



BFSI Capability Deck

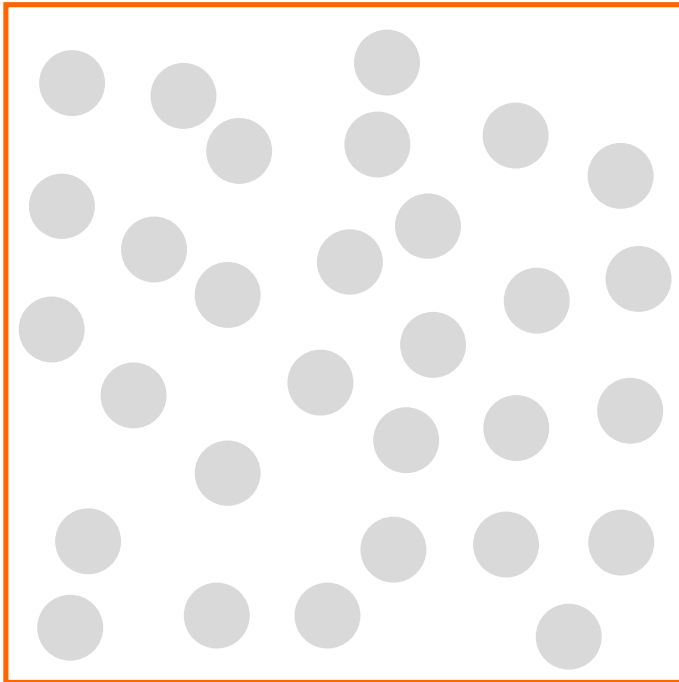
Problem Statement

Talent Supply & Demand

Limited availability of “**Right**” talent

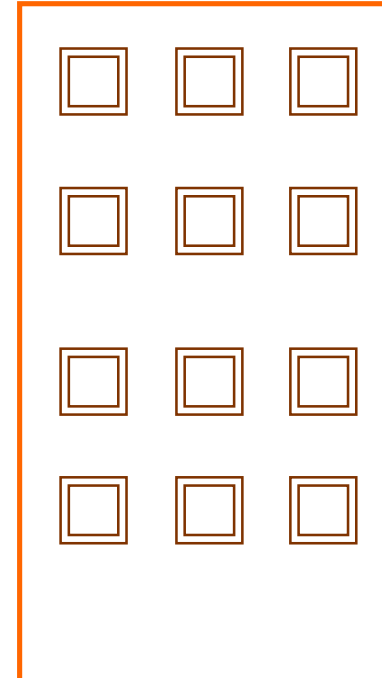
1.5 Million

Engineering Graduates



250,000

Vacancies in the Industry



Talent Scenario

IT Services Organizations

BFSI



Demand – **5K** to **20K** Annually

Demand – 100 to 200 Annually



Strong Campus Connect & Robust Fresh hire recruitment models

Limited Campus Connect & Recruitment demand spread through the year



Strong pipeline visibility of 12+ months

Pipeline visibility of 3-6 months



Effective Branding

Hire-on-demand



Off Campus drives

Dependence on Talent Pool availability

BFSI – Fresher Talent

- Niche work
- Good compensation
- Struggle getting the Right Talent - Low Success Ratio
~ 1-2%



