

A black and white photograph of a woman with dark hair, looking upwards and to the right with a slight smile. The image is partially obscured by a thick black horizontal bar and a large orange rectangular area that serves as a background for the text.

# **Preparing The Leaders Of Tomorrow With A Freshers Training Program**

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**How UNext Delivered An Impactful Freshers Training Program For A Data Science Consulting Organisation**

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# Fresher Workforce - The Inimitable Pool For Organizations

Evolution is inevitable. What keeps an organization relevant and sustainable is how it pays attention to prevailing concerns, the intricate factors surrounding them, and reinvents itself consistently, pushing boundaries of possibilities. One of the prominent ways enterprises can build a solid foundation for their future is by bringing in fresh perspectives, innovations, and a forward-looking culture.

What can be a better way to achieve this than working with a talented bunch of freshers? With their newer expectations and innate curiosity, they unlock avenues for growth and change in the right direction. The emergence of a new wave of workforce has enabled questioning standards, rewriting conventions, and revisiting workflows and processes, propelling enterprise growth.

One such prominent data science consulting enterprise wanted to usher in an era of change by onboarding an enthusiastic pool of fresher workforce. What acted as the catalyst to this change is the collaboration with us – UNext, for a tailored freshers training program. How we developed a training program, the factors we had to consider to accommodate unique fresher training requirements, and the strategies to map competencies with goals is what this case study is about.





# The Problem Statement

Recruiting a massive volume of fresher workforce comes at a price – not monetarily but from the aspect of time. It had been a systematic practice for the enterprise to train any new talent with the help of its in-house workforce and SMEs. In this particular year, the numbers on the incoming wave of young talent were massive, which meant three primary concerns:



**More pressure on in-house workforce to train new recruits in analytics**



**Increased burden for the current talent pool in balancing their everyday work and training requirements**



**Longer than usual time to make their fresher workforce project-ready**

The enterprise approached us with these concerns and wanted us to be enablers of new competencies in analytics and ease the burden off of in-house talent pool in terms of committing to training cohorts. In the process, the enterprise also wanted UNext to ensure seamless onboarding and understanding of the organization's business and workflow protocols.

# Instrumenting A Solid Freshers Training Program

With the team taking up training responsibilities, UNext rose to the challenge and created from scratch a 12-week training program to make the entire batch of fresher workforce project-ready.

Once the onboarding of the freshers was over, UNext started with the specifically curated program that was a blend of both instructor-led and self-paced learning modules. The key highlight of the program was the experiential learning module, where the following modules were integrated into the program:



Capstone projects



Assignments



Quizzes



Hackathons



Assessments



Datathons and more

By emphasizing learning by doing, UNext ensured that this wave of fresher workforce – straight out of college – was able to not just understand corporate protocols and understand working environment but also get a clear idea of their role as entry-level data analysts.

Stringent evaluation metrics were also implemented, where key performance indicators were formulated for each module and participants were tracked and graded for their performance. This also empowered the management team with crucial insights on deploying specific learner to specific teams and projects based on their individual strengths.



# On The Dot Talent Deployment Achieved For The Enterprise

The client leadership team stated that for the first time, they were able to deploy freshers exactly on the specified dates mentioned by diverse team leaders. Thanks to the specifically created training program, the fresher workforce was also ready to be taken live on operational projects and tasks.



## Productivity From Day 1 Enabled By UNext

With agility being the name of the game in today's age of cut-throat competition, enterprises cannot gamble on compromising on market edge with delayed projects and releases. With fresher workforce complementing its experienced counterparts, it is critical to have workforce including freshers trained, tested, and deployed in their respective projects, ready for work right from the day the projects go live

If on-time deployment of fresher workforce is what your enterprise needs, coupled with an absolutely solid and bespoke training program with experiential learning modules, we recommend partnering with us.

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**Talk to us tailor a program today.**

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# About UNext

UNext (Part of Manipal Education And Medical Group) is the first ed-tech company to prioritize a 360-degree talent transformation through upskilling. We offer industry-relevant programs in IT, Data Science, Emerging Technologies, and Management that help enterprises transform their talent through customized learning solutions across hierarchies.

## Some key highlights

**15+ years**  
of providing learning solutions

**40,000+**  
Pre-joining programs

**20,000+**  
Corporate bootcamps

**6,000+**  
Role based programs

We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing Consulting & more segments in training tech and non-tech audiences in emerging technologies through various customized programs.



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