





Industry Expectations Mindset & Skillset

Problem solving

When to apply what

Quality mindset Clean and secure coding Testing every line of code

Team player









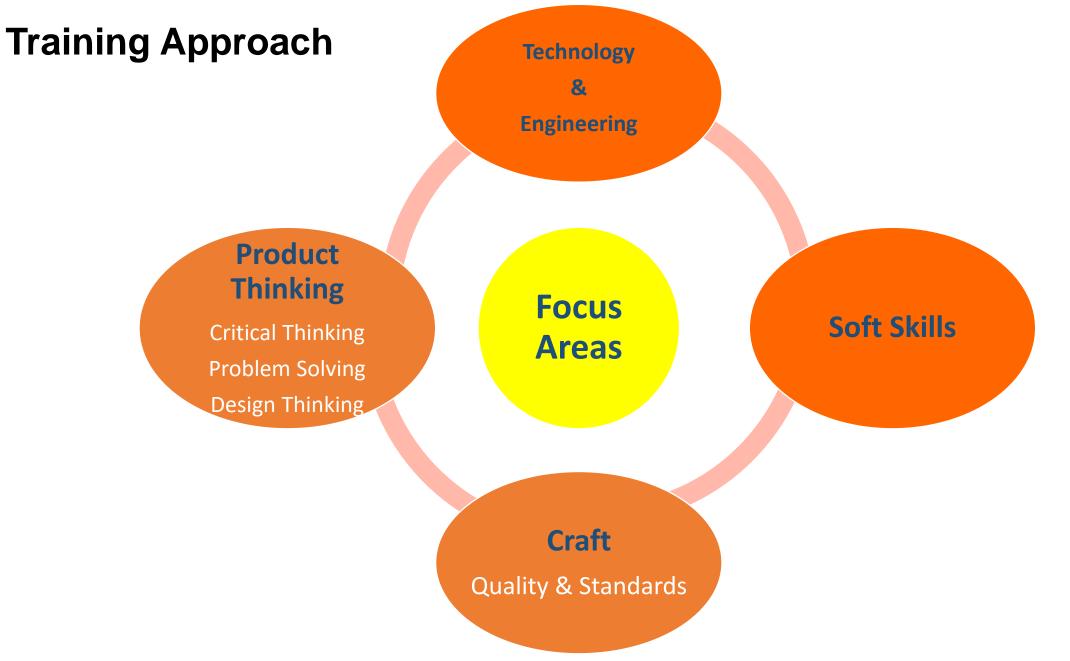
Programming paradigms

Programming skillset

Communication skills

Application of technology and tools







Freshers Training Program

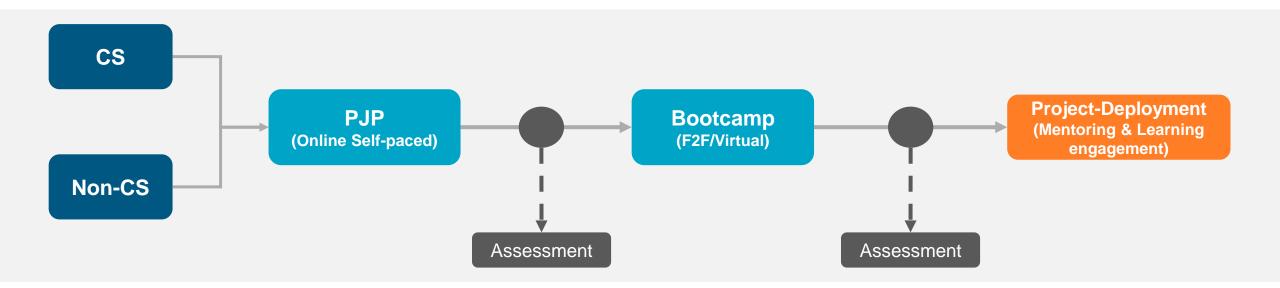
Our Freshers Training program comprises of:



Remote Pre-Joining Program (PJP) delivered online through self paced e-learning and webinars



Bootcamp delivered through Live Virtual or F2F classroom sessions

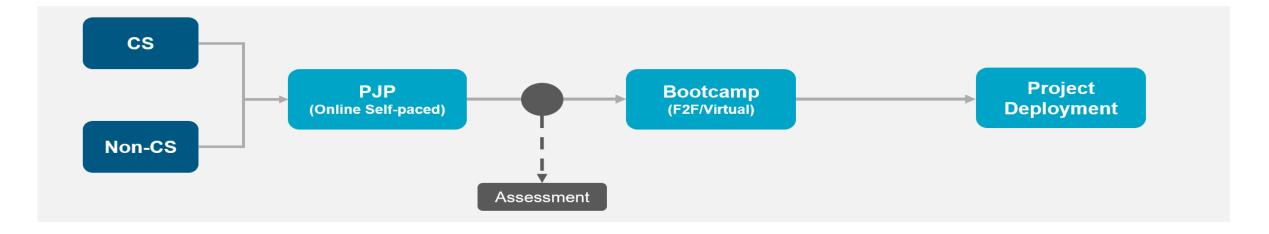




Pre-Joining Program



Remote Pre-Joining Program (PJP) delivered online through self paced e-learning and webinars



Advantages for organization

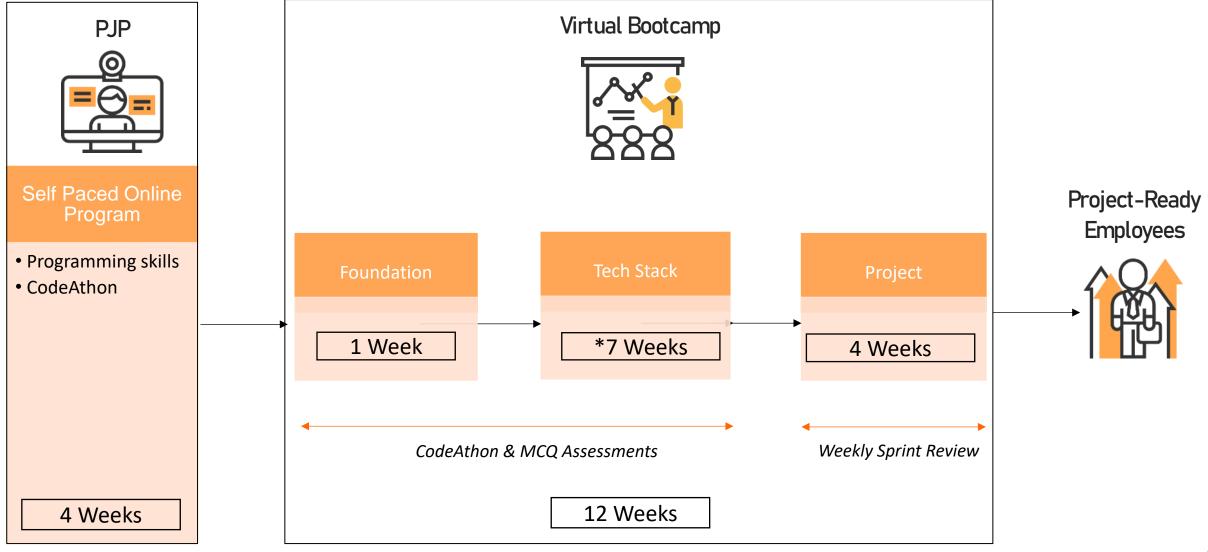
- Reduction in training days
- Motivated for self-learning
- Resource Planning
- Talent Retention
- Direct Cost Saving

Advantages for Individuals

- Learn to troubleshoot issues and imbibe the culture of self-learning
- Testing the code automated test cases
- Discipline meet deadlines
- Get used to the culture of remote proctored assessments
- Teamwork through ASK forum

