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Accenture teamed with ACG to obtain 3,000 AWS certifications across the organization.

AWS Partner Story: Accenture

> "*F*or Accenture, having the skills needed to support delivery of our AWS services at scale is key," said Chris Wegmann, Managing Director of the Accenture AWS Business Group. "We also needed to build a learning program with effective, self-directed training that would work within the constraints of our engineers' busy work schedules.

About Accenture: Accenture (NYSE, Nasdaq: ACN), headquartered in Dublin, Republic of Ireland and reporting $34.9 billion in 2017 revenue, is a leading global professional services company providing a broad range of services and solutions in strategy, consulting, digital, technology and operations. Combining unmatched experience and specialized skills across more than 40 industries and all business functions, Accenture works at the intersection of business and technology to help clients improve their performance and create sustainable value for their stakeholders.

The Challenge: Scalable, Flexible Training to Enhance AWS Services Delivery

Accenture is a leading provider of cloud solutions supporting digital transformation with 20,000+ cloud projects and 47,000+ professionals trained in cloud. With accreditation across 13 AWS competencies and six AWS Partner Programs, the challenge Accenture faced was finding a training solution that could effectively scale with a super-sized organization looking to grow its AWS delivery capabilities as the AWS platform continued to grow and expand.

To support this effort, Accenture pursued a talent enablement program that could scale with their demand for AWS-skilled professionals. They decided on a program that would boost the total number of AWS Certifications across Accenture to more than 3,000 by December 2018.

"A self-directed program that focused on AWS certifications across the organization was the answer," said Wegmann. "We have more AWS certifications overall than any other AWS Systems Integrator partner, as well as the most Professional-level certifications. And we plan to maintain this momentum."

The Process: Self-Directed Learning at Scale

But how can this be achieved on Accenture's scale? "For us, it was about demonstrable success. We were committed to developing a program of self-directed learning that would guide our engineers through both the Associate- and Professional-level AWS certification process," said Jeff Hammond, Capability Enablement Lead of the Accenture AWS Business Group.

The results Accenture had derived from traditional IT training were meeting growth demands, however "while we had leveraged both instructor-led and virtual-instructor training, neither offered the combined speed, flexibility, cost efficiency and effectiveness we needed," said Hammond.

To achieve targeted success, Accenture designed a learning experience geared toward training a large number of employees at both the AWS Associate and Professional levels, as well as fostering a spirit of continuous learning across the organization. Integral to this effort were the following:

1. **On-Demand, Hands-on Training.** In 2017, Accenture partnered with A Cloud Guru on a Pilot Program of cloud training and AWS certification courses. This gave Accenture engineers self-directed training options, including hands-on labs, use-case scenarios, an exam simulator that replicates the AWS certification testing environment, and opportunities for hands-on experience with AWS Services.

2. **The next level: AWS Professional-level certification bootcamps.** The next step was to deliver a program that prepares Accenture technologists for the AWS Certified Solutions Architect Professional-level certification exam. Cohorts of 15 engineers provide teams with a sense of accountability, camaraderie, and support, while the program's tracking and reporting structure facilitates good-natured competition and collaboration among team members, as well as encouraging strong individual performance. Lasting six weeks, the program provides teams with a foundation for continuing self-directed study in preparation for the most challenging of the AWS certification exams.in the marketplace, the AWS certifications provide students the opportunity to standout amongst potential employees seeking to find cloud professionals.

The Result: Demonstrable Expertise in AWS Technologies

Beating their initial projection, Accenture expects to have 3,000 AWS certifications across the organization by the end of November 2018.

"Self-directed training that meshes with existing work schedules was a core design principle for this program. We've been able to provide our engineers with easily consumable, yet comprehensive training that works with an individual's schedule. This model has been critical to the success of the program." said Hammond.

"What this program has allowed us to do is help Accenture accelerate the pace at which we deliver AWS services at scale. And that was always the goal for us." said Wegmann.

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About A Cloud Guru:

Our cloud-based technology learning platform provides a comprehensive, up-to-date library of cloud education offerings for all skill levels, including certification courses, skills assessments, hands-on labs, a set of weekly technology-news series by industry experts, and management dashboards that track student progress. A Cloud Guru is an AWS Advanced Consulting Partner, member of the AWS Public Sector Partner Program, and is available directly from the AWS Marketplace.

A Cloud Guru's state-of-the-art learning management platform is developed by our in-house cloud engineers and powered by serverless — a technology that enables our content to effectively scale to more than 600,00 students in over 160 countries. Through our platform, we provide both businesses and individuals with the ability to stay current, stay relevant, and deliver results with cloud computing.

To learn how A Cloud Guru can accelerate your team's adoption of AWS, please visit acloud.guru/teams.

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