

Global Talent Program (GTP)

Overview

On May 15th, Infosys announced its first large-scale plan to recruit 300 college graduates from universities in the United States in fiscal 2006 as part of an ongoing commitment to create a diversified, global workforce. On Sunday, July 23, 2006, the first batch of more than 120 new recruits from the US arrived in Mysore, India to begin their education and orientation program.

This event is extremely significant for Infosys, as it is the first batch of trainees to be inducted into the Global Talent Program (GTP), an ongoing initiative to recruit talent from local geographies in which Infosys operates. This is also the first global recruiting initiative of its size to bring foreign talent to India.

Objectives

- As Infosys grows rapidly in terms of revenue and global presence, this program will provide increased access to high quality talent, that will allow Infosys to become more embedded in the countries and communities it operates in
- Growing a workforce that truly represents Infosys' global footprint
- The nature of our expanding range of services requires a more varied group of talent from across the globe

GTP Fast Facts

- Global Talent Program (GTP) started in 2006
- Total number of US hires expected in 2006 - 07 - 300
- Number of American students currently training in Mysore: 126
- Duration of stay in India before returning to work in US: 6 months
- Number of American colleges where Infosys recruits – 82
- Some schools at which Infosys recruits:
 - Massachusetts Institute of Technology (MIT)
 - Notre Dame University
 - University of California – Berkley
 - University of North Carolina
 - Drexel University
 - Columbia University
 - University of Southern California

GTP Education Program

All Infosys recruits into GTP will participate in a customized education program in India before being deployed to geographies abroad.

The trainees will engage in a four-month educational program at the Global Education Center on the Mysore campus, created to ensure that the hires from US campuses are trained adequately with technical skills, necessary client-facing skills and sufficient live-project exposure in the global delivery model while making them feel at home in India.

Following the four-month educational program in Mysore, these Infoscions will be allocated to Development Centers in India for two months to gain hands-on experience with real projects. Following the successful completion of the six-month orientation, they will join Infosys offices in the United States.

Future GTP Initiatives

Infosys will run a pilot in the United Kingdom in 2007. This pilot will recruit 25 university graduates chosen from the top colleges in the United Kingdom.