Solution for building a Talent Pipeline

Traditional



Verbal, Thinking ability and
Coding assessment

Success rate
~ 1 – 5 %

Guided

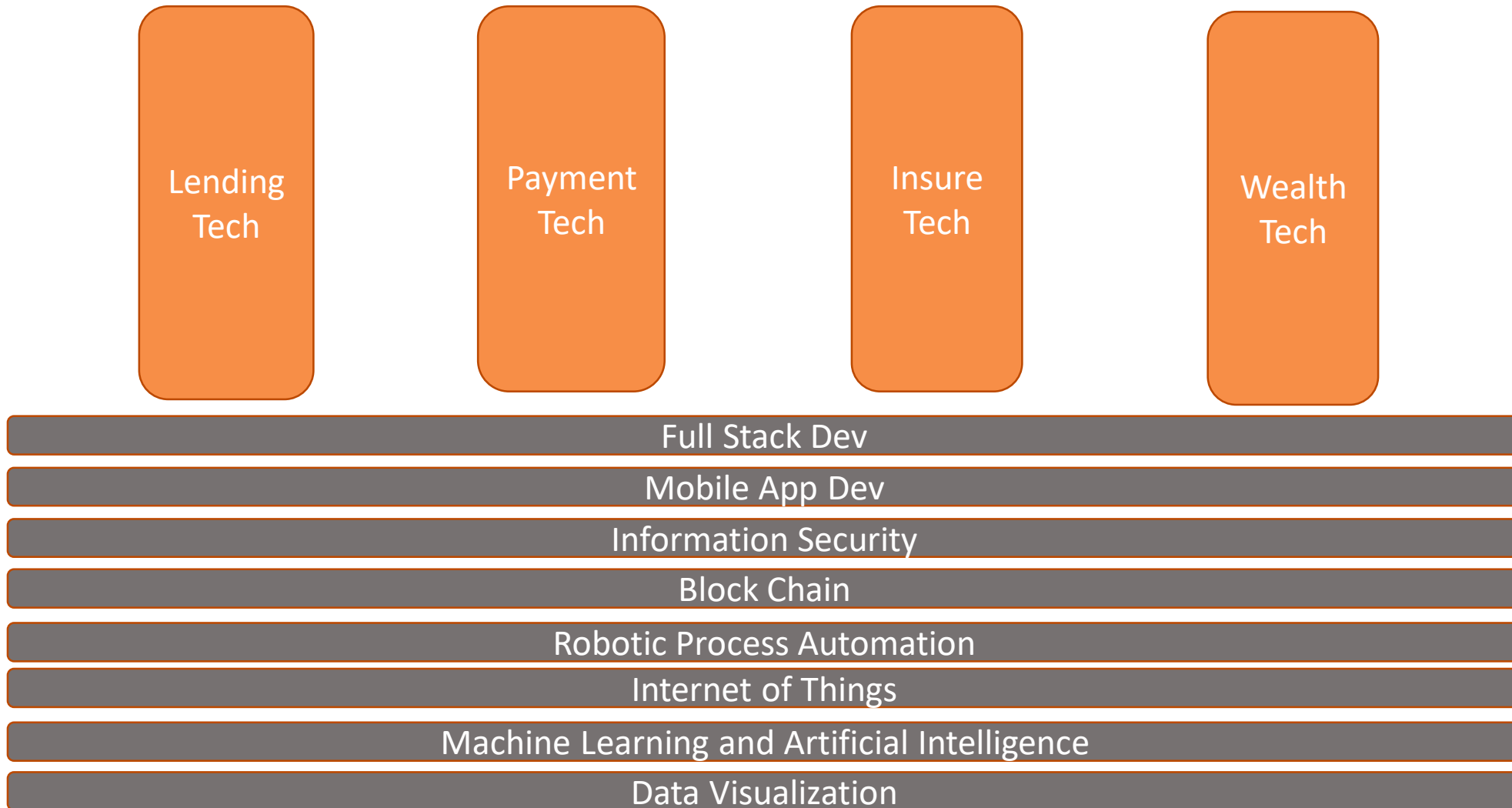