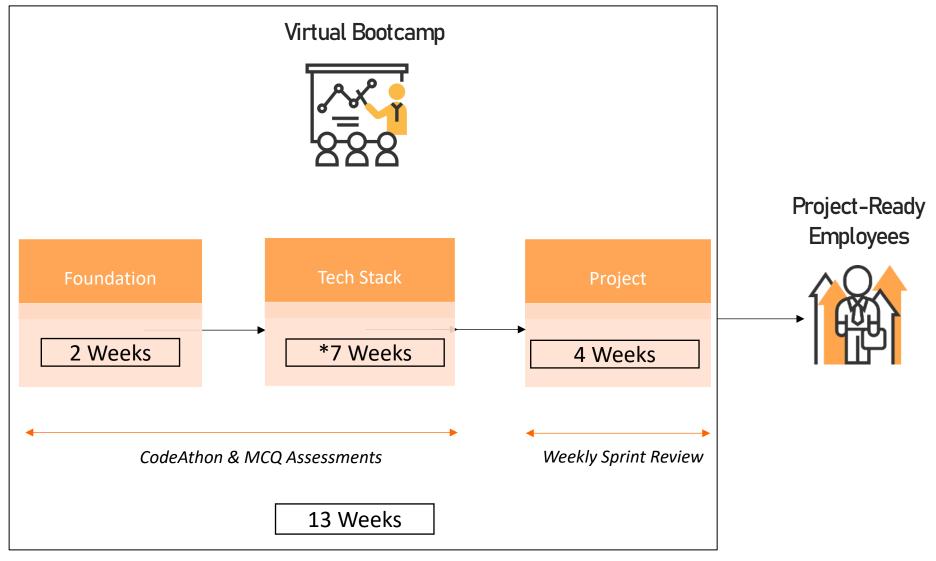


Program Design – With PJP





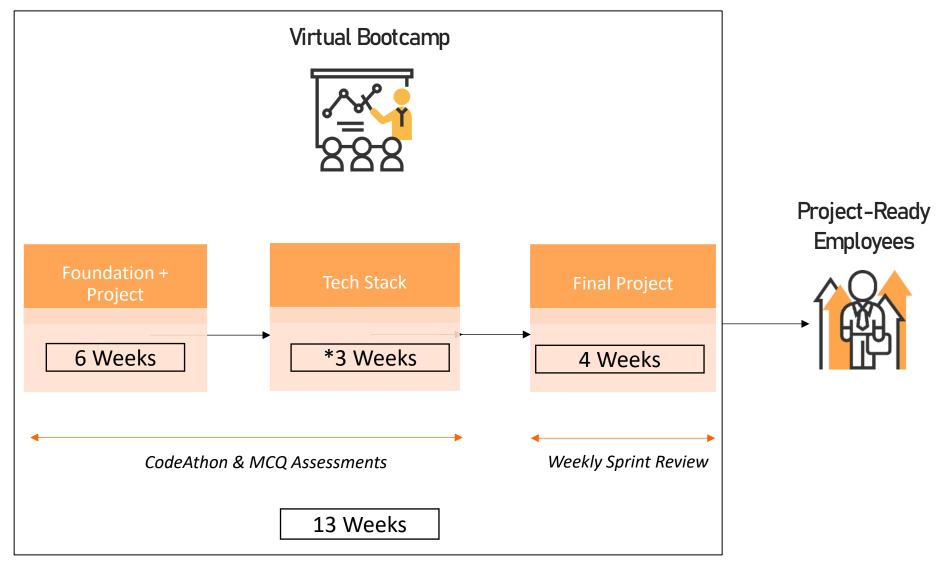
Program Design – Without PJP



^{*} Includes 1 week of Soft Skills



Program Design — (Client Specific)



^{*} Includes 1 week of Soft Skills







Bootcamp - Traditional Approach



What works

Simple to execute

Challenge

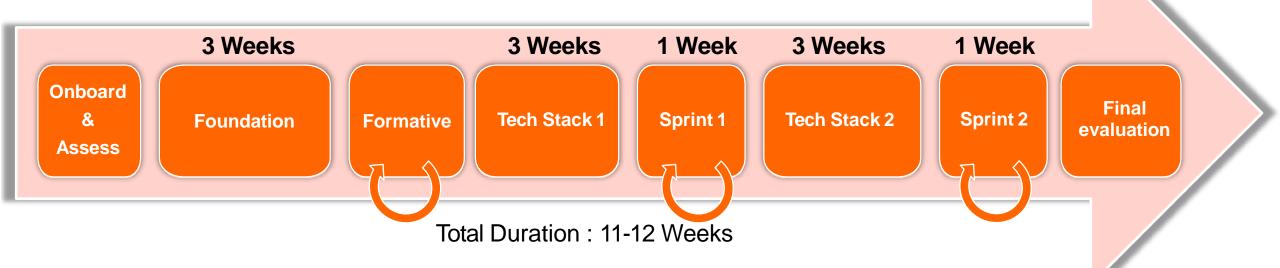
- One size doesn't fit all
- Not agile
- Delayed feedback
- Low engagement
- Output focused

Business feedback on learners

- Low on programming skills
- Don't demonstrate problem solving skills
- ✗ Limited standards/processes knowledge
- Unsatisfactory at articulation/presentation
- Low on deployment capability
- ✗ Lack of confidence



Bootcamp - U-Next Approach



What works

- Iterative review/feedback
- √ Fail fast, Learn from failure culture
- Engagement, Effectiveness
- Retention and reinforcement of learning

Support provided

- Proactive Monitoring
- ✓ Predictive Performance

Business feedback on learners

- ✓ Good with programming skills
- ✓ Appreciation of processes, standards
- ✓ Good at articulation/presentation
- Good deployment capability
- ✓ Confident in execution



Campus Programs: Approach



Enablement & accreditation driven through LMS platform



Enablement and Engagement:

- Practitioners from Industry as SMEs
- Innovative pedagogy
- Blend of self-paced and VILT sessions
- Quizzes and handson assignment after every concept
- Social Learning
- Discussion forum

Gamification:

- · Contest and Code-athon
- Case study / project presentation
- Leader board with badges
- Star of the week

Assessments:

- In-training and posttraining assessment
- Camera based remote proctored
- · MCQ and coding with plagiarism check
- Mentoring for low performers
- Final project evaluation

Reports:

- · On engagement, performance and attendance
- Frequent feedback
- Regular technical polls
- Daily feedback polls
- Detailed gradebook with quantitative and qualitative parameters
- Weekly operations review with stakeholders



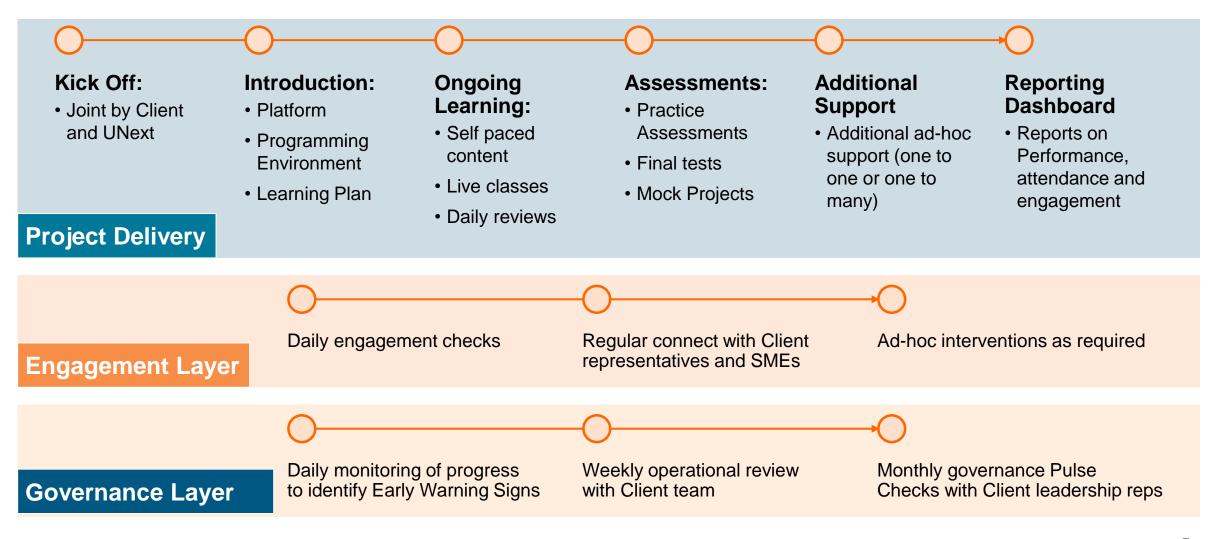
Groundwork:

- TOC finalization
- Faculty onboarding
- Customized content. assignments and case studies
- Content authored on LMS

Operational Best Practices:

- Schedule and s/w installation guide
- CHECKLIST to ensure infra readiness w.r.t connectivity and system
- Credentials for access to LMS / Web ILT sessions

