



Nurturing An AI-ready Fresher Workforce For **A Consulting Giant**

How UNext Developed Cutting Edge AI Capabilities
In A Young Workforce

unext

Overview



Did you know

that according to a 2024 AI Skills Report, over 81% of the IT professionals *believe* they can use AI but only 12% *have the competency* to do so?

Besides, over 60% of the IT decision makers believe AI constitutes their largest skill gap. However, one consulting giant intended to take a different trajectory and distinguish itself as an AI-ready enterprise by staying a step ahead through upskilling initiatives.

The organization was keen on future-proofing its workforce and ultimately its business by implementing focused workforce development programs. It approached India's leading workforce talent transformation partner - UNext to conceptualize and deploy a niche training program to complement its skilling ambitions.

This case study documents the interesting journey and the outcomes of the program.

The Problem Statement

Understanding the gap existing between academia and industry, the enterprise was keen on transforming its fresher workforce into project-ready professionals. That's why the L&D stakeholders wanted to deploy a customized training program to train their new recruits in AI technology.

As a long-time and preferred talent transformation partner for the enterprise, we yet again stepped in to implement a strategic program that was aligned with business outcomes.





Learner Profile

Graduates from engineering colleges

Designing A Fresher-friendly Training Program

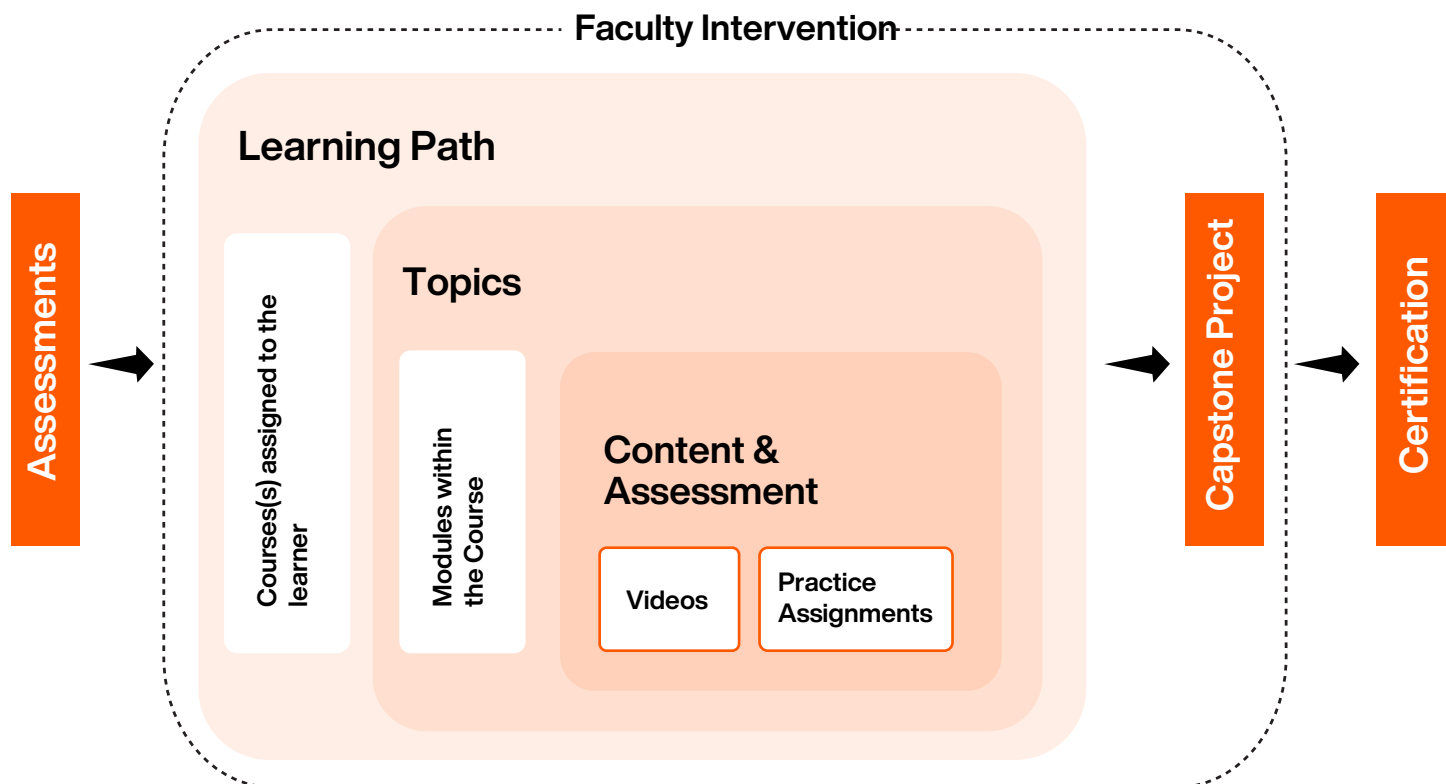
At UNext, it has been our core philosophy to customize our training programs based on stringent learner profiling methodologies. We keep impactful learning at the heart of our approach, ensuring learners not just complete training modules but ultimately have a sustained interest in developing an innate curiosity for perpetual learning.