Learnability Problem solving Interest in coding

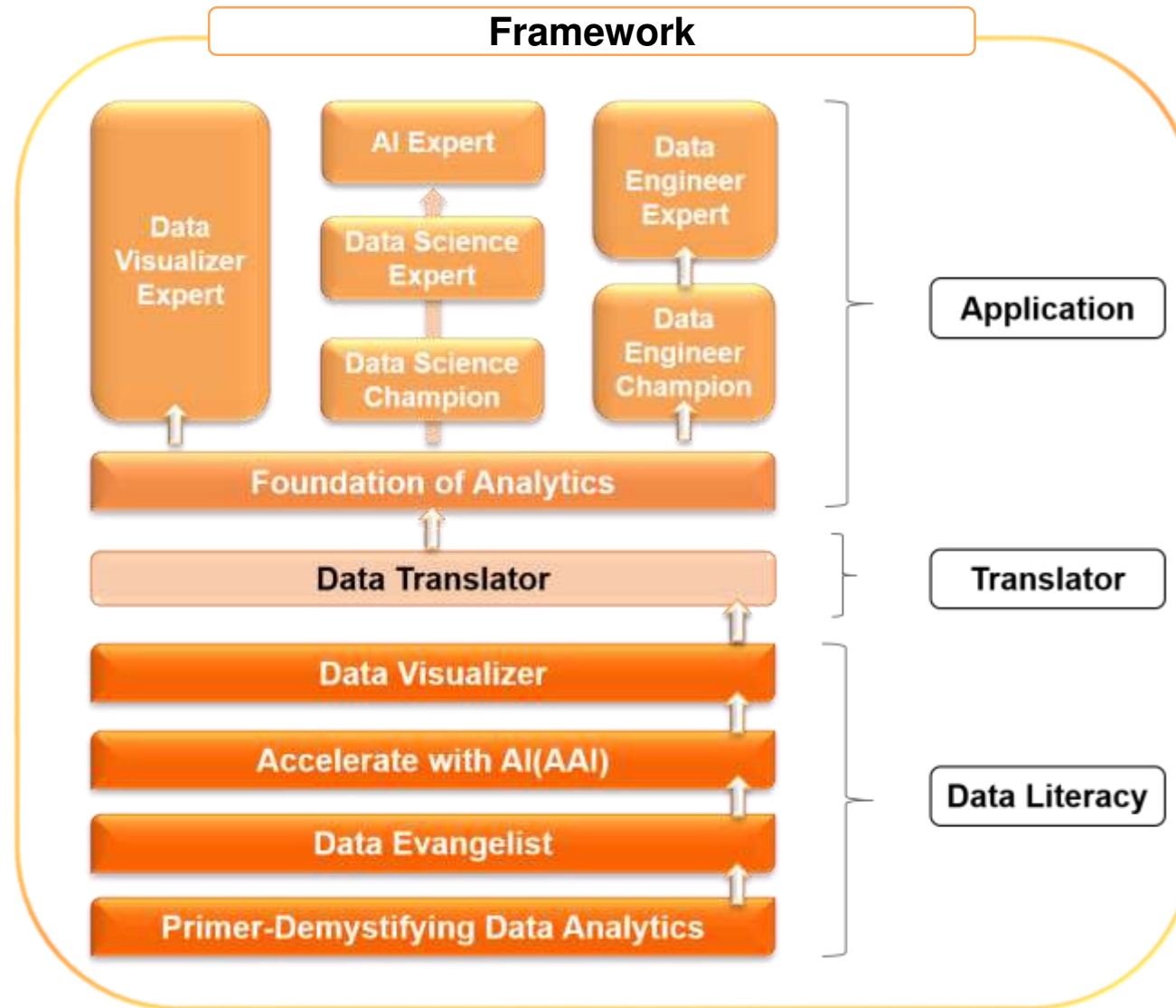
24hrs of mentoring given prior to
the Assessment