Campus Programs: Program Management



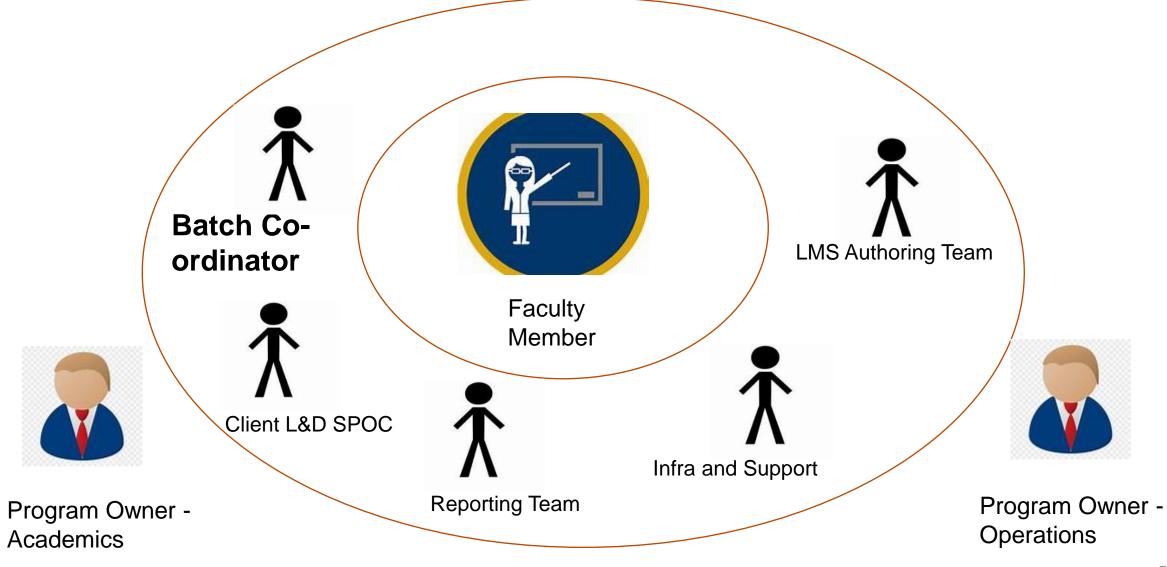


Bootcamp – Delivery and Challenges

Challenges	Value Proposition - Bootcamps
Ensuring engagement & discipline	Innovative pedagogy with agile practices interweaved in the daily schedule. Frequent polls to measure engagement Games like crossword to break monotony
Measuring learning outcomes	Daily quizzes and assignments, Module end assessments, Mock Project
	LMS platform integrated with coding environment which supports auto evaluation
	Daily, weekly reports on engagement and performance
	Daily pulse check on learner feedback to take pro-active course correction measures
	Mentoring of slow learners
Adherence to schedule	Pool of backup faculty to ensure minimum disruption in following the training schedule
Consistent & holistic learning experience	Individual modules are inter-connected and co-related to give a holistic appreciation of domain & technology
	Standardized pedagogy & delivery approach to remove dependencies on individual facilitators in bringing a great learning experience
	Facilitators acting as mentors rather than trainers
Coaching Millennials	Facilitators who come with vast experience in coaching millennials
	Understanding their learning style – Problem Solving, Learn by doing approach
	Empowered & energized learners who are not disengaged / overwhelmed
Mapping project / job role to their skills	Qualitative & Quantitative feedback on the learner which helps in mapping the right job role
	Helps in designing post program mentoring journey for the individuals



Program Management

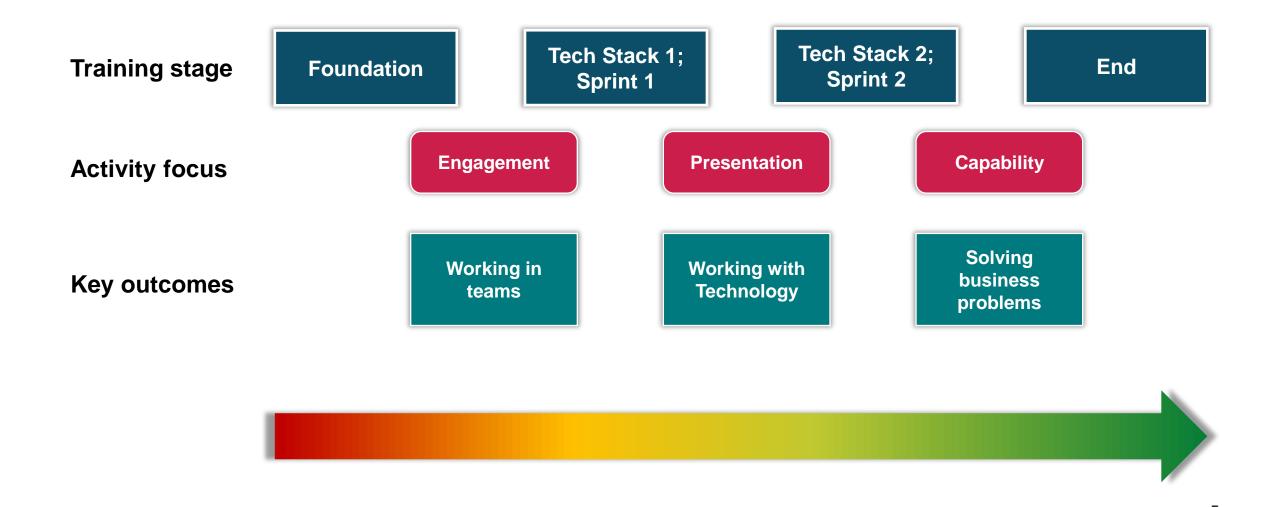








Our solution design for operational success



A typical day during Sprint

9:00 am - 9:30 am

Stand Up call

JAM

9:30am – 3:00 pm

Project Simulation

3:00 pm

Individual activity

Team activity

3:30 – 6:00 pm

Project Simulation

6:00 pm

Retrospective

Journaling



Typical roles learners play (Habits)

Project Leader



Batch Manager – Responsible for overall batch activities

- Work with batch mentor weekly
- Work with other Leads daily
- Escalates any issue to mentor

Time Leader



Responsible to check daily schedule and alert if any concerns

- Maintains timelines for the sessions, Attendance, Assessments
- Interacts with Project Lead, faculty, learners daily
- Work with batch mentor weekly

Knowledge Leader



Responsible to check daily schedule and alert if any concerns

- Maintains timelines for the sessions, Attendance, Assessments
- Interacts with Project Lead, faculty, learners daily
- Work with batch mentor weekly

Content Leader



Responsible to check for daily ToC completion

- Audits ToC completion with mentor
- Interacts with Project Lead, faculty, learners
- Work with batch mentor weekly

Entertainment Leader



Responsible to conduct Fun activities

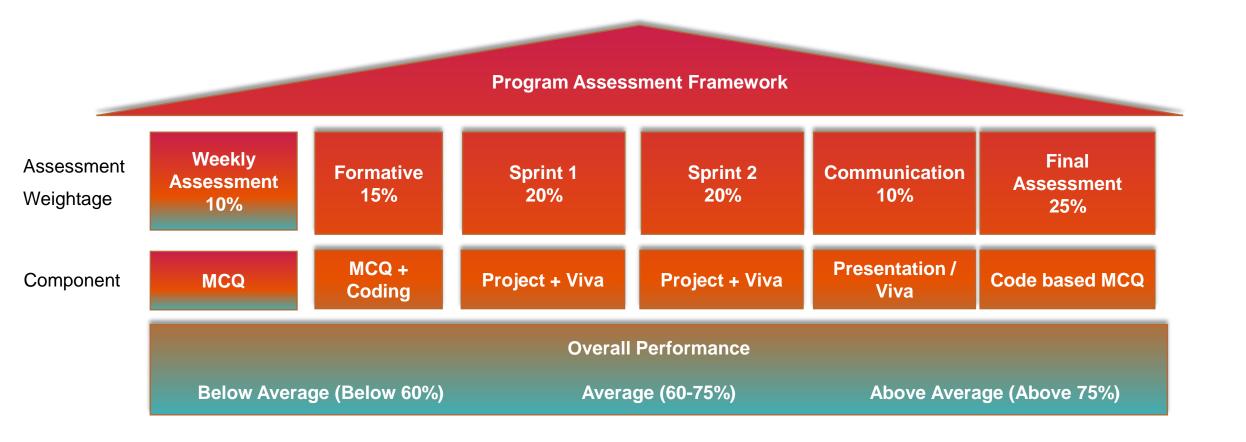
- Facilitates fun activities weekly (Events in EPIC)
- Interacts with Project Lead, faculty, learners daily
- Work with batch mentor weekly







Program Assessment Framework





An LMS to bind the experiences together







Performance Analysis

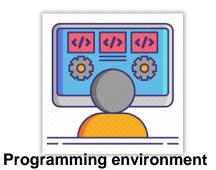




Surveys



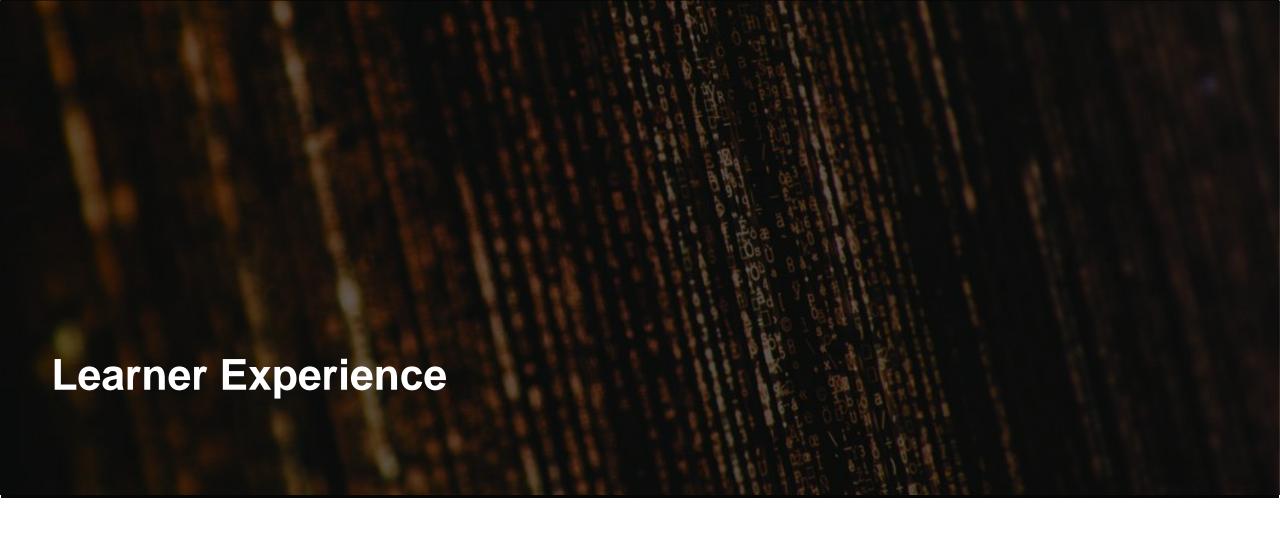
Buzz / Nudge





Social learning







Learner Experience — Driven through LMS Platform

LMS platform has:

