

Deloitte.



BrightStart Program

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Work-based learning

“Work-based learning is the term being used to describe a class of university programs that bring together universities and work organizations to create new learning opportunities in workplaces”

Boud, D. and Solomon, N. (2001) 'Work-Based Learning: A New Higher Education?', Taylor & Francis Inc.

“A definition for the higher education level could involve any of the following work-based learning types; learning through work, learning for work and learning at work.”

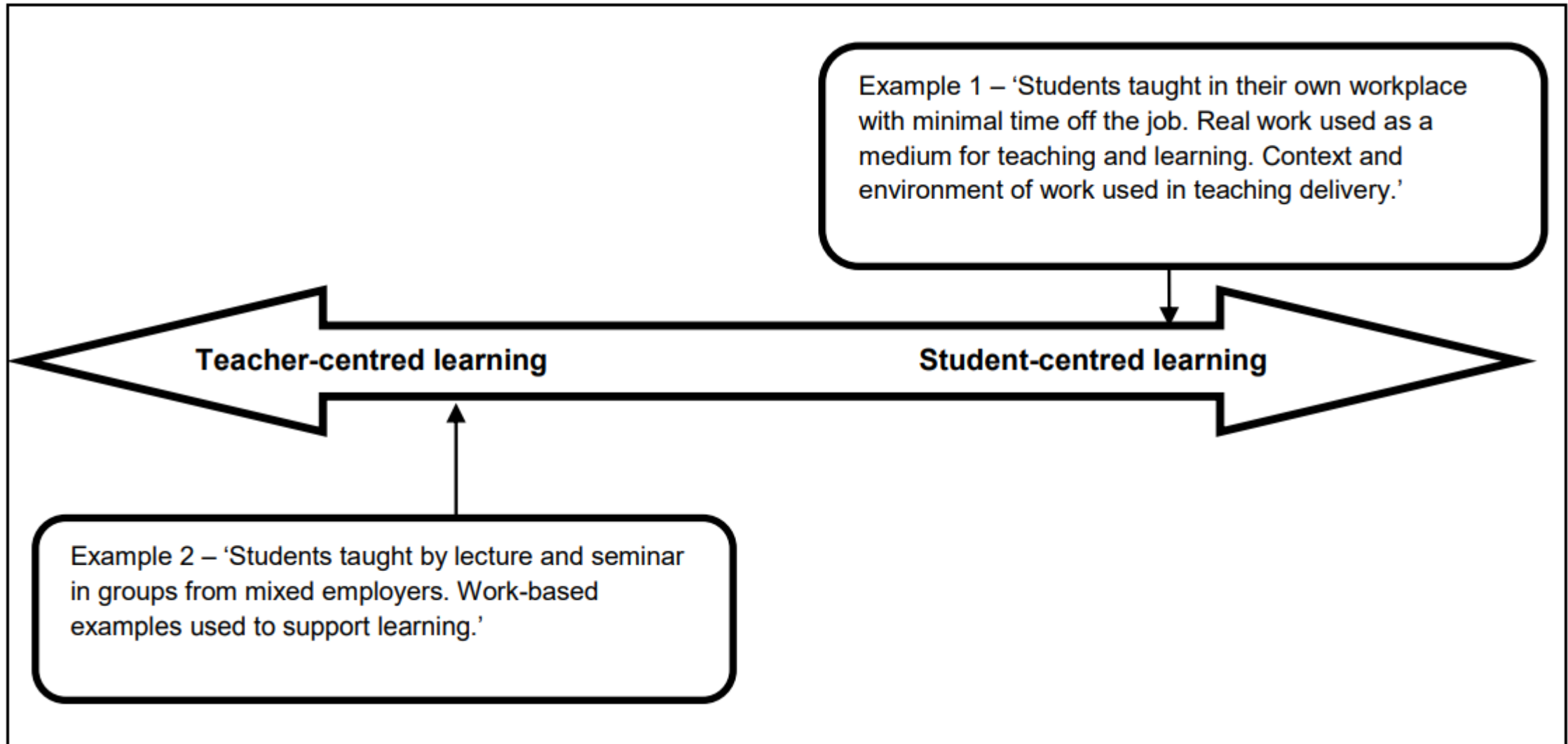
Gray, D. (2001) Assessment series, 11, Accessed November 2010.

