Graduate Training from an Industry Perspective

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Abstract
This talk presents an industry perspective on the issues and challenges that arise in recruiting and training graduates to work in software development. It describes various aspects of Fidelity Investment’s experience to date, and explains the factors leading to the setup of its Graduate Training program (GIFT). It outlines how the programme is structured and how it was developed. It discusses the relationship between what is needed in industry and what is done in academia, and offers recommendations for the future to help ensure delivery of high calibre graduates.

Biography
Marie Moloney is a senior Project Manager for Fidelity Investments. She has been with Fidelity for ten years, and during that time has managed several medium to large project teams in technologies varying from Voice to Web Applications. Marie was involved in the establishment of the GIFT Programme in 2002 and assumed the Programme Manager role in July 2003.

Fidelity Investments is a global company with $3 trillion of assets under management. Technology is key to the company. It employs 9,000 people in Information Technology with an annual technology spend of $2.5 billion. Fidelity needs high quality developers and has established a one-year training programme for top software graduates, the GIFT programme. This programme leads to the award of a post-graduate diploma from the Irish educational awards body, the Higher Education & Training Awards Council, and is the first in-house educational programme in computing in Ireland to be awarded such accreditation.