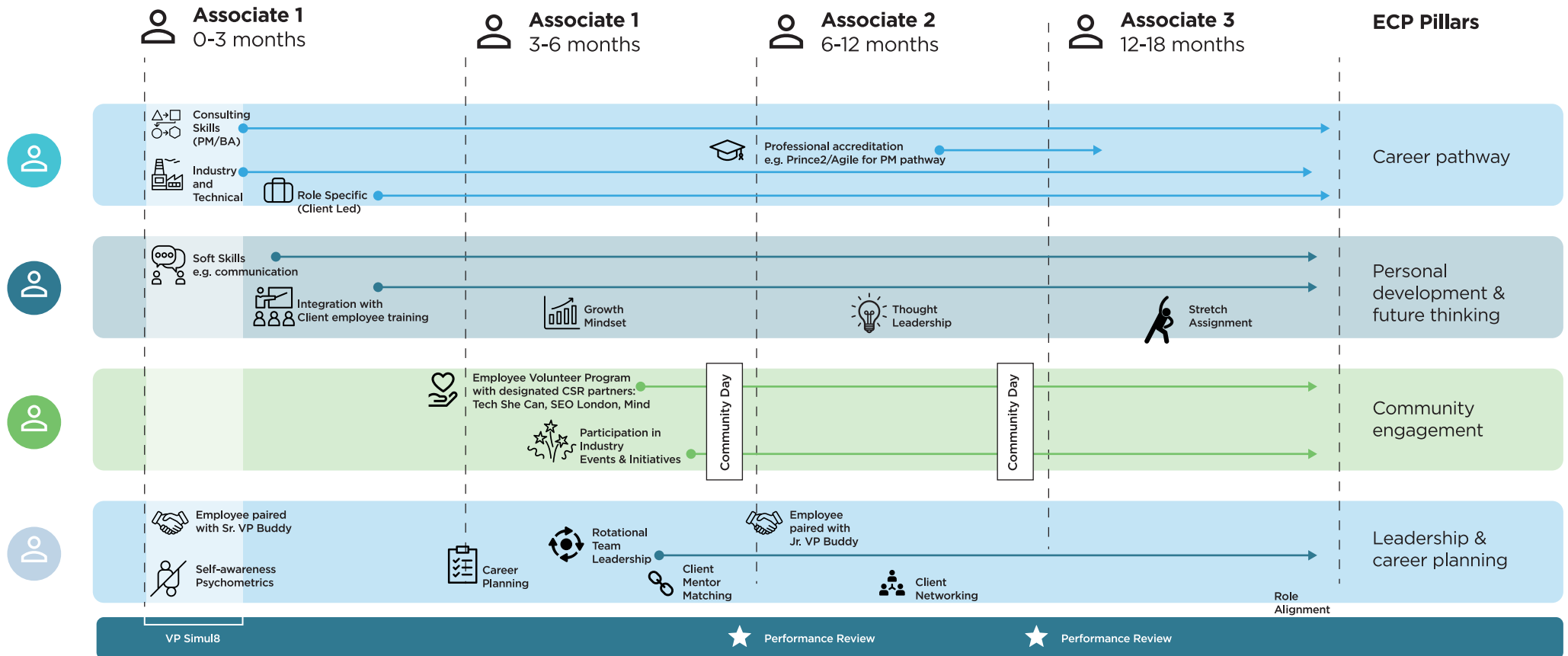
- Career pathway
- Personal development & future thinking
- Community engagement
- Leadership & career planning

Continuous
feedback
throughout

ECP Framework



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Continuous feedback loop

SIMUL8 Training Programme

(All skill sets)



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- ✓ An intensive 4-week interactive training programme to ready VP professionals for client site challenges. Focused on simulated client role plays, workplace scenarios, and presentations across diverse financial and technical cases.
- ✓ With group and individual feedback after each session, VPer's have a unique career opportunity to enhance confidence, delivery, and adaptability in client interactions. This empowers them to lead, contribute effectively, handle pressure, and instill client trust.

Virtual Classroom Training	Online e-Learning Platform	Speaker Series	Individual Support Sessions	Role Plays & Workplace	Key Deliverables
<ul style="list-style-type: none"> • Live training session led by experienced trainers. • Interactive, content-rich sessions each lasting 2-3 hours. • Hands-on practical exercises with relevant technology and business activities. • Foundational soft skills, financial services and technical content covered. 	<ul style="list-style-type: none"> • Custom e-learning complements live training, covering Banking & Financial Services, Technical, and Soft Skills. • 35+ mandatory modules covered during 4-6 weeks. • 400+ modules available for further learning. 	<ul style="list-style-type: none"> • Panel interviews of experienced VP Head Office staff and current VPer's. • Draws from current VPer's' and HO staff's Technical and Financial service expertise for trainee VPer's to start effectively. • Independent industry professionals providing real world expertise. 	<ul style="list-style-type: none"> • 1-2-1 Clifton Strengths Coaching hones VPer's unique strengths for effective client roles. • 1-2-1 Personal Tech Presentation Coaching helps VPer's deliver engaging topic presentations. 	<ul style="list-style-type: none"> • 6-8 varied technical scenarios where VPer's work in groups to conduct client-facing meetings effectively on the topic. • Group and individual role plays and workplace simulations to emulate real world scenarios. 	<ul style="list-style-type: none"> • Formal Group Project Management Presentation focused on implementing a solution to an industry specific problem. • Formal Personal Technical Presentation focused on a relevant technical topic.