Since this specific program involved a cohort of freshers, we had to tailor our modules to be as immersive, interactive, and experiential as possible. To do this, we strategized a pedagogy featuring:

- Blended learning with virtual instructor-led training and self-paced modules
- Pre-program and post-program assessments
- Case-study driven online assessments
- An integrated capstone project
- Learner engagement solutions and bespoke e-learning materials
- Special modules featuring videos, quizzes, simulations, practice assignments and lab exercises

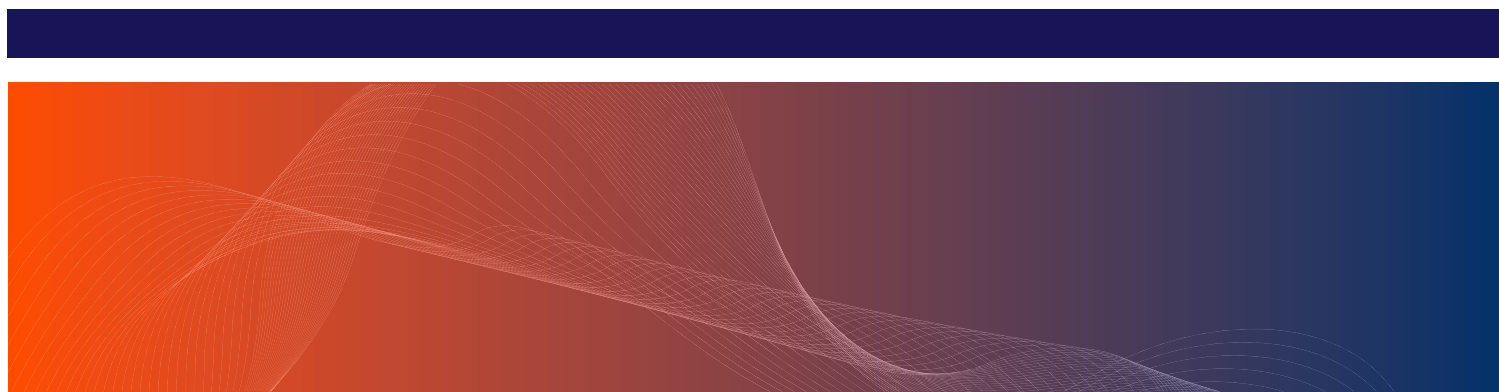


Training Methodology



Program Curriculum – A Snapshot

Coding Fundamentals	Python
Data Engineering & ETL	Hyperscaler
Cloud Fundamentals – AWS and Azure	



Program Standouts

- The restriction of batch size to a 40 learners for maximum learning impact
- Transparent reporting systems to track individual learner performance and programs across every single module and metric
- Bespoke content and materials based on respective business units learners will be deployed in
- In-person classes and sessions conducted by industry veterans and more

The Result

Once again, we delivered a high-impact training program for the enterprise. The trust and responsibility vested by the organization has led to a long-term collaboration for all their workforce development requirements. The culmination of this program further affirmed our commitment to delivering game-changing programs that were outcome-driven.

Participants from the cohort are currently deployed in diverse live projects and are complementing their seniors and veterans in ensuring seamless business operations.

We look forward to implementing more such programs for the enterprise across its hierarchies.





About UNext

UNext is one of India's largest skilling and talent transformation organizations with a comprehensive suite of training solutions with online degrees, enterprise skilling programs to nurture cutting-edge capabilities, and best-in-class content development and platforms for learners.

Headquartered in Bengaluru, UNext Learning is part of the Manipal Education and Medical Group (MEMG). We help some of the biggest Fortune 500 companies and key startups future-proof their workforce through customized 360-degree training programs across hierarchies.

Backed by our in-house subject matter experts and 1000+ top-notch industry-based faculty pool, we conceptualize and create outcome-focused industry relevant talent transformation programs in emerging technologies and professional skills.

15+ years
of providing learning solutions

600+
Large Enterprise Clients

600,000+
Learners Transformed Globally

40,000+
Pre-joining programs & Bootcamps

50,000+
Role-based Programs

5 Mn+
hours of content consumed





Transform Your Workforce With Us

By tailoring programs for diverse domains and market segments across distinct functional roles, we offer the most practical and relevant workforce transformation programs in the market. Our program ecosystems are designed to seamlessly tackle massive volumes of simultaneous cohorts so you can precisely implement your workforce transformation goals.

To deploy a similar program in your enterprise and nurture future-ready professionals,



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