“.. where students are full-time employees whose program of study is embedded in the workplace and is designed to meet the learning needs of the employees and the aims of the organization.”

Sodiechowska, P. and Maisch, M. (2006) Educational Action Research, 14, 267-286.

Bragg and Hamm, identified a set of criteria for the success of WBL courses:

1. Strong program leadership.
2. Exclusive connections between the program and its environment (niche market).
3. Frequent and effective communications with local employers.
4. Beliefs about program excellence.
5. Effective school-based learning component.
6. Adequate financial support.
7. Innovative program and pedagogical features.



Deloitte Delivery Center BrightStart Program

A perfect start to a bright future

Knowledge has and will always be power

BrightStart is a Deloitte Portugal pilot program, led in collaboration with Polytechnic Institute of Setúbal, **focused on increasing employability and professional skills of high school graduates** currently enlisted in vocational training. During the program, the enrolled students combine their academic curricula with the opportunity to integrate delivery project teams (non-facing client activities).

Through this 5 years program, Deloitte provides a **long term scholarship and tuition payment**, as well as **mentoring and constant follow up** of the student's progress, ensuring that student's have at their disposal the necessary resources to complete the program and their degree.



Main characteristics of BrightStart program:



Technology
Career



Technical and
Graduation Degrees



Training in line
with market needs



On Job
Learning



Internship
Scholarship



Supporting
academic costs



Close academic
and professional
follow up

Deloitte Delivery Center

BrightStart Program

Mentoring, follow up and Quality

To assure that the students align with Deloitte standards, where eminence in skills and competencies are the pillars, the following support processes are implemented through out the Program.

	Activity	Description
Program Follow up	Weekly follow-up meeting	Follow-up meeting between Academic and Professional’s Coordinators to discuss students and teachers’ performance, as well as any other identified issue in BrightStart Program.
	Monthly follow-up meeting	BrightStart Core Team follow-up meeting.
Faculty	Subject initial meeting	Meeting with subject’s teacher and course academic Coordinator to align the assessment methodology of the respective subject
	Subject final meeting	Meeting between subject’s Teacher and Course Academic Coordinator to discuss lessons learning
	Pedagogical survey	Anonymous survey filled by the students to evaluate the teacher and the discipline
Evaluation	Academic evaluation	It is mandatory that each subject has at least a theoretical and a practical test. The teacher is free to decide the number of tests during his period of classes and the logic used for the subject’s final grade.
	Performance evaluation	Formal semester performance evaluation from the ending of 2 nd semester onwards. This assessment includes academic and professional performance as any Deloitte employee. This evaluation Registered in Deloitte’s internal systems.
Quality	Sustained delivery	During Project Delivery, Program students are always supported by experienced professionals in the IPS premises, that assure the quality of delivery and sustained growth of competencies.

Deloitte Delivery Center BrightStart Program

Classes and Internship

Academic attendance with a progressive professional framework, in which participants attend and complete their studies while acquiring multiple professional skills.



Academic attendance



Progressive professional framework

	1st Semester						2nd Semester					
	Monday	Tuesday	Wednesday	Thursday	Friday	% Classes	Monday	Tuesday	Wednesday	Thursday	Friday	% Classes
1st Year	Internship	Internship	Internship	Internship	Internship	100%	Internship	Internship	Internship	Internship	Classes	30%
2nd to 4th Year	Internship	Internship	Internship	Internship	Classes	20%	Internship	Internship	Internship	Internship	Classes	20%
5th Year	Internship	Internship	Internship	Internship	Classes	20%	Internship	Internship	Internship	Internship	Internship	0%

 Internship
 Classes

Learning & Professional Qualifications

The Portuguese program is **inspired in the Deloitte UK program at Ulster University, in Belfast.**

At the end of the curricula participants **become interesting targets for recruitment.**

Pilot Program includes 42 students

42 students participate in the pilot, with **ages between 18 and 20**, where they acquire a **profound knowledge of technical skills in digital and technology**, which will prepare them for the future of work and the professions of the future.