Success rate
~ 30%

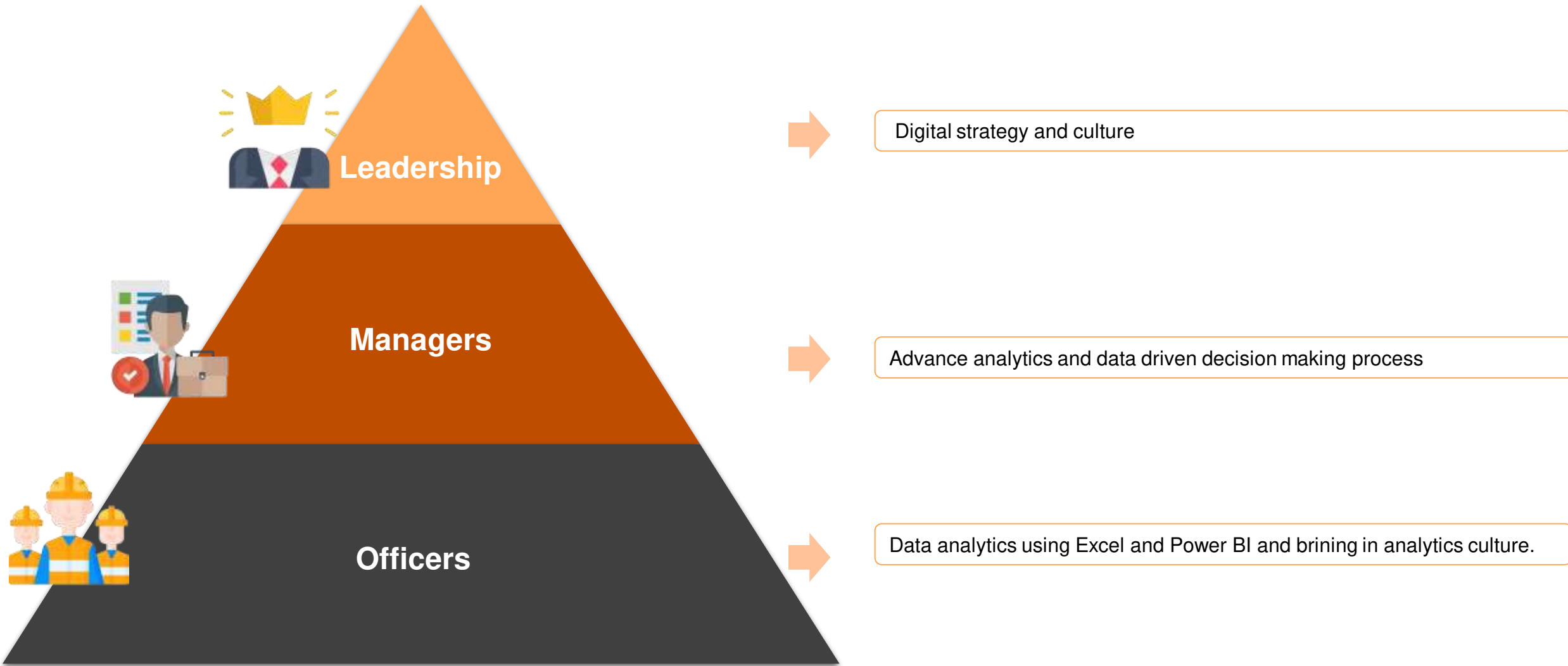
Program Design Framework – Academy of FinTech



