

IBTC DATA CENTRE ACADEMY

# Building Africa's *data centre* talent pipeline

A structured, end-to-end programme that turns capable graduates into job-ready data centre professionals, through dual certification, live tuition and on-site internships at real facilities.

• SCHNEIDER ELECTRIC

• EPI · EXIN-ACCREDITED

• IN PARTNERSHIP WITH ADCA

## THE OPPORTUNITY

# Africa's data centre market is growing rapidly - *but the talent pipeline is not keeping up.*

Demand for skilled professionals to design, operate and scale data centre facilities across the continent has never been higher.

Yet there is no structured route from classroom to control room. This brochure outlines the IBTC Data Centre Academy, a programme designed to close that gap.

HIGH DEMAND FOR SKILLS

92%



HIGH SUPPLY OF GRADUATES

94%



There is currently no structured bridge between the two, and that bridge is what this programme is built to be.

*The ultimate competitive advantage of a business is the ability to grow and develop their people **faster than its competition.***

## WHY IS HIRING STILL SO HARD?

# Four structural reasons the *talent gap* persists.

Industry research (*in partnership with the Digital Investment Facility DIF*) consistently surfaces the same four barriers between graduates and entry-level data centre roles.

*Our programme is engineered to address all four.*

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## 01

### Training is too theoretical

Classroom-only programmes don't replicate the realities of a live data centre - power, cooling, security and uptime in one operating environment.

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## 02

### Certifications don't equal job readiness

A certificate proves knowledge, not on-the-floor capability. Hiring managers want both.

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## 03

### Employers don't trust CVs without real exposure

Hiring managers screen for site experience and rarely find it on graduate CVs.

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## 04

### There is no structured pathway into the industry

The route from learner to data centre professional is undefined. The Academy defines it.

IN PARTNERSHIP WITH

**DIF Digital Investment Facility** - Our research partner shaping the curriculum and benchmarks of our data centre courses.

## THE IBTC MODEL

# A structured, end-to-end talent pipeline *with key partners.*

IBTC sits at the centre of an industry ecosystem. We are vendor-neutral, not a data centre operator, and not hiring from this pool.

We bring six partner functions together so that candidates emerge ready for real roles.

**01****Candidates**

Students entering the pipeline are screened for aptitude and commitment.

**02****Training Providers**

Structured tuition and labs delivered online and live.

**03****Certification Bodies**

Schneider Electric and EPI (EXIN-accredited).

**04****Data Centre Operators**

Internship hosts and downstream employers.

**05****Professional Bodies**

Industry membership and ongoing standards alignment.

**06****Placement Agency**

DCE – the bridge between training and real jobs.

## WHY THIS PIPELINE WORKS

**Industry-aligned**

Curriculum shaped by operators and accredited bodies.

**Vendor-neutral**

No single vendor lock-in – graduates move freely.

**Creates access**

Designed for inclusivity, not exclusivity.

**Built to scale**

Cohort-based delivery across multiple regions.

## THE DCCA PROGRAMME – TRACK I

# Data Centre *Fundamentals*.

The entry point to the Academy. Three weeks of structured online tuition and live tutorials build a strong technical foundation, capped by a Schneider Electric certification and a first taste of real-world site exposure.

● DCCA I · FOUNDATION

± 3 WEEKS · BLENDED DELIVERY

## AUDIENCE

**Recent graduates · career switchers**

## CERTIFICATION

**Schneider Electric**

## FORMAT

**Online tuition + live tutorials**

## SITE EXPOSURE

**Guided data centre visit**

## WHAT YOU'LL COVER

- Introduction to data centre infrastructure & operations
- Power, cooling and the physical environment
- Network and IT fundamentals in a DC context
- Operational best-practice and safety
- Strong technical foundations across all subsystems

## HOW YOU'LL LEARN

- Self-paced online modules with built-in assessments
- Live tutorials with IBTC instructors
- Cohort-based — peers and mentors throughout
- Guided site exposure at a partner facility
- Continuous progress tracking and feedback

## OUTCOME

**Certified Data Centre Associate (DCCA®)**

## THE DCCA PROGRAMME – TRACK II

# Advanced Data Centre *Operations*

Three months of structured learning, EPI certification and a three-week on-site internship at a real data centre. This is where candidates become genuinely placement-ready, capable of stepping into an entry-level role with confidence.

● DCCA II · ADVANCED

3 MONTHS · INCLUDES 3-WEEK INTERNSHIP

#### PRE-REQUISITE

**DCCA I or equivalent**

#### CERTIFICATION

**EPI · EXIN-accredited**

#### FORMAT

**Structured learning + live classes**

#### SITE EXPERIENCE

**3-week on-site internship**

#### WHAT YOU'LL COVER

- In-depth operational knowledge across all DC subsystems
- Capacity, change and incident management
- Resilience, redundancy and uptime tiers
- Energy efficiency, sustainability and PUE
- Security, compliance and governance

#### HOW YOU'LL LEARN

- Live classes alongside structured self-study
- Case-based exercises drawn from real operators
- EPI certification pathway throughout
- Three-week placed internship at a partner site
- Mentor-supported throughout the cohort

#### OUTCOME

**EPI Certified Data Centre Associate (CDCA®)**



## OUTCOMES &amp; RECRUITMENT PARTNER

# How employable am I *with this programme?*

The programme is designed to improve employability at every step – from certification, through site exposure, to placement via our recruitment partner DCE.

01

**Double certified**

Schneider Electric (DCCA I) and EPI / EXIN-accredited (DCCA II) – two recognised credentials on every CV.

02

**Understands how data centres operate**

Three weeks of live, on-site internship experience in a partner facility – not just classroom theory.

03

**Can step into an entry-level role with confidence**

Placed via DCE – our dedicated recruitment partner connecting graduates to operators across Africa.

DCE – THE BRIDGE

*"We're the bridge between training and real jobs."*

## GET INVOLVED

# Sponsor a Student.

*"Try before you hire."*

When you sponsor a cohort, you get a first-look at trained, screened, site-exposed candidates – and the chance to evaluate them in real working conditions before committing to a hire.

- 01 Access to trained candidates
- 02 Host interns in your facility
- 03 Observe them in real conditions
- 04 Reduce hiring risk
- 05 Build your future workforce pipeline

## WHERE DO YOU FIT IN?

● 01 · OPERATOR

## This is your pipeline.

- Host interns at your facility
- Hire graduates from each cohort
- Help shape the curriculum

● 02 · PARTNER

## Integrate into the ecosystem.

- Training providers
- Certification bodies
- Professional bodies

● 03 · SPONSOR

## Sponsor a cohort.

- Reduce hiring risk
- Build a future workforce
- Try before you hire

JOIN US

# We are inviting you to be part of *bridging the gap* between talent and industry.

Whether you operate a facility, sponsor a cohort, or partner with us on training and standards — there's a place for you in this pipeline. Let's talk.

EMAIL

[info@ibtc.co.za](mailto:info@ibtc.co.za)

WEB

[www.ibtc.co.za](http://www.ibtc.co.za)

NEXT INTAKE

**Cohorts run quarterly**

*Success  
is on your side*