The VPer Journey



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Research

- We work with you to understand your current resource landscape, and potential skill gaps.

Planning

- We create a bespoke delivery, governance and training plan.

Career paths

- We design and tailor to your needs.

Training

Simul8 Academy offers customised pathway-aligned training. Our dedicated team of professionals delivers the program.

- Individual Support Sessions
- Role Plays & Workplace Simulations
- Key Deliverables
- Virtual Classroom Training
- Online e-Learning Platform
- Speaker Series

- Data developer
- Web developer
- Cloud developer
- Business Analyst

On the job experience

Our customised training distinguishes VPer and offers a workplace primer. On-site, they receive tailored technical and soft skills to develop and contribute effectively.

In partnership with you we will set completion goals for key certificates.

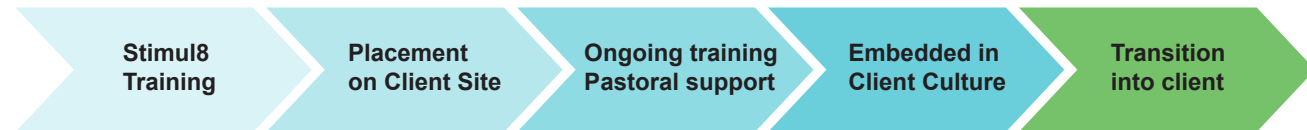
Resource incubation sessions to upskill on bench time.

Permanent Transition Option

Realise your ROI - Clients value the opportunity to transition the VPer into their permanent line roles.

Transition optimisation and incentivisation

Transition into Client



VPer selection

VPer are equipped to have maximum impact on client site

VPer integrate to your teams and gain in-house experience and knowledge.

VPer reach a major career milestone and a natural transition into their future Client career.

Month 1

Month 2

Month 3-18

Month 19

Pathways – Business Analyst



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Business Training

VPers undergo our comprehensive training covering industry, technical, project management, and soft skills. Led by industry experts, it offers real-world simulation with foundational knowledge and time-critical tasks, equipping them for immediate client site value.



Industry focus

Our programme equips VPers with essential industry knowledge, enabling them to swiftly contribute as reliable team members upon completion.

Technical Excel Skills

Our training equips VPers with vital technical Excel skills for day-to-day roles in various functions within the client's industry. It spans basics to functions, formulae, calculations, and Tables, leveling the field for all VPers to excel.

Project Management

VPers learn project management basics: project lifecycle, methodologies, RAID management, and Business Analyst vs. PMO distinctions. This knowledge is tested through real workplace simulations.

Research & Presentations

During training, VPers refine skills in research, requirements gathering, and presenting, fostering teamwork under time pressure. Iterative development occurs through personalised one-to-one feedback, fostering growth and confidence.

Independence & Collaboration

Our training programme is tailored to simulate real world expectations of both independent and collaborative overlapping deliverables.

Consulting skills

- Project management methodologies
- Lifecycle of a project
- RAID logs
- Requirements gathering
- Running effective meetings
- Meeting minutes and scheduling
- Stakeholder management
- Conflict resolution
- Time management
- Performance under pressure
- Active listening

Pathways - Technology



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Technology Training

VPer complete training in Agile, DevOps, software development fundamentals, and soft skills. They select Cloud, Web, or Data paths. Led by industry experts, the training simulates Agile Scrum, preparing them for valuable work increments.



Agile Scrum

We equip VPer for valuable work increments using a simulated Agile Scrum framework. They learn to refine, estimate, and deliver a Sprint backlog for achieving a Sprint goal.

DevOps and SRE

VPer embrace DevOps and SRE practices for better software delivery communication and collaboration. We emphasise speed, efficiency, and top-tier software, enhancing system efficiency and boosting customer satisfaction.

Scripting

We showcase Python and Bash for app building and task automation, enhancing efficiency and reliability by mitigating human error and enabling developers to concentrate on intricate tasks.

Version Control

Our VPer learn the practical skills they need to contribute to large codebases relied upon by teams of software engineers. Git commands, GitHub administration and peer reviews are combined in this comprehensive module.

Software Development

VPer learn software development essentials in web technologies, API design, database management, and automated testing. This readies them for the next phase.

Cloud Development

- Types of Cloud Deployment and*aaS
- Types of Cloud Compute
- Global Networks
- Identity Access Management
- Storage & Databases
- Infrastructure as Code

Web Development

- Frontend Web Technologies
- JS and CSS Frameworks
- API Development
- Automated Tests
- Node.js, Python, and Java
- Docker containers
- Authentication & Authorisation

Data Development

- Data Integration
- Data Analytics
- Database Administration
- Using SQL
- ETL, pipelines and Streams

Testimonials



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“The knowledge, attitude and enthusiasm of our VP Team has is brilliant and contagious across the wider business. Thanks to Vantage Point and their Programme we have a robust team that we wouldn’t have been able to build ourselves. We use Vantage Point to deliver our in-house Graduate Programme.”

EMEA Head of Change, Investment Bank

“We are on our third early career cohort from Vantage Point and we have 100% retention of those that have passed through the advantage Academy. Thank you Vantage Point!”

COO, Global IT Services Firm





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