Long term scholarship and tuition payment

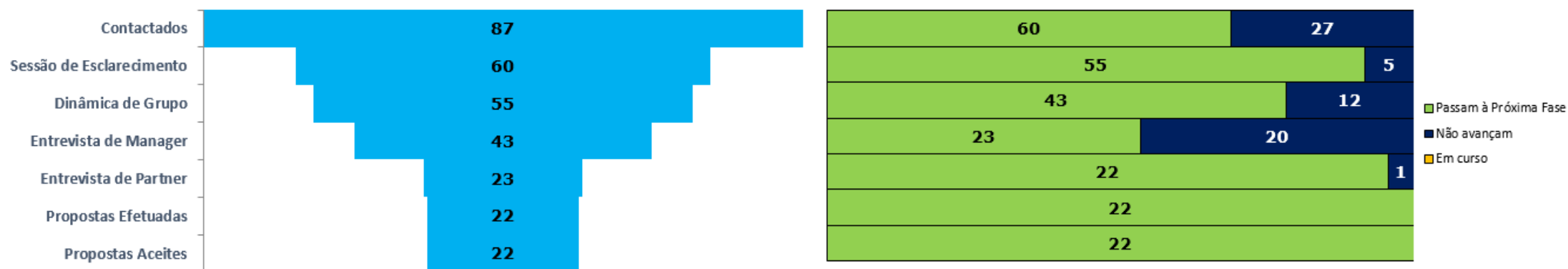
Students can **apply to Brightstart annually**. Those who are accepted get a **long term scholarship and tuition payment**, as well as **mentoring and constant follow up** of the student's progress.

Deloitte Delivery Center BrightStart Program

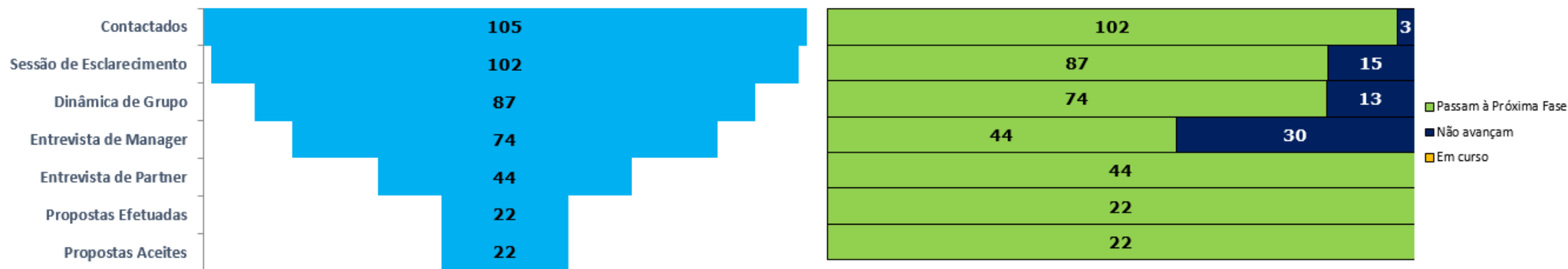
Selection process in numbers

The selection process for both editions was a great success considering the number of candidates:

Candidates - 1st Edition

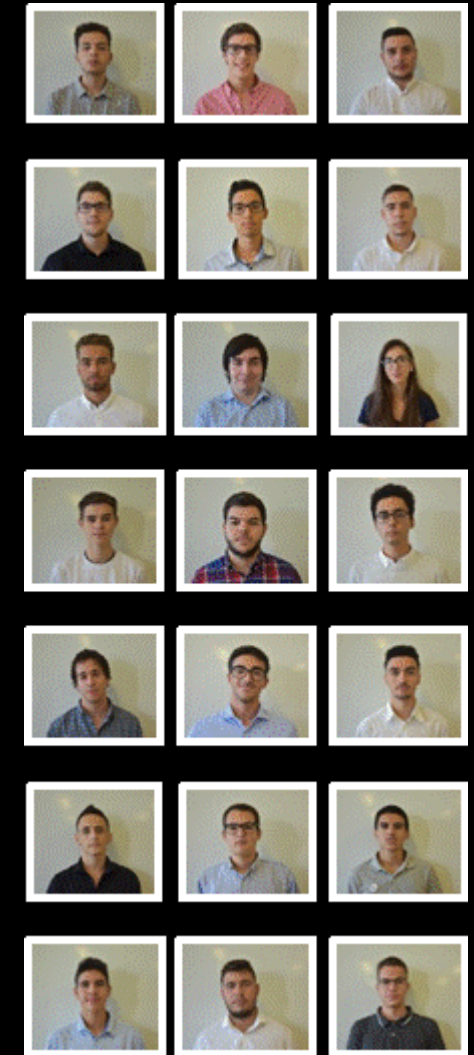
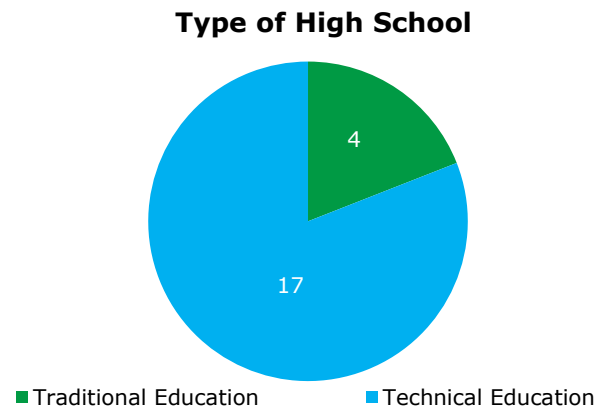
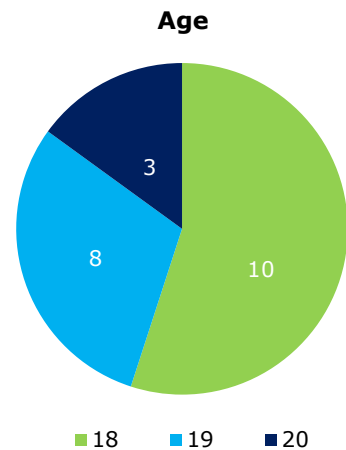
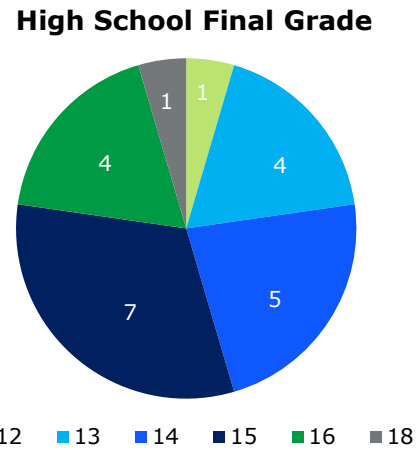
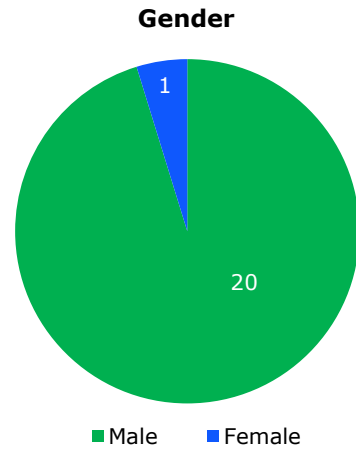