Content

- Presentation deck
- Self paced (Videos)
- Reading material
- Recorded sessions

Assignment

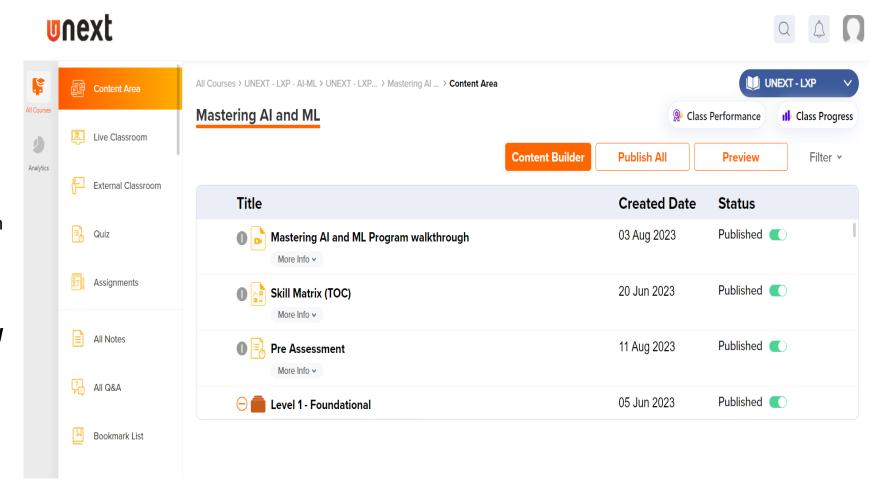
- Quizzes
- Coding Integrated coding platform

Assessment

- MCQ
- Coding
 — Integrated coding platform
- · Camera based Remote Proctored

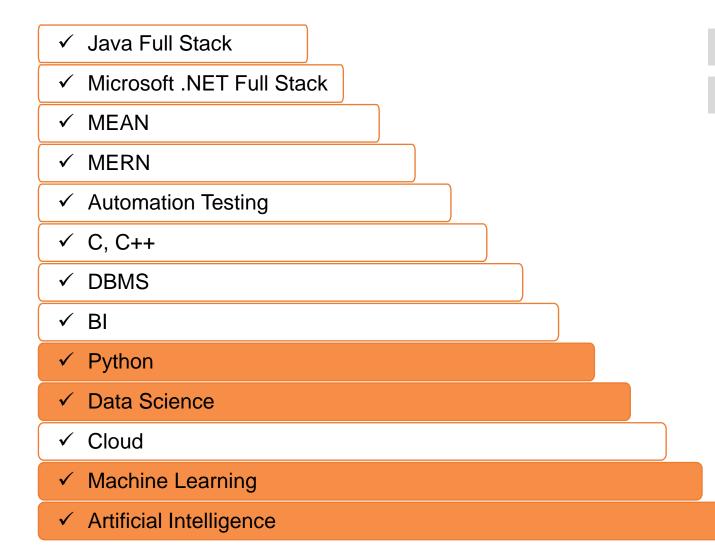
Performance

- Grade book
- Leader board

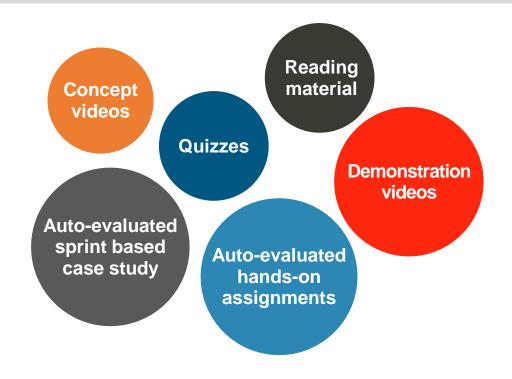




Content: Languages and Frameworks



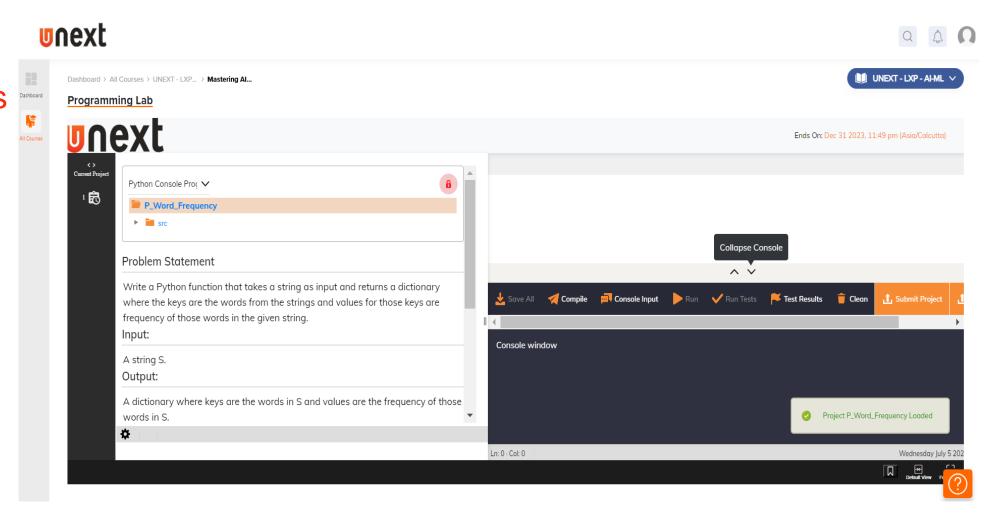
- Around 1600 hours of online content available
- · Content includes:





Programming Environment

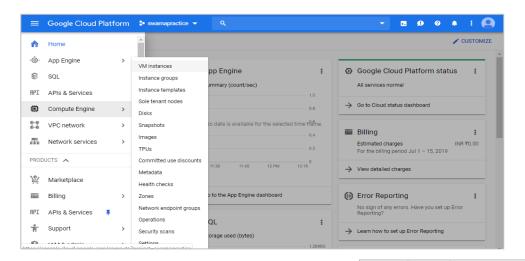
Code – based Assessments

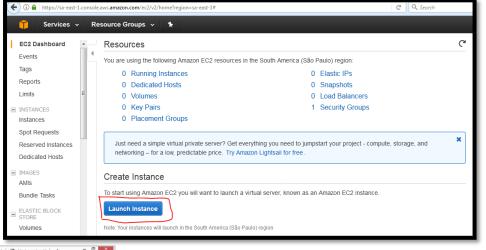


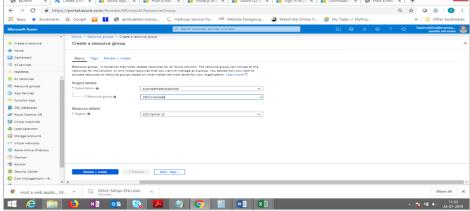


Access to Cloud Platform

Customized and Guided Public Cloud Lab (AWS/Azure/Google) Environment

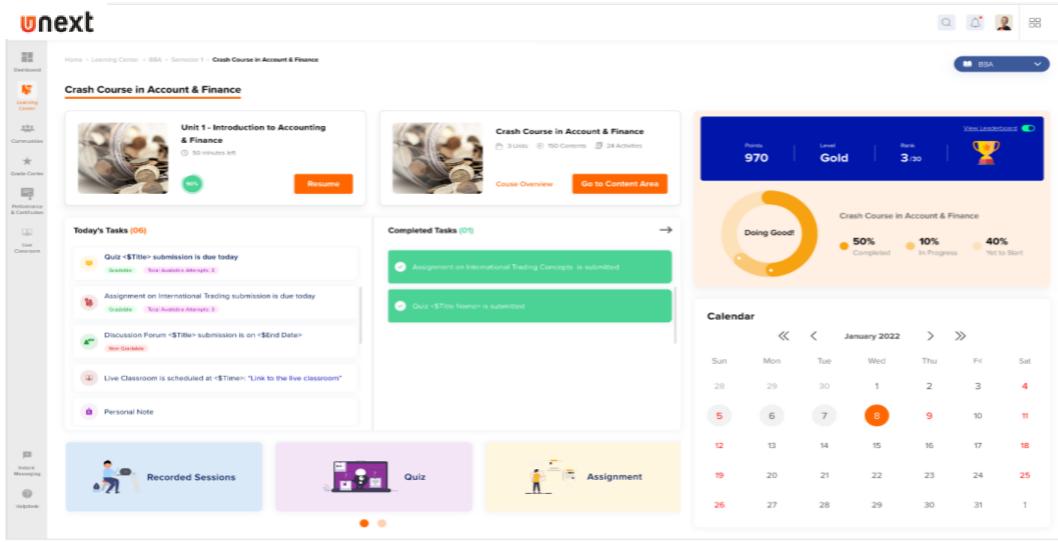








Learner Dashboards





Presenting Epic.U

The Social Learning & Collaboration SuperApp from UNext

What Is Epic.U?