Program Design Framework – Academy of Analytics



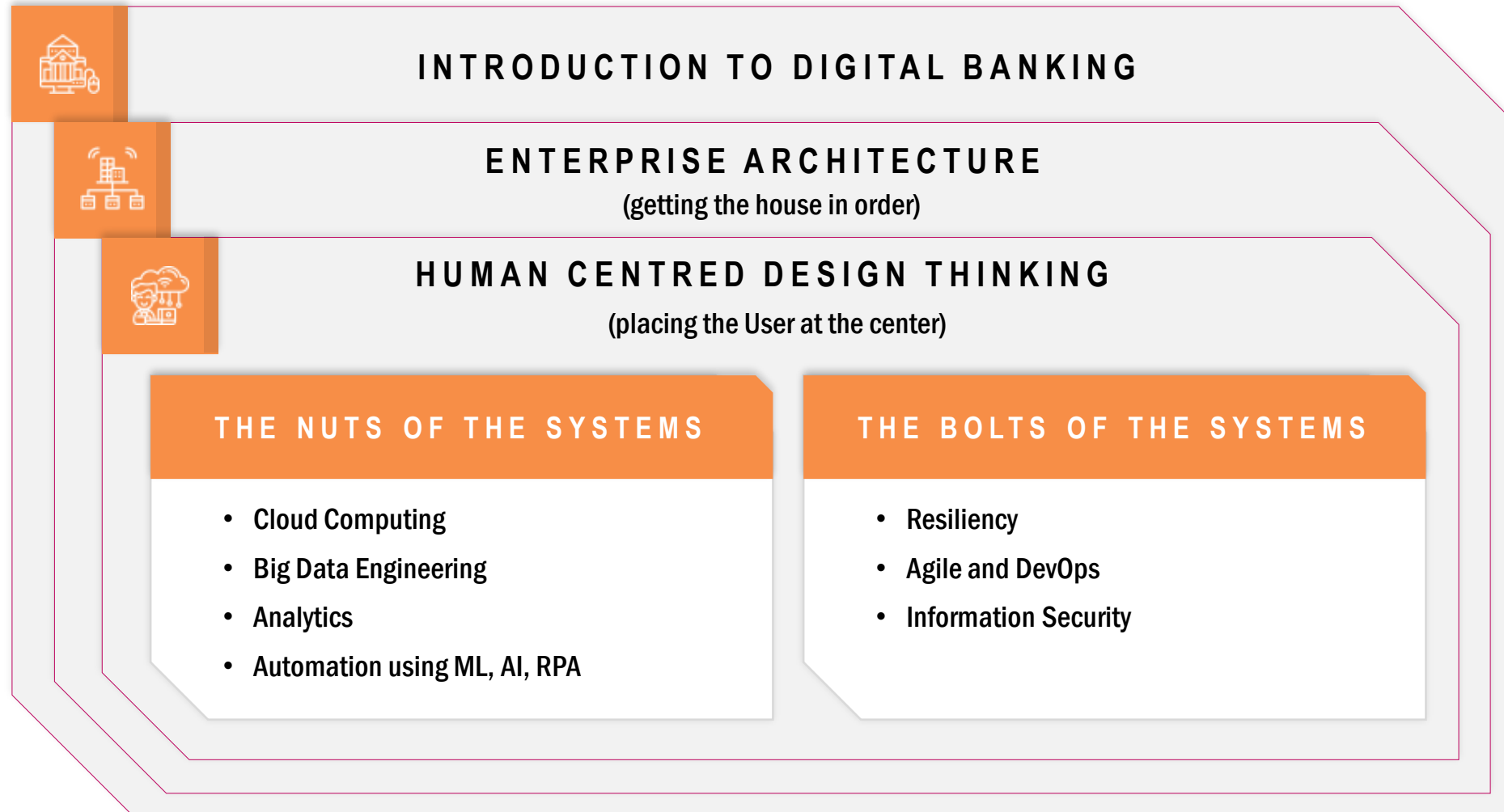
Skilling across Job Roles – Digital Literacy



Case 1: Digital Transformation

Engagement Overview: One of India's largest private banks

Program Structure



Program Outcomes

- Introduce Key IT and Digital concepts
- Share successful adaption and case studies using these concepts
- Discuss potential Use cases
- Understand Key Levers for successful implementation
- Highlight leaders' role in business transformation using Technology

