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Implema and New Minds launch SAP Academy to address growing skills shortage among companies

Swedish based ERP specialist Implema and Swedish tech recruitment company New Minds are launching SAP Academy. The aim is to address the growing shortage of technical skills among companies – a shortage that is increasingly highlighted as one of the key challenges in digital transformation.

Today, skills shortages are identified as one of the main bottlenecks in transformation projects, not least in large SAP implementations and system transitions.

– Companies undertaking major ERP transformations need not only new technology, but also the right internal capabilities. Through SAP Academy, we want to contribute to developing the next generation of SAP specialists and strengthening companies' ability to succeed in their transformation efforts, says Erik Glasmästar, Partner at Implema.

SAP Academy – learning through real projects

The program targets newly graduated engineers and junior IT professionals, who will develop their skills within modern technology and SAP-based business systems over the course of one year.

The setup combines training, mentorship, and work in real customer projects.

Implema contributes SAP-focused training and expertise from ERP transformation projects, while New Minds is responsible for recruitment and development of talent.

To strengthen companies' transformation capabilities

New Minds' target group ranges from large industrial companies to startups seeking to strengthen their internal capabilities in connection with technology, process, and system transformations.

The goal of SAP Academy is to enable companies to more quickly bring in and develop new SAP expertise, thereby strengthening their transformation capabilities.

– Many companies find it difficult to secure technical skills at the pace required by digital transformation. Through our collaboration with Implema, we combine our



model for developing new talent with their experience from real SAP projects, says Fredrik Marthinsen, Managing Director at New Minds.

Facts: SAP Academy

SAP Academy is a talent program where newly graduated engineers and junior IT professionals are employed by New Minds and work on assignments with partner companies while participating in a structured training program.


The program combines:

- work on real projects at companies
- training in technology and SAP ERP systems
- mentorship and coaching

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About Implema

Implema is Sweden's leading specialist in SAP and Microsoft Dynamics 365. We help companies drive change, accelerate digitalization, and strengthen their long-term competitiveness. With 300 experts across Sweden, we combine fast and reliable system implementation with deep expertise in Business Transformation, AI, Data Management, and Business Intelligence. We develop processes, ways of working, and capabilities that deliver lasting results. Our clients range from global industrial groups to fast-growing scale-ups. Implema was founded in 1998, is headquartered in Stockholm, and generates revenues of approximately SEK 500 million. Since 2025, we are also present in the United States.

About New Minds

New Minds focuses on strategic competence areas where organizations face their greatest skills gaps – and builds talent programs to close them. Since 2012, we have matched and developed over 1,000 young talents with Sweden's leading technology companies through our Academy model. We do not only recruit for the roles needed today – we build the capabilities organizations depend on tomorrow. Today, we run Academies within SAP, Data & AI, and Category Management, as well as tailored programs for organizations with specific competence needs – always in close collaboration with industry-leading partners. The result is talents who accelerate their careers – and companies that grow with them.

