



## NURTURING NEXT-GENERATION TALENT THROUGH WINNING WAYS

The need for next-generation talent with critical technology and strategic skills has grown more acute as technology evolves. This is one of the drivers for SAP to launch a University Alliance program to bridge the gap between academia and industry and find the right talent. On its part, Infosys has been taking active steps towards identifying and nurturing next-generation talent, especially among the GEN-Z.

Recently, an Infosys-mentored team of students won the marquee 11th Annual ERPsim competition at Central Michigan University (CMU), a public research university based in Mount Pleasant, Michigan, competing against fellow students mentored by global technology and consulting majors. Infosys mentored and guided a team of students at CMU in learning and applying business applications through rigorous training of approximately 90 hours using simulation that mirrors real-life scenarios over the course of two months. The final event was held on March 23, 2023.



## What is ERPsim?

Simulation games have largely helped many industries to learn on the go by working on problems that reflect real-life scenarios. The aviation industry has benefited hugely from flight simulators to not only teach quick thinking and real-time decision-making but also analyze errors for better judgment.

The ERPsim by SAP does the same for current and future business leaders. As a competition at university campuses, students are divided into teams and assigned business scenarios that need brainstorming, critical thinking, and teamwork, to solve business challenges akin to real life and incidents.

## A marquee win



ERPsim has established itself as a marquee event for business leaders, technology and consulting majors, and the entire ERP ecosystem, given its scale and scope.

The event saw participation from 50 different industry partners, coming in with 150 mentors to help university-wide teams comprising 250 participant students compete in simulating and putting their SAP training to the ultimate test.

Teams, along with assigned corporate mentors, work on different iterations of the simulation games. The scenarios could range from a company selling cereal needing a market study and financing options to a farming application looking for solutions around food security in a particular region or country.

Participating teams are provided with shortened timelines with a few hours reflecting several weeks or months of business cycles. The winning team members go on to earn scholarships worth \$15000, raised entirely internally by CMU.

## Infosys's winning ways

As one of the corporate mentors, Infosys guided the winning team with the help of its extensive industry knowledge of SAP. With the win, the Infosys-led team will not only hold the top place for a year but also go on to compete on a global level later.

"Having worked with global clients across sectors and verticals, Infosys was able to utilize its deep industry knowledge to work with CMU and the winning team in ERPsim around different iterations of business simulation. Infosys understands both the significance of partnerships with academic institutions for raising the next generation of talent as well as the acute shortage that recruiters are facing, especially around SAP and business intelligence," said Ramesh Chougule, Vice President, SAP Services, Infosys. Creating strategic partnerships with universities across the US that are already positioned academically to host SAP as part of its curriculum has been at the forefront of Infosys' efforts in the North American region. Working in close quarters with institutions and faculty to understand and help in specialized training of SAP and prepare students to be future-ready has been at the core of Infosys's efforts.

"Infosys continues to strengthen its partnerships with universities by not only participating in such events but also heavily investing time, money, and other resources, including its key personnel, to identify, train and nurture the next generation of talent. The winning plaque with Infosys's name on it at CMU's 11th ERPsim is evidence of that commitment," added Ramesh Chougule.



"We congratulate Infosys for winning the 11th Annual ERPsim competition this year. Central Michigan University has committed to providing the right curriculum, practices, and experience around SAP for the Intelligent Enterprise. At CMU, we are thrilled to have corporate mentors like Infosys show their dedication by not only spending time with students and mentoring them but also joining them on campus for many of the practices during the competition. Infosys's role in making our students professionals of tomorrow is truly indispensable."

**- Vishal Shah, Associate Professor - Business Information Systems, Associate Director of SAP University Next-Gen Program, College of Business Administration - Central Michigan University.**

## Meeting the talent gap through win-win partnerships

Unlike the annual job fair, academic partnerships like SAP University Alliance have helped Infosys be around and work more closely with potential talent and the faculty training them in the SAP curriculum.

“Such University alliances give us a front-row view of the course work and the background of students undergoing such training. Instead of perusing through thousands of resumes, Infosys is not only able to see the potential talent up close but also work with the university, faculty, and students to bridge any knowledge and experience gap by bringing its vast industry experience,” said Hodson McFarland, Associate Engagement Manager and SAP Program Lead, Infosys.

Infosys has always stood for offering no holds barred knowledge and experience on a long-term commitment basis with its partners. The same helps university partners who find themselves in a win-win position by not only getting their students trained but also have direct access to the recruitment market.

As more and more talent belonging to the GEN-Z and beyond age group join the workforce, teaching methodologies continue to evolve across academia and industry. Known to be self-paced, self-motivated, and self-starting learners who engage with the curriculum and work at their own pace, it has become imperative for academic institutions and recruiters to adapt to the needs of this new workforce and yet train them in the rising needs of the Intelligent Enterprise and the experience economy.



Through its university partnerships and event participation, combined with its own recruitment best practices, Infosys has been endeavoring to be the perfect mediator for the next-generation talent and her recruiter. It is this insight and acumen that led to Infosys winning the 11th ERPsim competition at CMU.

## Concluding Thoughts

Winning the 11th Annual ERPsim competition at CMU is a testament to Infosys dedication to making critical talent available in the SAP ecosystem. Infosys has committed to continual investment and expansion of its partnerships to not only marquee universities that are part of the SAP University Alliance to scale newer heights of nurturing next-generation talent.

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