Case 2: Conducting a Data Science training program with assessments

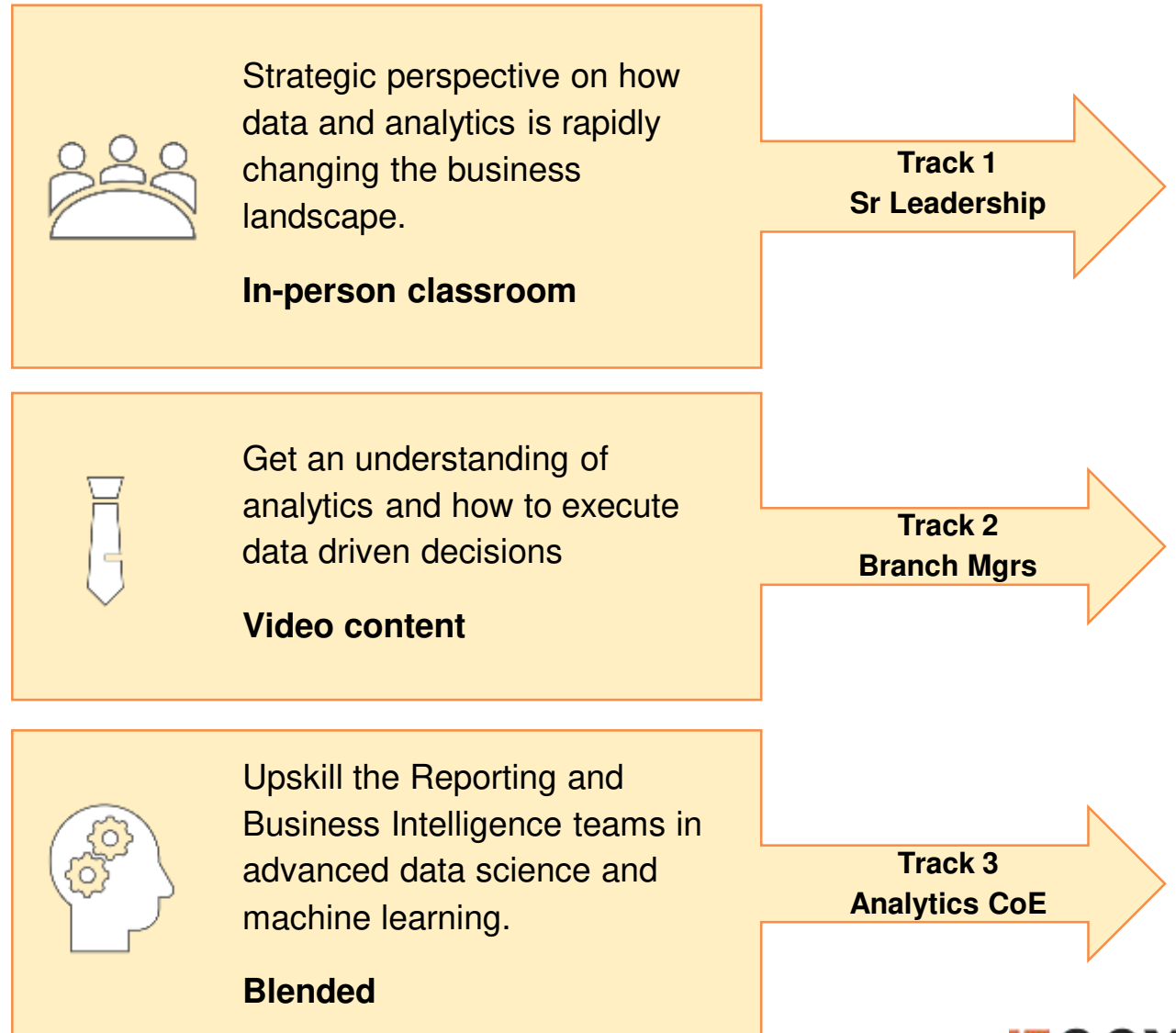
Engagement Overview: One of India's largest private banks

TRAINING OBJECTIVES

To train **diverse groups of employees** with **different learning objectives** and content.

