

## Offshore training: Intensive IT-training in India

*Outsourcing call centres and other services to India is not new. Especially IT professionals are quite used to this. New, however, is that IT professionals themselves are travelling to India to upgrade their knowledge and to get certified. Our editor went to take a look for herself.*

### IN BRIEF

- Low price makes IT training in India interesting
- Hardly any time for „tourism“ during training
- Belgian customers are remarkably positive about the quality, methods and results,

“Especially the low cost makes it interesting to get training for staff in India,” says Bart Rutten, General Director of Nexios IT Belgium. Though he immediately adds that the low cost is definitely not the only reason the consulting and engineering company sends staff to India. “We care a lot about the training and development of our staff. And if the best training can be found in India or on the North Pole, then that’s where we go.”

Consulting and engineering is a world of engineers and IT professionals, but also employees in other fields are training and developing their careers. “Our staff actually decides autonomously which training they take. Every consultant is allowed a yearly training budget and he decides himself how he wants to use it. So decisions on training are based on individual career paths.”

“The yearly individual budget can be used for a typical training such as a boot-camp in India. The quality of those trainings is very high, by the way.” Rutten claims this not without first having tested the outcomes, “we have an online test platform where our staff and customers can test their IT knowledge. By means of pre and post training tests, we can monitor each individual’s evolution objectively.”

### No large groups

Jason Verhaege, owner of V-software in Bruges, also praises the quality he experienced with Indian training. In January 2009 he first sent an employee to New Delhi for a five-week training. “Not only is the cost substantially lower, but also the quality of the training is no less than anywhere else.” Students don’t find themselves in packed classrooms. Group trainings have a maximum of 5 persons, and the experience and knowledge level of the students is taken into account. Some trainings are even on an individual basis: one student and one trainer. The trainers are Indian, but Belgian students do not complain about language problems. Trainings are executed in „spotless“ English.

### No high cost

Excellent trainers in an exotic environment, that in itself needs quite some time to travel to. Shouldn’t employers just stick to trainings „around the corner“ of their businesses? A back-of-the-envelope calculation: An MCSE training in Europe costs about 5000 euro. At the Indian training centre the Belgian companies used, it costs less than half of this price, including travel and accommodation cost. The MCSE training and exam costs 500 euro. For accommodation (14 nights) and meals the student pays 700 euro. The flight costs about 800 euro. Making for a total cost of 2000 euro.

On top of that, the company is certified by the Flemish government. This means that medium sized companies can get subsidies via the „KMO portefeuille“. Students who go for training on their own initiative, can use „opleidingscheques“ to pay for part of the expenses.