It's the ultimate social learning & collaboration app where members can engage, feel empowered, and ultimately excel at workplace.

How Epic.U Elevates Workforce Transformation?

- ✓ Cultivate the DNA for peer learning & collaboration
- ✓ Create, curate, and share topic-specific articles and posts
- ✓ Go live and have real-time sessions, seminars and meetups
- ✓ Knowledge sharing through debates, surveys, and polls
- ✓ Powerful networking opportunities with management
- ✓ Options to customize, white label, or manage the solution depending on enterprise-specific requirements





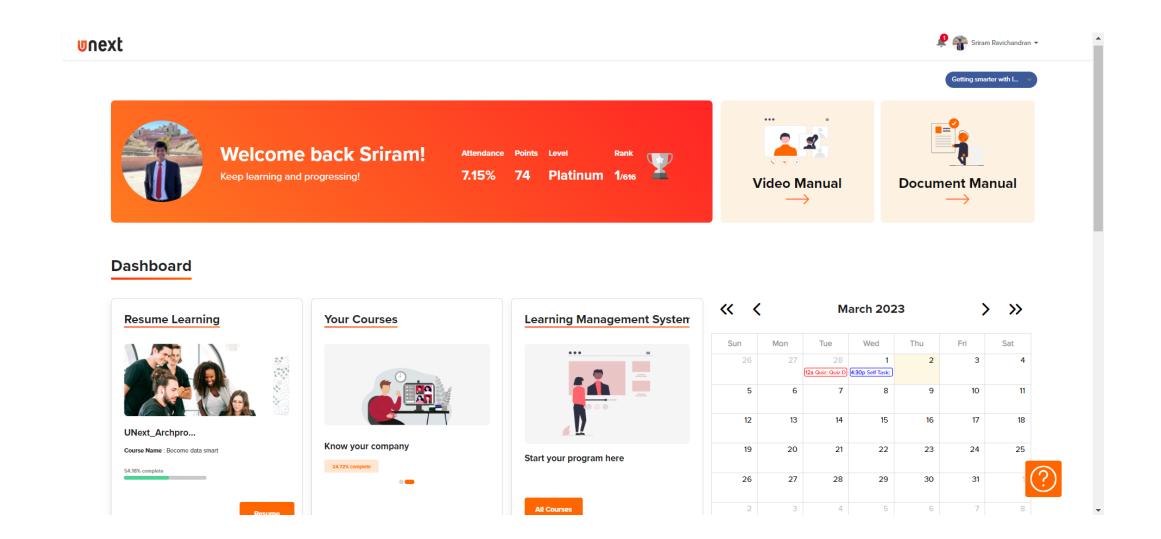


Gamification

Leaderboard Contests Module level Classroom level Star of the Codeathons Week



Leaderboards





Contests



20 questions to be solved in 20 minutes



Custom Mix of Complexity

Simple – 30% Medium – 30% Complex – 40%



Analytical and Application based questions



Camera based remote proctoring

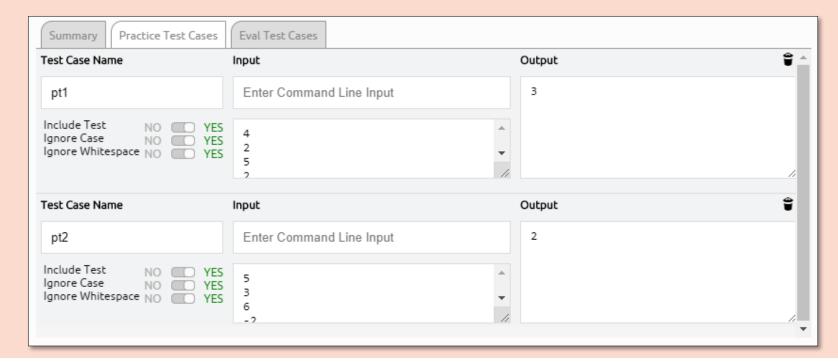


Code-a-thon

- 2 problem statements
- 40 minutes
- Camera based remote proctoring

Rubric		
Criteria	Marks	
Compilation	10	
Practise Test Cases	20	
Hidden Test Cases	50	
Clean Code	20	

Black Box test cases



White Box test cases

```
@Test
public void UTC_03() {

String []args = {"-12", "asd", "123"};
String expectedResult = "FIRST ARGUMENT SHOULD BE >0\n";

SumAndAverageOfInputs.main(args);
String actualResult = myOutStream.toString();

assertEquals(expectedResult, actualResult);
}

@Test
public void UTC_04() {

String []args = {"2", "asd", "sdf"};
String expectedResult = "THE SUM IS 0.0\n";
expectedResult += "THE AVERAGE IS NaN\n";
expectedResult += "NUMERICAL INPUTS 0\n";
expectedResult += "NON NUMERICAL INPUTS 2\n";

SumAndAverageOfInputs.main(args);
String actualResult = myOutStream.toString();

assertEquals(expectedResult, actualResult);
}
```



Activity Based Learning – Strengthening concepts with fun



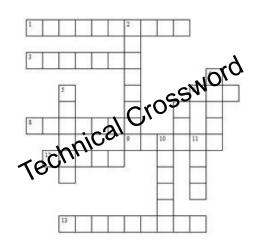








```
| Sprime/src/AE_lsPrime.c x | Project Instructions | Image: AE_lsPrime | Image: AE_lsPrime | Image: AE_lsPrime | Image: AE_lsPrime.c | Image: AE_lsPrime.c
```





Activity Based Learning – Promoting Confidence and Excellence



Just A Minute



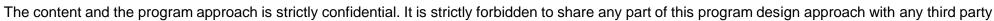


Round Robin Coding



review







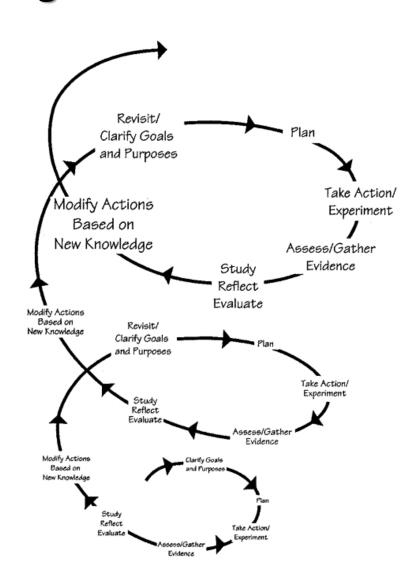


Outcome based learning

Build a mobile application for the problem statement

Build a web-based application for the problem statement

Build a terminal/console application for the problem statement



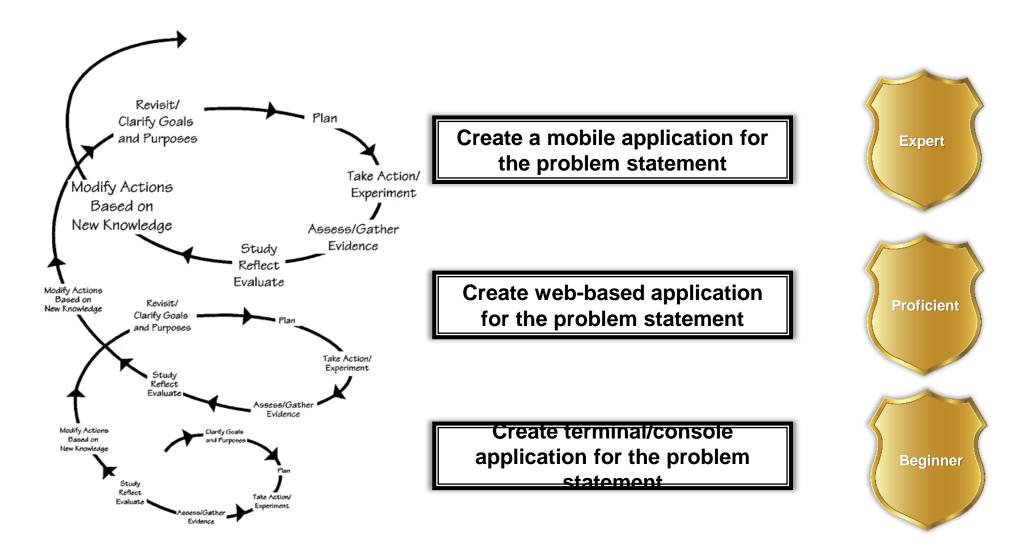
Topics – Android, Kotlin

Topics – Spring, Hibernate

Topics - RDBMS, Core Java



Earning the badge





Sample Curriculum Design Approach

Weekly Outcome defined

Case Study / Problem statement mapped to the weekly outcome

S No	To	opic	Training Type	Assessment	Week Outcome	User Story	
Day 16	Performing CRUD operation - DB	Project Work, explaining the context of the prototype application to be built	Practical			Creating the project structure, defining how	
Day 17	Design Pattern(Creational, Structural)		Practical		Seed the code to cloud(SCM), understand the right way of dependency resolution.	the project has to be. Create bean classes necessary. (Fields for Admin Login -> admin-email, password)	
Day 18	Design Pattern (Structural, Behavioural), SOLID Principles		Practical	Case Study Evaluation	Write matured code, following the best principles of programming paradigm.	Create a bitbucket repository and seed.	
Day 19	TDD, Introduction to Mocking, Mock-K		Practical		Knowledge TDD first Approach, builing application with domain knowledge.	Create mock test cases for the following. Admin Login	
Day 20	Project Wo	ork + Grading	Theory + Practical			Admin Edgin	

