

The Advance Programme

The safest way you could tackle the IT software skills shortage issue - keeping those skills in-house

SAS Institute is the most successful supplier of data management and analysis products in the software industry, consistently delivering significant financial and operational benefits to its customers world-wide.

Now...even with success comes challenges

Even with success new challenges have to be faced... Indeed these benefits cannot always be realised quickly and efficiently because of the shortage of suitable IT skills.

Every organisation finds the recruitment of full-time staff difficult, the retraining of existing personnel time-consuming and costly, and the contract market at best unpredictable and at worst an expensive gamble.

So how is it best to tackle these issues ?

Witnessing and listening to the concerns and experiences of many IT users, Base 3 Systems, a SAS Quality Partner, now offers a long-term solution built on Partnership: The Advance Programme.

What is The Advance Programme ?

Working to a precise Client brief, we will draw up individual profiles to meet your needs for project-focused, general application development and analysis and reporting positions.

In close co-operation with partners in higher education, we will identify and recruit graduates and Post-graduates with the appropriate skills. Participants are trained and coached to become your future permanent staff.

Training financed by Base 3 Systems

Participants are given "best of market" training at certified training institutions only. We will fund their attendance on up to 3-9 weeks of selected SAS Institute Special Training Packages (or SQL Server, Brio, DB2 courses as needed) while they work on-site with you, supported and coached by one of our Senior Consultants for on-going skills-transfer.

Your initial commitment - a Partnership

All we ask from you is a commitment to employ each participant on the program for a term of 6 months to 1 year as a Base 3 Systems consultant, before an offer of permanent employment is made to the participant. The agreed term also acts as a trial-period.

The result ?

At the end of this period you have a number of options for each Advance Programme participant ...

- 1 Recruit him/her on a full-time basis, fully trained and coached, with NO further fees to Base 3 Systems
- 2 Renew the contract for a further period, as a Consultant
- 3 Make no other commitment

The Advance Programme offers many benefits: Quality training, dedicated coaching, minimised recruitment and staff turnover risk, simplified staff planning, budgetary flexibility. It is the safest way to tackle the IT skills shortage issue - keeping those skills in-house.

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