



BMW Deloitte Graduate Program

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Manager IT Applications Plant and Corporate



The Program at BMW

- 2007, 2008, 2009, 2012
- 2007-2009: 12 candidates of which 7 is still at BMW
- Candidates selected for IT Infrastructure and IT Applications
- BMW registered with MERSETA in order to receive government grants for the learnerships



The Program – how it works



- Duration is 12 months
- First three months fulltime at Deloitte Graduate Academy.
- Thereafter every month - 3 weeks at the company
1 week back at the Academy
- Monthly Workplace Assessment and Progress Reports
- Three month evaluation and potential salary increase



Progress Report

Monthly Progress Report

Create. Own. Evolve.

Learner	Leche Makhetha	Month	May
Client	BMW	Date	15 May 09
Activities Completed for Period		Activities Planned for Period	
<input type="checkbox"/> Develop a Consulting Service Ethic - 115394 <input type="checkbox"/> Observe and Record the Findings of a Business Requirements Gathering Session - 115398		<input type="checkbox"/> Gain a detailed knowledge of the transactions within an ERP solution modules - 115408	
Leadership Roles Performed	General Feedback		
<input type="checkbox"/> No team leader role performed for the period under review.	<input type="checkbox"/> Fundamental: <ul style="list-style-type: none"> o 12153 – NYC3 Activities 2 and 3 need remediation. The summaries are too cursorily presented and the analyses are inadequate. Also, careful editing is needed for Activity 1 (the table). When reworking has been done, competency will be achieved. o 8662 – NYC3 Some successful remediation has been achieved, but problems remain in this file. Activity 2 (syntax; exercise 4 is missing; filing is a problem). Activities 3 and 4 are inadequately presented. Requirements have not been followed. o 8647 – C2 All remediation competently completed. <input type="checkbox"/> Consulting 115404 – C2 All remediation competently completed. <input type="checkbox"/> Demonstrate and apply a basic knowledge of ERP solutions and modules (115400) – C2 Very well structured PoE and good effort. Case studies disappointing. Client anonymous. Too theoretical and insufficient practical. <input type="checkbox"/> Apply and explain the generic business process and value chain module (115395) – C2 All remediation competently completed.		

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Progress Report

Monthly Progress Report

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	Feb		Mar		Apr		May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Feedback Week	2	4	6	8	10	12								
Attendance and Commitment	On track	On track	On track	On track	On track	On track								
Pillar Completion and Competence				Some areas of concern	Some areas of concern	Some areas of concern	Some areas of concern							
Group Participation	On track	On track	On track	On track	On track	On track								
Attitude	On track	On track	On track	On track	On track	On track								
Leadership Role			On track											

- Key:
- On track
 - Some areas of concern
 - Remedial action required



The Graduates



Amos on assignment
in China, SAP
implementation
for Plant Shenyang.

Fezz with her wedding car.



The Graduates



Sidwell in his new company car,
a 1-series convertible

Frans- from village boy to IT
Technician supporting
production