KEY CHALLENGES

- **Scale** – **2500 people** to be trained in 3 months. Distributed teams.
- **Custom content** to be built for each of the three groups
- **Multi-format delivery** - Training to be delivered in a combination of video content only, online training and classroom training modes



Case Study 3 - Freshers Tech Bootcamp

Engagement Overview - NBFC

Program: Freshers Tech Bootcamp

Problem Statement: One of the key problem NBFC 1 faced was the project readiness of the intern to be deployed upon being hired on specific projects. While the graduation curriculum covered fundamentals NBFC 1 felt the need to train them on specific technologies adopted internally when they are deployed.

Solution: Unext understood each business team's requirement at NBFC 1 and created a track wise curriculum for each technology NBFC 1 was hiring for. This enabled strong focus on deep diving into those technologies and project-based approach really helped participants to understand the application. NBFC related cases studies were part of the overall training and assessment to give flavour of the industry.

Case Study 4 - Data Analytics for Decision Making

Engagement Overview - Ratings Agency

Program: Data Analytics for Decision Making (Ratings Team)

Problem Statement: Agency works on a large scale with BFSI organizations and one of the key ask was that the business teams should be able to analyse the data shared by their analytics team, ask right questions and produce insights that will help their client in making business decisions.

Solution: Data Smart program was curated for Agency which helped the business team appreciate the various tools and techniques of data analytics for decision making. Unext took a case study based approach using Agency masked data sets and the same was used in the entire training which helped the team get first hand understanding.

Case Study 5 – Masterclass of New Gen Technology Program

Engagement Overview – Broking Company

- **About Client:** They are finance service providers, offering broking & trading services in equities, mutual funds, derivatives & fixed income products to name a few.
- **About the program:** Masterclass of New Gen Technology program, designed to impart training on new age technologies, thereby enabling the business leaders in decision making and deployment, leading to the transition from technology 1.0 to 2.0
- **Masterclass program modules**

Module 1
Human Centred
Design Thinking

Module 2
Cloud
Computing

Module 3
Blockchain &
RPA

Module 4
Information
Security

Module 5
Agile and
DevOps

Module 6
Big Data
Engineering

Module 7
Programming
using
PowerApps

Case Study 6 - Full Stack

Engagement Overview – Bank A

Role:	Full Stack Developer
Vertical:	Lending Tech
Skills:	Full Stack, Mobile App, InfoSec
Duration:	18 weeks (11 weeks of training + 7 weeks of project)
Technologies covered:	UI (ReactJS), Programming (Java, Kotlin), Frameworks (Spring), Microservices, DevOps (Jenkins, CI/CD), Test Automation (Selenium), Cloud, Performance (Gatling), Scalability (Kubernetes)

Case Study 7 - Freshers Tech on-boarding and Bootcamp

Engagement Overview – Bank B

Program: Freshers Tech on-boarding and Bootcamp

Problem Statement: Bank B was looking to hire-train-deploy Data Scientist and Data Engineers for its BI and Analytics unit. Graduate Engineers lacked the relevant Data Science and Data Engineering skills and took time to be productive.