Learning of concepts is contextual (result of problem solving)



Sample Foundation Program - Weekly Plan (1/2)

S No	Т	opic	Tuoinin a Tuno		Wasta Outs and	User Story	
3 110	Morning	Afternoon	Training Type	Assessment	Week Outcome	User story	
	Soft Skills blended along with the tech	Found	ation				
Day 1	sessions						
Day 2	Excel: Introduction to Excel and Basics functions	Hands -On Excel	Concepts + Hands -on		Understand data and		
Day 3	Excel: Power Query; Worksheet Protection, File level protection, Basics of Macros	Hands -On Power Query	Concepts + Hands -on	Knowledge Assessment on Excel and SQL (MCQ)	use Excel tool to analyse 2. Understand need of database and perform	NA	
Day 4	SQL: Introduction to SQL, ER Data Modelling, SQL DDL Operations	Hands -On SQL	Concepts + Hands -on		operation on data like DDL, DML, and Joins		
Day 5	SQL: SQL Joins, Aggregate functions and GROUP BY, Nested queries and sub queries	Hands-on Joins, aggregate functions Knowledge Assessment(MCQ) - 01	Concepts + Hands -on				



Sample Foundation Program - Weekly Plan (2/2)

S No	Т	opic	Training Type	Assessment	Week Outcome	User Story		
5 NO	Morning	Afternoon	Training Type	Assessment	week Outcome	USEI Story		
		Found	dation					
Day 6	SQL: SQL Performance Considerations, Principles of Data Warehousing, Dimensional data modelling Hands -On data modelling		Concepts + Hands -on					
Day 7	SQL: Pivot & Unpivot, Aliasing pivot columns, Python: Basics of Python programming	Hands -On Pivots, Hands -On basics of Python Programming	Concepts + Hands -on		1.Perform Data Analysis using SQL platform 2.Understand basics of data structures and data types in python programming			
Day 8	Python: Data Structures, functions and loops	Hands -On basics of Python Programming	Concepts + Hands -on	Knowledge Assessment on SQL and Python(MCQ + Coding)		NA		
along	Python Core Data Structures: Strings, Lists, Tuples, Dictionaries, shensions, Regular bda Functions - Map, with the tech sessions	Hands -On basics of Python Programming	Concepts + Hands -on					
Day 10	Soft Skills :Business Communication	Case study Presentation + Knowledge Assessment (MCQ)- 02	Concepts + Hands -on					



Sample Specialization Program - Weekly Plan

S No	Торіс		Training Type	Assessment	Week Outcome	Hoor Stom	
S NO	Morning	Afternoon	Training Type	Assessment	week Outcome	User Story	
		Specializati	on				
Day 21	Introduction to AIML: Introduction to Artificial Intelligence, Machine Learning and Statistical Learning	nce, Machine Learning and Statistical					
Day 22	EDA: Identification and Treatment of Missing Values in the Data	Hands -On EDA	Concepts + Hands - on		1.Understand and apply various data manipulation and data cleaning techniques before building		
Day 23	EDA: Cardinality Issues, Encoding	Hands -On data visualization	Concepts + Hands - on	Knowledge Assessment on EDA (MCQ)	or creating ML models 2 Learn to handle missing values and outliers in data	NA	
along	mbalanced Data, PCA ession, Use Case with the tech essions	Hands -On data cleaning & dimensionality reduction	Concepts + Hands - on		3. Build ML models		
Day 25	Soft Skills - Presentation skills	Project Work Evaluation+ Assessment	Concepts + Hands - on				



Sample Training Approach for a Data Science Program

Contextual
Learning of
topics by
Problem
Solving

Start of the Session with Business understanding Learning various concepts and tools Understand and explore data using a programming tool (Data preparation) Build a model/dashboard/analytical solution based on metrics Compare the models and select the best models based on business justification Deploy the model/dashboard



Sample Project Approach

Project Approach

Learning Delivery Approach (Learn by Doing)

Project to simulate a real-life scenario

Use Cases from a domain

Minimal Viable Outcome at regular intervals

Sprints spread over 4 weeks

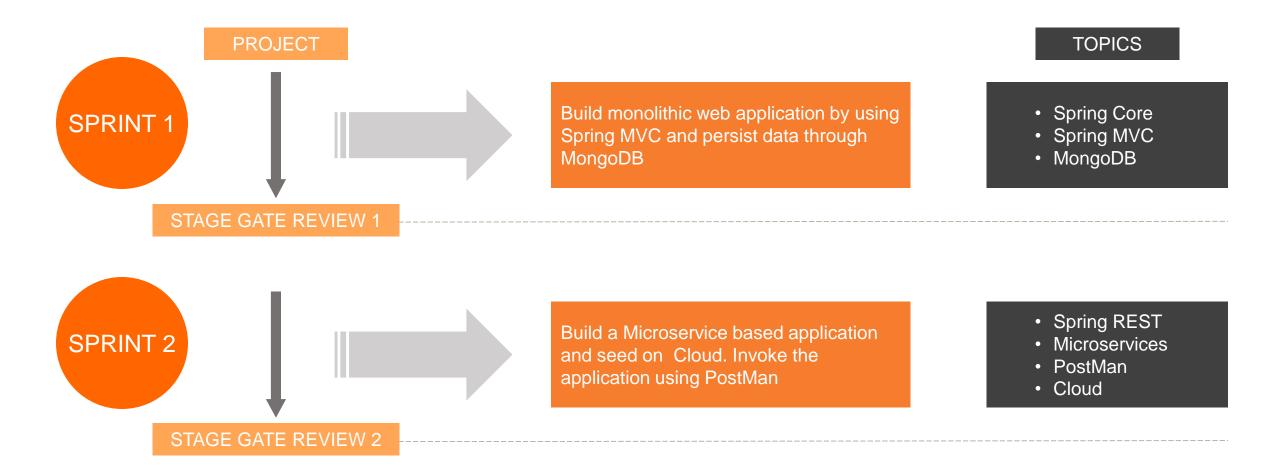
Sprint Retro with Business Team

Project

4 Weeks

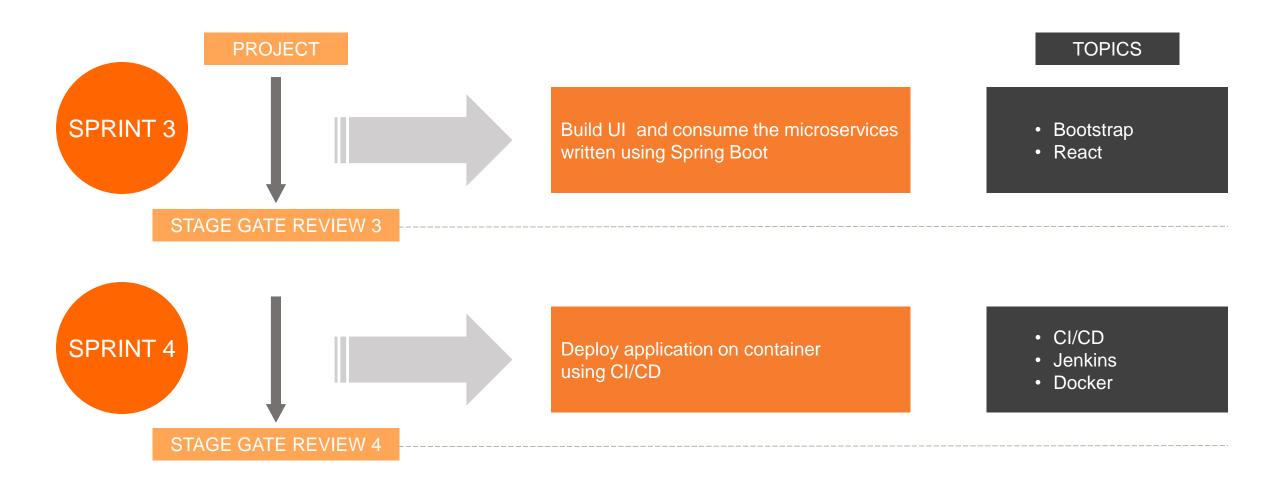


Sample Project Approach for Java Full Stack





Sample Project Approach for Java Full Stack





Project Evaluation Approach

Sample Project Sprint Review Score Card

Evaluation on Hands On

Weekly – Sprint Review

Project Title	Max Marks(80)				
Project Title	Settle Up	Renting	Shopping	Smart Coffee	College
Emp No.	112233	112237	113356	113378	112267
Name	Ram	Shyam	Mohan	Gita	Sita
Presentation (10)	6	7	6	6	7
Use Case (5)	4	3	4	4	3
Requirement(5)	4	3	4	4	3
Source Code (20)	17	17	16	17	17
Integration (10)	6	6	6	6	6
Cohisiveness (10)	7	7	7	8	7
Validating Test(5)	3.5	5	3.5	3.5	5
Handling exception (5)	3	5	3	3	5
Application Flow (10)	7.5	6	7	7	6
Total	58	59	56.5	58.5	59



