



VIRGINIA
**TALENT +
OPPORTUNITY
PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS

Virginia Chamber of Commerce Work-based Learning Spotlight

Company Name:

CGI

Please provide a brief overview about your company:

Founded in 1976, CGI is among the largest independent IT and business consulting services firms in the world. With 90,000 consultants and professionals across the globe, CGI delivers an end-to-end portfolio of capabilities, from strategic IT and business consulting to systems integration, managed IT and business process services and intellectual property solutions. CGI works with clients through a local relationship model complemented by a global delivery network that helps clients digitally transform their organizations and accelerate results. CGI Fiscal 2022 reported revenue is \$14 billion and CGI shares are listed on the TSX (GIB.A) and the NYSE (GIB). Learn more at [cgi.com](https://www.cgi.com).

Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):

CGI's early career programs give you the fundamentals to ease and accelerate your assimilation into CGI. You'll be welcomed by our members, and alongside your peers, be immersed in our core values, culture and our client engagement approach.

As one of the world's leading global IT and business consulting services firms, CGI works across the globe with a wide range of clients in a diverse set of industries. We also develop and deliver a vast array of business and technology solutions. We understand the demand for your experience and specialized expertise. Our commitment is to help you benefit from a variety of career and project opportunities. At CGI, you're encouraged to choose your passion and evolve your career in line with your interests and goals. [Early Careers | Recent Graduates & \(cgi.com\)](#)

During the intern's 10-week experience, they engage in helpful early career sessions, participate in leadership meet and greets, get introduced to CGI's member resource groups, participate in CSR/volunteer projects and networking events. Browse CGI's career opportunities: [Careers | CGI.com \(njoyn.com\)](#)

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about:

CGI's award-winning early career programs and internships are highly desired by college students. 40-60% of our interns convert to full-time CGI members.



- [Early Talent Awards 2022](#), Handshake
- [The Best Employers for New Grads 2022](#), Forbes
- [Best Places to Work for LGBTQ+ Equality 2022](#), Human Rights Campaign Foundation
- [Top Work Places 2022](#)

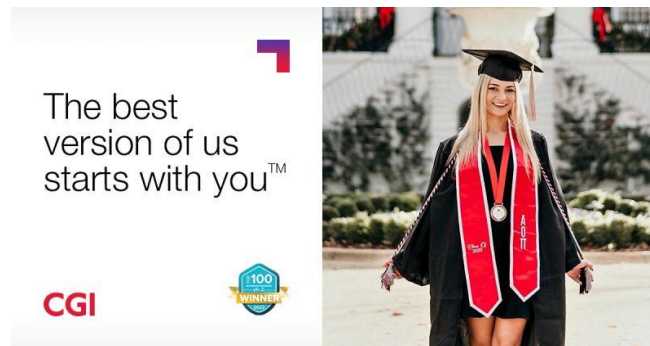
The goal of CGI's US summer intern program is to provide a holistic, hands-on program that allows our interns to gain corporate experience, alongside practical training and development in order to best prepare them for their future careers at CGI and beyond. Each intern is assigned directly to a project and account team who provides them a meaningful work experience and guides them through the intern program. Each year we identify a theme for the summer internship program, with this year's theme being "Think Big. Be Bold. Be You". The theme puts a focus on CGI's mission to be bold in the work that we do every day and to break free from pre-defined paths. We challenge interns to think big, to take up space within our organization, and to make an impact while they are here with us. The theme provides a central thread and foundation for all the internship activities.

CGI provides a one-of-a-kind intern experience with student needs in mind:

- Buddy system
- Exposure to senior CGI leadership
- Peer mentorship program
- Early identification for freshman and/or sophomores
- Virtual and/or in-person learning opportunities
- Engagement with member resource groups

- Catered lunches or vouchers for lunches if remote
- Lunch & Learns
- Social events and/or team outings
- Volunteering /CSR opportunities

CGI member spotlight - Abbie Merker's story: https://www.linkedin.com/posts/cgi_lifeatcgi-intern-earlycareer-activity-6984119899572838401-lh3c



What kinds of work assignments are interns/apprentices responsible for at your company?

- Technical analysis
- Business analyst intern
- Software developer intern
- Cyber security intern
- Data analyst

[Early Careers | Recent Graduates & \(cgi.com\)](#)

CGI values expanding access to tech careers through other experiential learning opportunities, including our U.S. IT Centers Apprenticeship Program, for a broader, more diverse workforce. CGI's apprenticeship program is a high-quality career pathway where individuals obtain front-loaded technical instruction, paid work experience (on-the-job training), and portable, industry-recognized credential(s). CGI's apprenticeship program demands a specialized set of technical and soft skills without requiring four-year computer-science degrees, where apprentices may have acquired some of their abilities at community colleges, bootcamp programs, or may be entirely self-taught. Apprentices may also include career changers with backgrounds in unrelated industries who learn relevant skills to move into in-demand tech roles.

CGI's U.S. IT Centers Apprenticeship Program structure consists of 3-5 months of technical instruction, based on the desired tech role, before joining CGI for 12 months of on-the-job training that will equip them for a new career in IT. During this time, apprentices are able to grow their skills through structured technical and interpersonal training, while also receiving hands-on learning in sought after disciplines. Once apprentices successfully complete 2,000 program hours, they have the opportunity to continue their careers at CGI at a consultant level, supporting our clients worldwide.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

Start small and provide a meaningful experience for interns. Focus on providing valuable hands-on learning opportunities and foster environment where they can engage with your team in meaningful ways. Interns should complete your program and depart with valuable skills, knowledge and an expanded professional network.

Contact person (for those who want to reach out to you to talk about your program):

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