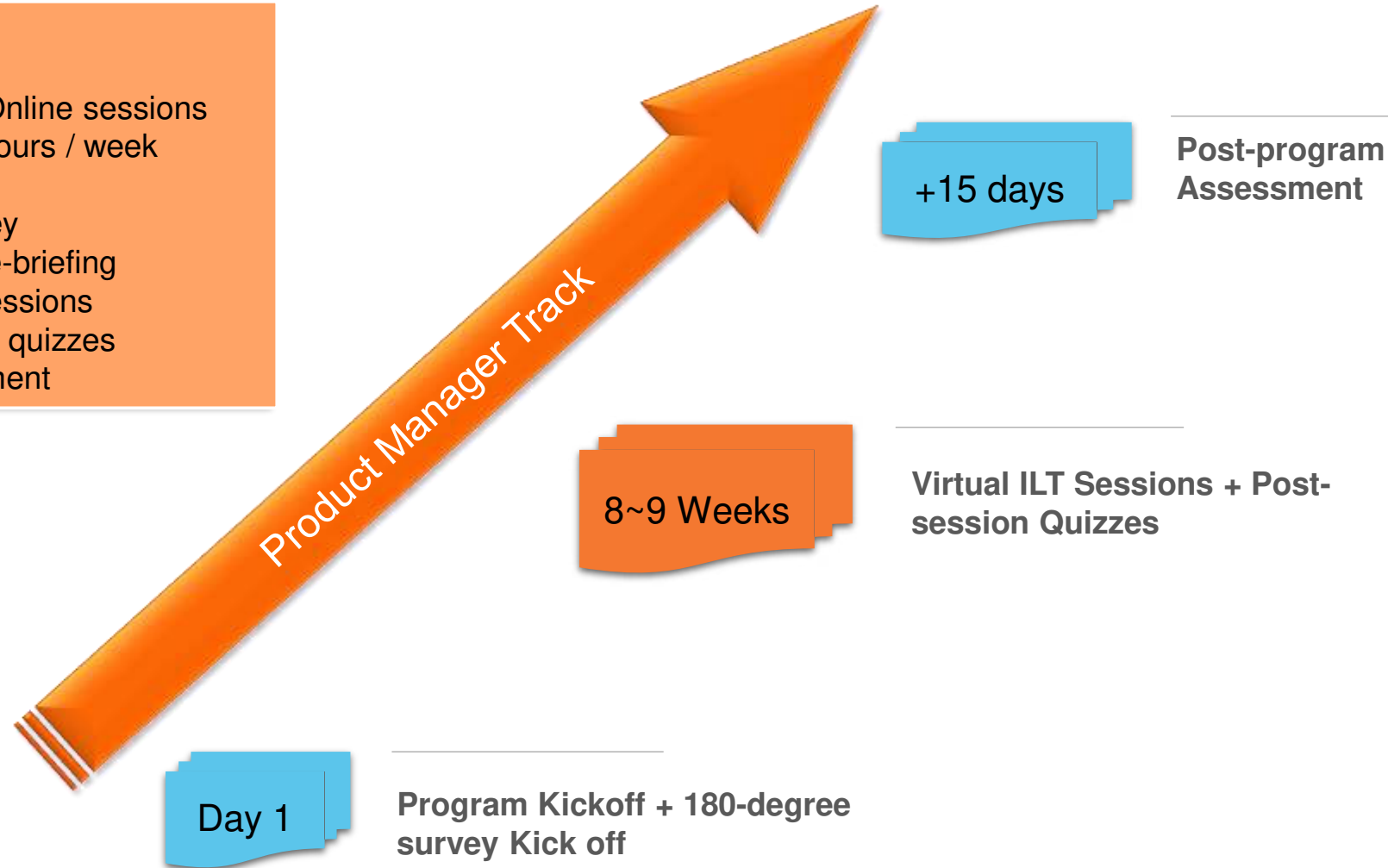
Solution Unext designed and developed a comprehensive curriculum for Data Science and Data Engineering. The curriculum was designed keeping in mind current and emerging topics in Data Science and Data Engineering aligned with the Current technology and Platform stack which the bank is using. Applications were invited and learners were signed up for 3–4-month full time immersive learning program, including hands-on case studies and assignments. Bank 1 gave a provisional offer letter to the learners. Upon successful completing of the program, learners received the final offer letter. 130+ learners across 5 batches have so far either completed and joined / or in-process of completing the program.

Case Study 8 – Product Management

Engagement Overview – Product Management - Bank C

Highlights:

- Weekly Instructor-led Online sessions
 - 2 sessions of 4 hours / week
- Pre-assessment:
 - 180 degree survey
- IDP Reviews via 1:1 de-briefing
- Instructor-led Online sessions
- Pre-reads & Post-class quizzes
- Post-Program Assessment





Thank You