Project Evaluation Approach

Sample Project Sprint Review Score Card

Evaluation on Hands On

Weekly – Sprint Review

Project Title	Max Marks(80)				
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Requirement(5)	4	3	4	4	3
Source Code (20)	17	17	16	17	17
Integration (10)	6	6	6	6	6
Cohisiveness (10)	7	7	7	8	7
Validating Test(5)	3.5	5	3.5	3.5	5
Handling exception (5)	3	5	3	3	5
Application Flow (10)	7.5	6	7	7	6
Total	58	59	56.5	58.5	59



Roadshows



- ✓ Customer connect
- ✓ Showcase Your Product
- ✓ Product Storytelling
- ✓ Engagement
- ✓ Teamwork
- ✓ Feedback







Reporting Insights







Online report/leader board access to learners

My-Performance in modules

My-Performance w.r.t to class

Weekly Gradebook

Attendance

Assignment / Case study completion

Performance

Soft skills grades

Qualitative Feedback (Engagement, Technical, Discipline and Infra availability)



Learner feedback - Weekly

Content

Faculty

Program



Governance

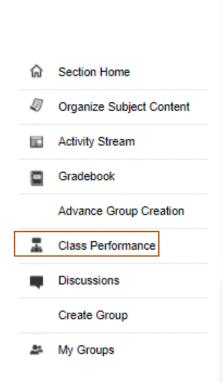
Program Snapshot

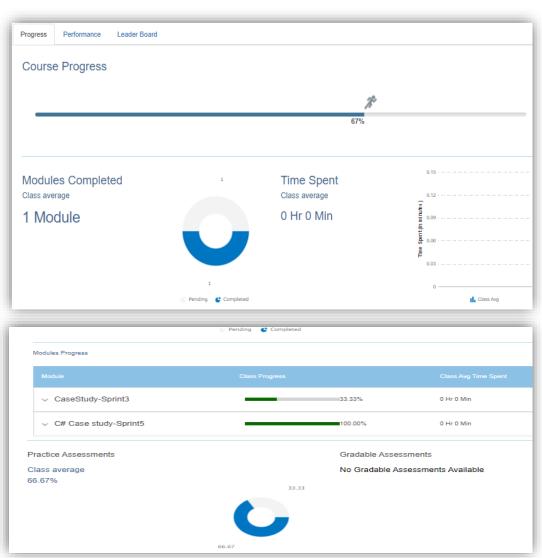
Detailed analysis of performance and engagement

Interventions and course corrections

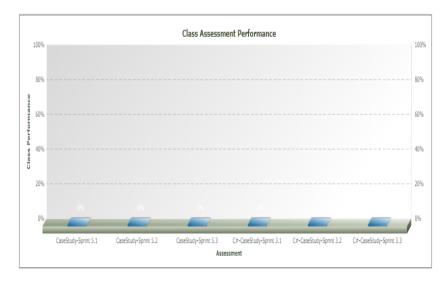


Faculty Dashboards





Assessment Performance





Assessment Name	Student Graded	Class Performance
C#-CaseStudy-Sprint 3.1	1/1	0.00%
C#-CaseStudy-Sprint 3.2	0/1	N/A
C#-CaseStudy-Sprint 3.3	0/1	NA
CaseStudy-Sprint 5.1	1/1	0.00%
CaseStudy-Sprint 5.2	1/1	0.00%
CaseStudy-Sprint 5.3	1/1	0.00%

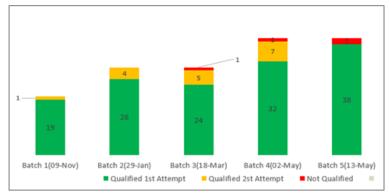
Showing 1 to 6 of 6 entries

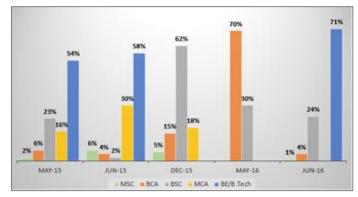


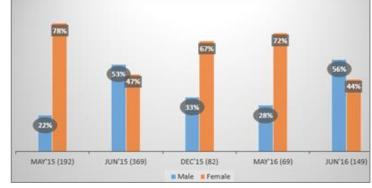


Custom Reports/Dashboards

- LMS access to key client representatives to track progress of their learners
- Attendance Reports / Faculty feedback on Learner progress / Performance reports and more
- Additional Reports can be provided based on requirements from clients
- LMS to be integrated into client's IT Systems for seamless data flow







Batch Performance

4.26

ation skills

4.7

SE&SSAD

	Basic Unix & Shell Scripting	DBMS (Using Oracle)	Intr. To Client Server Archi	HTML,CSS & JAVA SCRIPT
	16-Jun	16-Jun	24-Jun	27-Jun
1	-	-	-	-

4.5

Education Qualification

Learner Demographics

Range	2016-B1	2016-B2	Total	Total	Results			
	Count	Count	Count	%	Status			
60 & above	31	31	62	90	Pass			
50-59	4	3	7	10	Fail			
40-49					Fail			
30-39					Fail			
20-29					Fail			
	35	34	69					

