



How HSBC Compliance Analytics successfully moved from SAS to Python

Transitioning banking analytics operations from licensed legacy software to Python



“We’ve trialed a number of other online learning solutions, but only DataCamp provides the interactive experience that reinforces learning. Just as you wouldn’t trust a surgeon who had watched some videos about surgery, you couldn’t trust a developer who has watched some videos about programming. There’s a great depth of content on the site. It’s great for absolute beginners, but there is very advanced content for users with more experience.”

SARAH SCHLOBOHM, SENIOR ANALYTICS MANAGER, GLOBAL RISK ANALYTICS, HSBC

As a global leader in financial services, HSBC has built its business around uncovering data-driven insights to mitigate risk, prevent fraud, and ensure compliance. But with so much financial data being generated on a daily basis, HSBC's data infrastructure and tooling must be able to scale accordingly. This requires careful planning to build and implement their data strategy across global business groups in commercial banking, investment banking, and wealth and personal banking.

The goal: To transition from SAS to Python

A key initiative for the compliance analytics team is to reduce dependence on legacy licensed software like SAS and transition to future-proof technologies like Python. Cost is a big driver: SAS is expensive to maintain whereas open-source technologies are free. Python has the added flexibility to scale functionality with over 200,000 packages for a variety of work in data analytics and machine learning. In recent years, Python has become the industry standard for working with data in finance.

The challenge: To upskill diverse teams

“There’s been a paradigm change. Years ago, data science was buried in the software engineer’s domain. Today, the roles and requirements have changed. Online training is crucial to adapt to these challenges.”

ANDREW HE, SENIOR VICE PRESIDENT, GLOBAL RISK ANALYTICS

As is common with mature companies, HSBC's employees have a diverse body of experience and skills. HSBC needed a scalable, effective way to upskill employees in Python across teams and geographies, choosing to deepen its partnership with DataCamp as a consequence.

“We needed to upskill our people to understand and utilize Python fluently. DataCamp helped us to achieve this and continues to support our teams.”

YOLANDA VISSCHER, HEAD OF MODEL GOVERNANCE & STANDARDS

The solution: DataCamp scales enterprise-wide training

“DataCamp can be accessed at any time and from anywhere with an internet connection.”

SARAH SCHLOBOHM, SENIOR ANALYTICS MANAGER, GLOBAL RISK ANALYTICS, HSBC

HSBC chose DataCamp as their online learning provider due to our interactive approach to learning, depth of content, and the flexibility to learn across devices and time zones. HSBC’s central Learning and Development team worked with several data teams to build a custom track of mandatory Python courses. They regularly use DataCamp’s [Advanced Enterprise Reporting](#) to funnel key adoption metrics to senior leadership.

“In my case, using DataCamp to learn Python came at a perfect time. I’m accustomed to using Oracle SQL, SAS, VBA, Java, and C++. But today’s business-technical programming language is Python. That was the trigger for us to jump into DataCamp.”

ANDREW HE, SENIOR VICE PRESIDENT, GLOBAL RISK ANALYTICS

The results: HSBC has achieved Python fluency across teams

Since implementing DataCamp in June 2019, the Compliance Analytics team at HSBC has seen a drastic improvement in Python skills across teams, and has since expanded the partnership.

Key highlights:

- ✓ Transition from SAS to Python completed within 18 months
- ✓ 330+ DataCamp learners
- ✓ 9,350+ hours learning on DataCamp
- ✓ 2,000+ courses completed

“We had a large number of DataCamp users with unlimited access in the first year, and have renewed that and expanded the number of licenses in subsequent years. As a result of the successful partnership, we have encouraged other teams within HSBC to utilize the learning that DataCamp offers.”

YOLANDA VISSCHER, HEAD OF MODEL GOVERNANCE & STANDARDS

“DataCamp does a wonderful job from a computer programming language training perspective. Their approach to courses is to put everything into digestible models with lecturing videos and hands-on exercises. People can spend 30 minutes of their time on DataCamp in a systematic way each day.”

ANDREW HE, SENIOR VICE PRESIDENT, GLOBAL RISK ANALYTICS



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