

A black and white portrait of a man with short, dark hair, a light beard, and a mustache. He is smiling and looking directly at the camera. He is wearing a dark suit jacket over a light-colored, button-down shirt. The background is plain white. A thick black horizontal bar is positioned to the left of the man's chest. A large orange rectangular area covers the bottom half of the image, containing the title and subtitle text.

# **Nurturing Excellence In Young Talent Through A Bespoke Pre-Joining Program**

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**How UNext Consistently Transformed Multiple Cohorts  
Of Freshers For A Premier IT Consulting Company**

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# An Overview

In this ever-changing market landscape fueled by tech innovations, what keeps an enterprise relevant is fresh perspectives. This is the age of a whole-new generation of consumers and who could better understand them than professionals from their own spectrum?

That's why it's not only imperative but inevitable to have the best fresh minds in workforce to sustain growth and business progress for the next few decades. This is exactly what a prominent multinational IT consulting firm intended to do as well – nurture and deploy the best young recruits fresh out of college.

To do this in the most efficient and impactful way possible, the company partnered with us for a tailored Pre-joining Program. This case study will give you an idea of why there was a need for a fresher program in the first place, how UNext developed modules from scratch, how it incorporated standout modules, and ultimately became the go-to talent transformation partner for the brand.



# The Strategic Operational Benefits Of A Pre-joining Program

A Pre-joining program goes beyond orienting and inducting fresh talent into an organization's workplace. It helps your youngest workforce transition from a student to a professional, capable of sharing your organization's vision and goals.

When our partnering client approached us for a full-fledged Pre-joining Program, it had three specific goals in mind:



**Resource planning** – to get a clear visualization of the turnaround of candidates with offer letters



**Reduced training duration** – to make the fresher workforce project-ready soon after they join



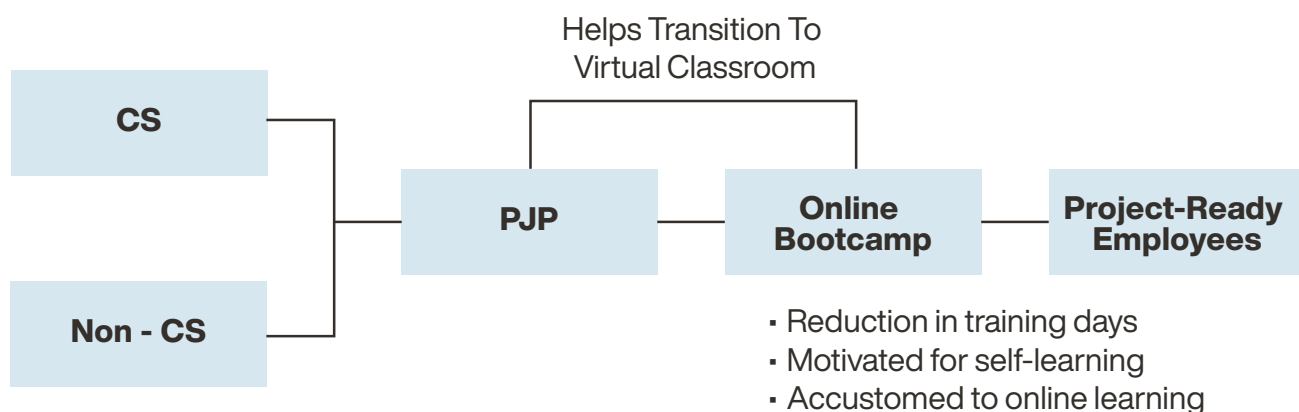
**Increase revenue and productivity** – to complement the existing workforce in accomplishing projects and ultimately influencing RoI

# One Enterprise Vision - Multiple Streams Of Engineers:

## How The Pre-joining Program Is All Mobilizing

The primary hurdle the partnering company was experiencing was that it had a diverse stream of freshers from not just different institutions but distinct streams of engineering as well. So, the first challenge bestowed on us was to streamline this diversity and get everyone on the same page with respect to their job or role-specific expectations.

This meant there were engineers from the IT stream on one side and then there were mechanical engineers as well. This further translates to the fact that not every student has the same foundational knowledge on tech concepts. However, the Pre-joining Program was instrumental in helping the enterprise overcoming this hurdle as our learning tracks enabled seamless streamlining of learners and helping them specialize in one particular concept as well.



The Pre-joining Program was also tailored in such a way that it reduced the need for an online bootcamp program, wherein learners were picking up concepts during their PJP sessions and inculcating competencies on autopilot.





# How UNext Consistently Reinvented Program Delivery For The Enterprise Over A 5-year Collaboration

UNext has been the partner of choice for talent transformation for the client for over 5 years now. The first batch of the Pre-joining Program was launched in the year 2018 with an extensive learning track, which kept getting reinvented and optimized to accommodate changing requirements of the organization.

Year after year, UNext has been delivering beyond expectations for the brand, who only significantly kept increasing the training volume thanks to the quality and timeliness we offered.

To give you a quick idea of the collaboration over the years, here's a quick visualization:

Year		2018	2019	2020	2021	2022
Number Of Tracks		3	2	5	2	6
Duration Of The Program	Stage 1	6 Weeks				
	Stage 2	10 Weeks				
Total Number Of Students		3377	6758	9981	6960	22844

# Modules And Features That Make Our Pre-joining Program Stand Out

There's a solid reason why the collaboration has been over 5 years and strong. We incorporate modules and features that are beyond conventions. Apart from the fact that we deploy the best pool of faculty and SMEs for program conceptualization and development, what make our Pre-joining Programs stand out include:



## **Delivery Methodology**

We have the most visually compelling concept videos, demos, and study materials that deliver an engaging experience to learners fresh out of college



## **Experiential Learning Modules**

Where we feature the most role-specific hands-on modules such as case studies, code-a-thons, remote proctored assessments, assignments and more



## **Gamification**

Fostering a spirit of healthy competition among students from the same and diverse institutions, also recognizing them through leaderboards, badges and recognitions



## **Learner Engagement**

Optimum space for discussions through an indigenous app called Epic.U for discussions, forums, live webinars and more



## **Nudges and Learner Support**

Consistent notifications and follow ups to learners for maximum program completion and retention



## **Performance Metrics & Reports**

Where we feature the most role-specific hands-on modules such as case studies, code-a-thons, remote proctored assessments, assignments and more





# Nurture The Leaders Of Tomorrow For Your Enterprise With UNext



Our consistent delivery of the Pre-joining Program with our partnering brand is an astounding testimony to our capabilities and expertise as a premier talent transformation company. With abundant potential, fresher workforce can be tapped into for best results through guidance and streamlining of skills and enterprise goals. UNext has been a catalyst and a propellant in achieving this.

If you intend to do more with your fresh recruits and soar ahead of the competition with unique business and operational perspectives, we recommend partnering with us for a bespoke workforce transformation program.

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**Talk to us today**

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# About UNext

UNext (Part of Manipal Education and Medical Group) prioritizes 360-degree talent transformation through upskilling. We offer industry-relevant programs that help enterprises transform their talent through customized learning solutions across hierarchies. We have partnered with clients across IT-ITeS / BFSI / Automobiles / Healthcare / Manufacturing / Consulting / Retail / Pharma & more segments in training tech and non-tech audiences across various customized programs.

## 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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