

# Wave Training Program

## Launch career paths for underrepresented groups in technology

- Wave is a joint Deloitte Digital and Salesforce global training program designed to build a more diverse workforce by launching career paths for underrepresented groups in technology.

Wave specifically provides hands-on training opportunities that help aspiring professionals receive credentials, and ultimately, job offers. Wave's mission is to train 10,000+ individuals in Salesforce.



## PROGRAM OVERVIEW

Wave cohorts are 12–16-week learning experiences designed to provide training, mentorship, and hands-on learning opportunities in the Salesforce ecosystem. The program consists of five parts where the participants will gain:

### 01 Coaching & Mentorship

Coaching led by Deloitte practitioners to support participants as they navigate the Salesforce ecosystem using lessons learned and best practices.

### 02 Professional Development Skills

Training sessions focused on developing core soft skills such as interviewing, networking and effectively communicating so cohort participants are job-ready.

### 03 Salesforce Technical Skills

Virtual learning material to build technical proficiency and experience using a combination of Trailhead learning modules and virtual instructor-led sessions.

### 04 Hands-On Learning Simulation

Realistic project simulations where participants will work in teams to highlight their technical aptitude and soft skills and build applicable Salesforce solutions.

### 05 Career Opportunities

Opportunities to connect with potential employers through mock interview prep, apprenticeship roles, and virtual career fairs sponsored by Salesforce.

## COHORTS LAUNCHED

Wave supports the development of diverse talent and a more equitable and inclusive workforce through hands-on training opportunities.

14

**Countries Engaged**

1,850+

**Participants Trained**

22

**Cohorts Offered**

### CREATING EQUITABLE OPPORTUNITIES FOR:

- Women in technology
- Black talent without a 4-year degree
- Indigenous Americans/First Nation citizens
- People impacted by the war in Ukraine
- Refugees and underemployed immigrants
- and more!



## WAVE IN THE NEWS

- [Deloitte Digital and Salesforce Collaborate to Help Create a More Diverse Workforce With Launch of Wave Training Program \(prnewswire.com\)](#)
- [Instead of focusing on degrees, the key to the future of work is taking a skills-first approach, according to this Deloitte executive \(Fortune Education\)](#)
- [Deloitte US Announces \\$1.5 Billion Social Impact Investment to Foster a More Equitable Society \(prnewswire.com\)](#)



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