

Exploring Talent On Demand

A Refreshing Fresher Hiring Solution



16
batches trained



Sourced from **20+**
universities and **600+** colleges



88% of trained
freshers were hired



About

The Client is an IT and business consulting healthcare solutions company that specializes in utilizing digital tools to simplify healthcare

Challenge

The client had to onboard about X employees (fresh graduates) in a span of X years under technologies like Mainframe Testing, ETL Testing, Java Testing, Big Data & ETL, Java Development, Mainframe Development, Java Full Stack, and Dot Net Development.

Solution

IIHT was able to deliver the candidates as per the requirement in a span less than suggested

Applying Phygital and Digital with Physical

MakeMyLabs – Moving the needle from ‘know-how’ to ‘show-how’ through specific virtual machines

2600+ courses with over 16,000 hours of pure-tech content mapped to learners across experience levels.

DeCode - a virtual skill gym where learners can flex their coding muscles to build their programming brawn



Yaksha - Knowledge/ Skill / Stack-based Assessments
Conduct proctored tests. Multi-language code compilation Auto Grading and Code Re-factoring

MentorOnDemand - Interact with peers from learning cohorts / internal SMEs or, choose from an array of mentors

Process

Talent-on-Demand is IIHT's initiative to bridge the gap between the academia and the IT industry by enabling fresher's to learn and apply technology-specific and role-specific skills through customized programs with relevant learning interventions.



No overhead cost towards resource identification & development of talent



Better control and predictability of skills



Improved time to market services & solutions



Eliminates the need for training infrastructure and shadow/bench cost



Reduction in attrition



Ready to start delivering FDFH (First Day First Hour)



Increased staff utilization



Reskilling sessions and several assessments ensure quality of hire

Workflow

Sourcing

- 20+ universities
- 600+ engineering colleges
- Database acquisition
- Online marketing for new leads
- Franchisee network

Pre-training screening

- Through Client HR/ Delivery team
- Through IIHT representatives

Letter of Intent

- Client team to handover LOI to IIHT Team

Onboarding

- Ideally immediately on issue of offer letter

Training Execution

- Client team to visit on Day1 & during training
- Regular assessments
- Interventions for improvements
- Hands-on projects
- Mock interviews and Simulation test

Assessment

- Client platform
- Yaksha - IIHT's assessment engine
- Comprehensive knowledge and skill, and stack based assessments

Learning Path Discovery

- Inputs from Client team on business expectation
- Formulating TOC in-specific to job role
- Learning outcome
- Flag-off

Deployment

- Deploy on specific roles basis training.

Post-training screening

- Final interview by Client team
- Issue offer letter

Training Execution

The HR team along with the client had a visit on 1st day of training irrespective of locations(Bangalore or Hyderabad) and a regular visit once in week to ensure if the learning outcomes are met.

Glimpse of Student Feedback

| Full Name | What has been most helpful in the sessions so far in terms of the knowledge? | Apart from technical skills, have you acquired any new skills? Elaborate. | Have you received any feedback from the instructor? If yes, how might you develop that skill (In this training) |
|--------------------|--|--|---|
| Harika Lankapothu | Assessments and practical experience | yeah ,I acquired presentation skills .They make us to give presentations once in a week .From that sessions I developed communication and presentation skills. | I received a feedback to practice more programs and I am working on that. |
| kajjam sivaprakash | practical sessions has placed important role in getting knowledge for me. | presentation skills | yes. Practice on basics helped allot for me in this training |

Glimpse of Trainer Feedback

| Full Name | Topic | Conceptual Clarity (out of 5) | Depth of Understanding (out of 5) | Confidence + Communication (out of 5) |
|------------------|-------------------|-------------------------------|-----------------------------------|---------------------------------------|
| Kunuthuru Swetha | core java , mysql | 4.5 | 4.5 | 3.5 |
| Keerthivardhan N | core java , mysql | 4 | 4 | 5 |

Post-training screening

Candidates were sent for the final evaluation at Legato's premises (Bangalore & Hyderabad) along with a progress report and IIHT representatives were accompanying for coordination between Legato and candidates and also to motivate candidates during their final evaluation

On boarding & Deployment

The onboarding process was as fast as expected, wherein the candidates were onboarded in a span of one week and were also deployed to projects immediately after the onboarding process was completed.

Overview

| Technologies Trained | |
|-----------------------|-----------|
| Mainframe Testing | 2 batches |
| ETL Testing | 1 batch |
| Java Testing | 2 batches |
| Big Data & ETL | 2 batches |
| Java Development | 3 batches |
| Mainframe Development | 4 batches |
| Java Full Stack | 1 batch |
| Dot Net Development | 1 batch |

> Total Seasons - 4 seasons

> Total batches- 16 batches

> Total Trained Candidates- 423 candidates

> Total Placed Candidates- 374 candidates

> Trained Locations- Bangalore & Hyderabad

Looking forward to deliver Talent On-Demand to your organization

Inputs needed to proceed further

- > Number of hires per quarter
- > Any specific sourcing locations?
- > Expectations from candidates on aptitude, verbal and technical ability
- > Initial assessment parameters
- > Current shortlists ratio from on-campus or off-campus drives for fresher hiring
- > Candidates per technology and technologies
- > Degree & specialization streams/ Academic Eligibility (Percentage cut-off)
- > Year of passing
- > Job Role/s
- > Annual CTC
- > Expected on boarding date of the first batch/ batches
- > Exit interview rounds
- > Deployment locations on successful onboarding.