Faculty Feedback

4.95

4.81

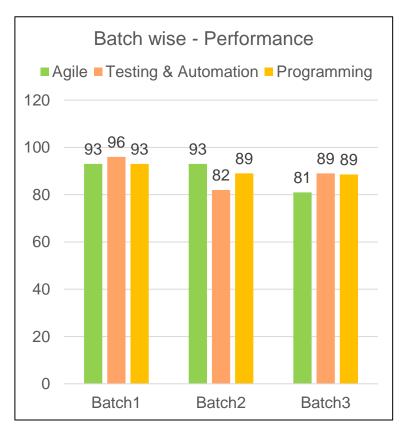
OOAD

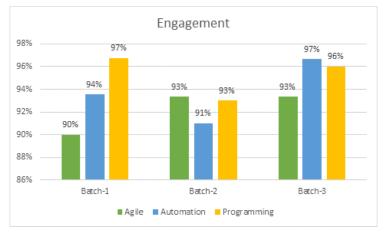
09-Jun

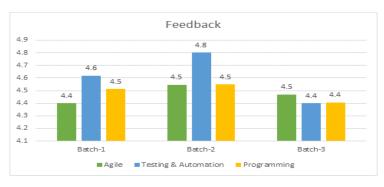
Assessment Result Dashboard

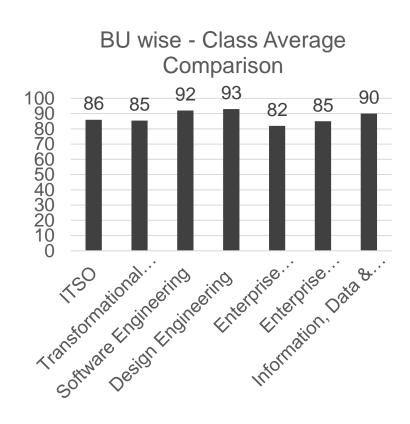


Sample Reports







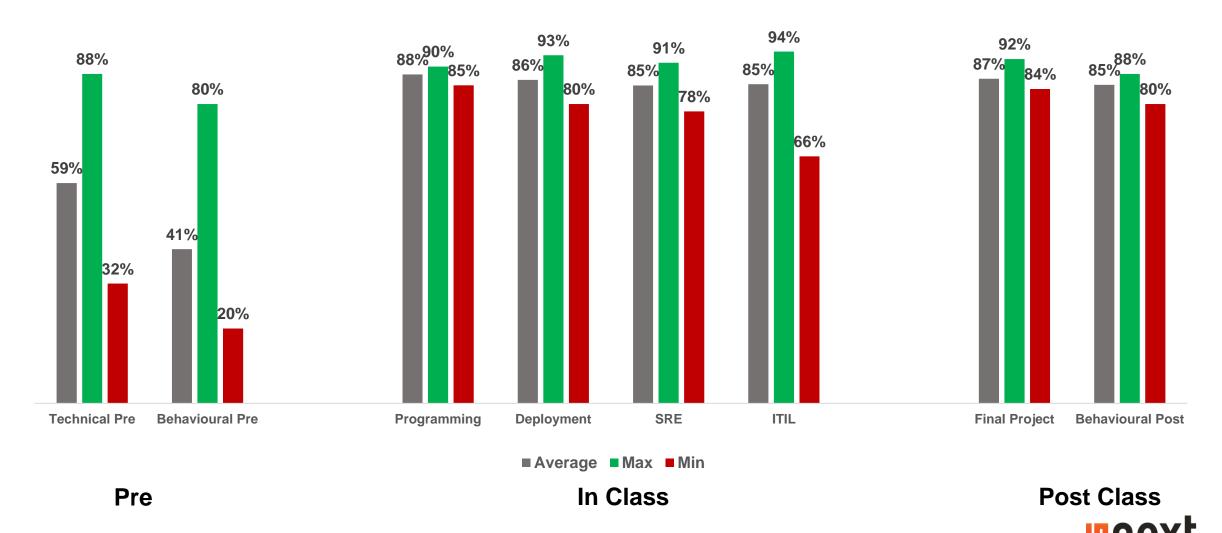




^{*} WIP – Real time dashboard to view progress and performance

End-to-End Performance View

Sustained Engineering (SRE) Bootcamp - Performance



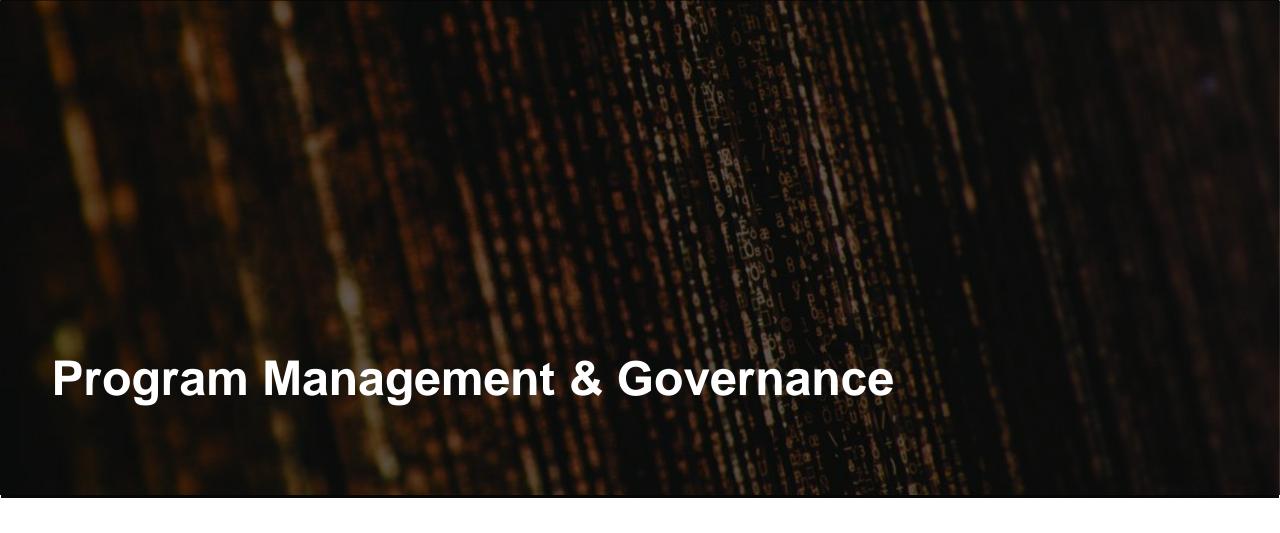
Sample Grade Book

Final B	atch Perfo	rmance Report						
S. No	JLC ID	Participant Name	Attendance overall %	Quiz overall %	MPR	PPA	Project Presentation	Final Score
1	Jig31526	Ambarish Chowda Reddy	100	77	90	84	82	85
2	Jig31531	Kumar Soundarajan	88	82	84	94	69	84
3	Jig31530	Daya Pralhad Patil	92	75	90	85	72	83
4	Jig31548	S Vinod Kumar	68	74	72	95	79	81
5	Jig31537	Narayan Choudary B	76	79	74	85	71	78
6	Jig31534	Mariappan Shanmugam	84	81	73	74	79	75
7	Jig31545	Daniel Thivya Kumar	80	79	63	83	71	73
8	Jig31549	Raajkamal N R	92	70	80	79	54	73
9	Jig31528	Chinmaya Mund	80	73	63	84	65	72
10	Jig31533	Samir Kumar	88	79	58	87	65	72
11	Jig31527	Krishna M Madhu Mohanan Pillai	100	87	70	75	54	70
12	Jig31550	Rajeesh K R	76	75	64	77	69	70
13	Jig31532	Muthu Lakshmanan	100	75	53	87	65	70
14	Jig31535	Sekhar Subbiah	88	72	57	77	71	68
15	Jig31539	Sudha Rajagopal	80	73	69	74	54	68

	Summary - Feedback report									
Date	Day	Session topic	Faculty	No of feedbacks received	Average Score					
06-Sep-22	Day 1	Nurturing Professional & Technical Excellence	Mr. Muralidhar Koteshwar	8	4.60					
07-Sep-22	Day 2	Business Planning	Mr. Kamal Das	14	4.15					
13-Sep-22	Day 3	Architecting Software Systems	Ms. Ruchi Tandon	12	4.43					
14-Sep-22	Day 4	Architectural Thinking: Critical and Analytical Thinking	Mr. Sreekanth Moni	11	4.92					
28-Sep-22	Day 8	Architecture Foundation	Mr. Sharad Nalawade	7	4.50					
12-Oct-22	Day 10	Remote stakeholder management	Ms. Rohini Dsouza	14	4.80					
18-Oct-22	Day 11	Creativity and Innovation	Mr. Shantanu Sen Sharma	15	4.53					
09-Nov-22	Day 13	Web Application Security on Cloud	Mr. Salman	5	4.10					
15-Nov-22	Day 14	Emerging Tech Trends in the Financial Sector	Mr. Kamal Das	4	4.13					
16-Nov-22	Day 15	Managing NFRs and Architecture Trade-offs	Mr. Muralidhar Koteshwar	8	4.58					
23-Nov-22	Day 17	Architectural Thinking Core: Systems Thinking	Ms. Ruchi Tandon	6	4.67					

Post Pro	gram Assessment (PPA)									
S.No	Participants Name	Avg Avg Name of the Manager PPA Date PPA Time Attendance in % score in % Specific learnings on how to manage NFRS Specific insights & Architectural Emerging tech to Ambiguity		Emerging tech trends	Application of learnings- Systems Thinking & Strategic Thinking,(as relevant and till date) in work-life.					
								Max score 5	Max score 5	Max score 5
1	S Vinod Kumar	Divya N	11-Jan-23	12:30PM - 12:50PM	68	69	Ms Priya Prabhu	5	4	5
2	Kumar Soundarajan	Jagadeesh Soundarajan	04-Jan-23	12:30PM - 12:50PM	100	75	Ms Priya Prabhu	5	5	5
3	Muthu Lakshmanan	Vinod Alangaram	04-Jan-23	10:30AM - 10:50AM	100	75	Ms Priya Prabhu	4	4	4
4	Samir Kumar	Sanchita Majumdar	22-Dec-22	2:00PM - 2:20PM	88	76	Ms Priya Prabhu	5	5	4



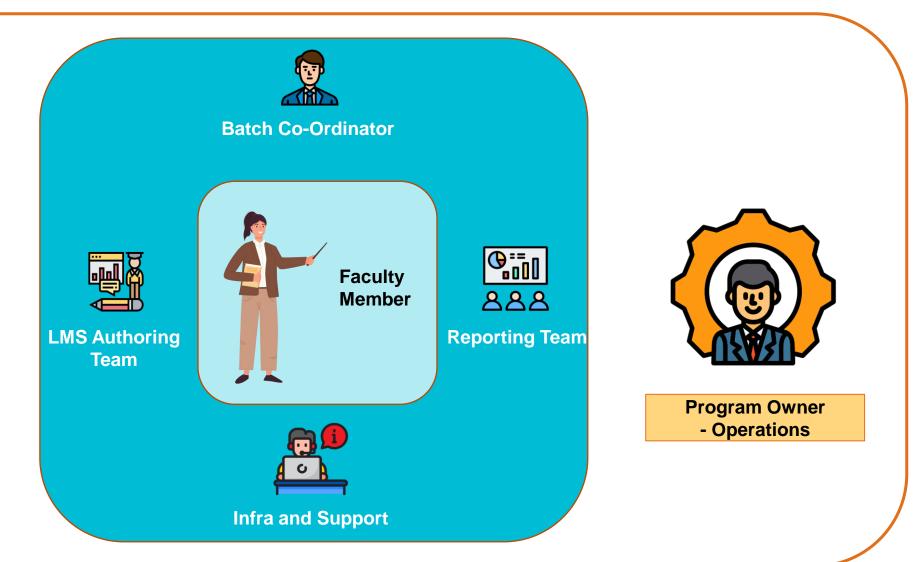




Program Management

Program Owner

- Academics





Operations Review and Governance – Structure



Program Management Office (PMO)



Governance Council (GC)

unext

- Head of Program
- Head of Operations
- Student Engagement Officer

- COO UNext Learning
- Account Management representative
- Members of PMO

Client Stakeholders

Representatives from L&D

- Head L&D
- Other representatives from business teams



Operations Review and Governance – Delivery



Operations Review Meeting

Frequency: Once a week

Attendees: PMO members, special invitees if any

Governance Council Meeting

Frequency: Once a month

Attendees: GC members, special invitees if any

PMO members to have regular communication to resolve immediate issues



Next Steps...

Agreement on Academic Proposal

Commercial proposal from UNext

Closure on Commercials

Commercial program