Candidates - 2nd Edition



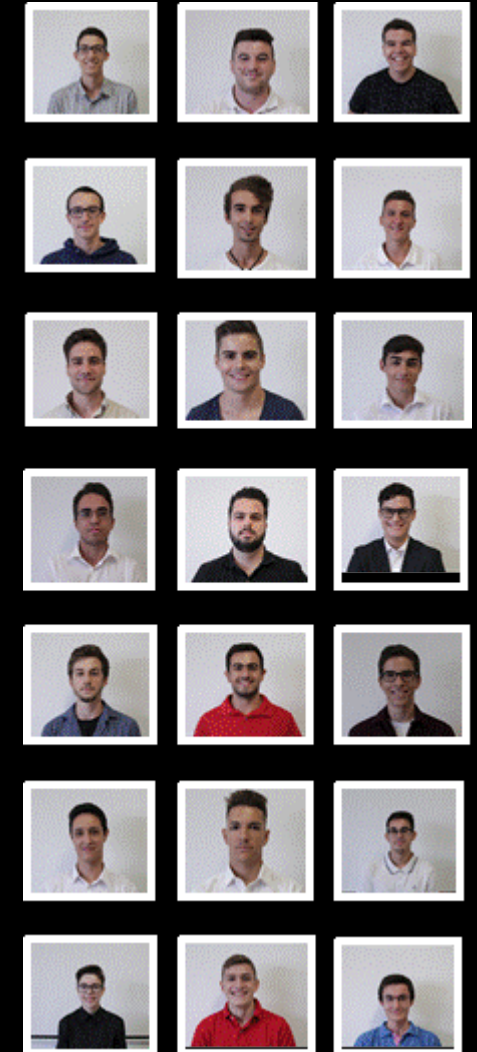
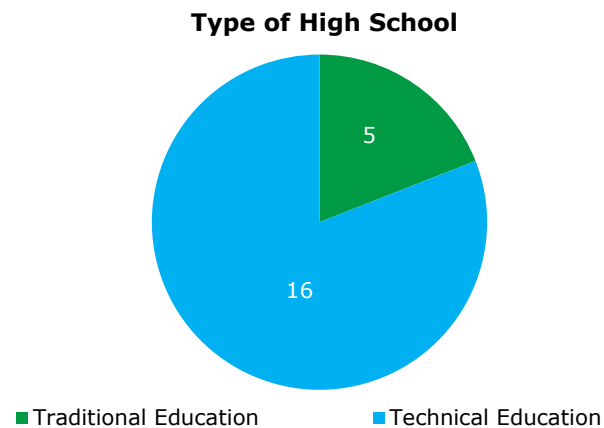
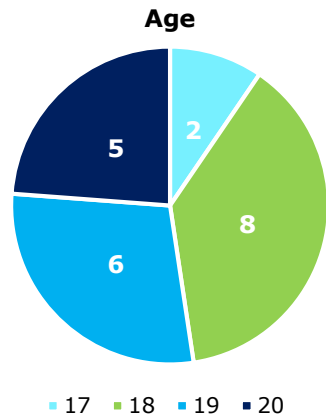
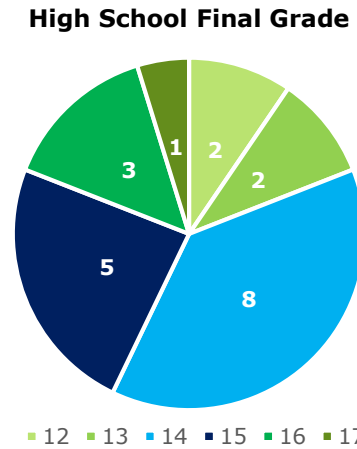
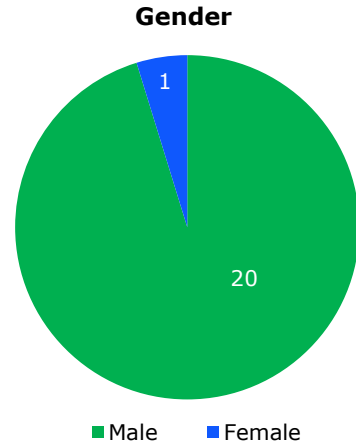
Deloitte Delivery Center BrightStart Program – IP Setúbal

Knowing them better – BrightStart 1st Edition



Deloitte Delivery Center BrightStart Program – IP Setúbal

Knowing them better – BrightStart 2nd Edition



Deloitte Delivery Center BrightStart Program – IP Setúbal

BrightStart, Government initiatives & Guests

InCode 2030 - Specialization Axis



Paulo Almeida
Deloitte Partner



Pedro Dominginhos
President of IPS



Specialization Axis




Minister of Economy –
Specialization Axis
Closing Speech

(Source: InCoDe 2030 facebook page)

The Portugal INCoDe.2030 initiative addresses the concept of digital competences in a broad manner.

BrightStart Program participated on InCode 2030 as one of The Specialization Axis's Projects.

Guests



1st Minister of Portugal



Minister of Education of Serbia



Polytechnic Institute of Leiria



Polytechnic Institute of Viseu



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