



# **Delivering An Impactful Freshers Training Program For A Fortune 100 Company**

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**How UNext Implemented A Face-To-Face Bootcamp  
For A Massive Volume Of Young Workforce**

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# Overview

A forward-thinking enterprise is one that has strategies to nurture its youngest workforce. Thanks to the tech exposure today, freshers have a significant advantage when they start out compared to earlier batches.

They understand evolving technologies better, have knowledge on their practical use cases, and come with commendable hands-on experiences on emerging tools and platforms. To leverage its fresher workforce, hone their existing skill sets, and transform them to become productive, an eminent **Fortune 100 company** approached us for a unique **Residential Freshers' Bootcamp**.

The trust to transform a massive volume of young talent stems from a **5-year partnership** with the client. **UNext** delivered an incredible program in 2018 for the enterprise and soon became the talent transformation partner of choice, eventually leading to us deploying an offline bootcamp program.

Let's explore the vision presented by the company, challenges, the journey, the instrumentation of a unique program, and the results.





# The Problem Statement

The partnering organization wanted to instill manufacturing-specific competencies in its fresher workforce and make them project-ready across distinct business units. Besides, the enterprise was also keen on orienting them to company culture, etiquettes, projects, and domain exposure for optimum productivity.

## The Learner Profile

The fresher talent pool of the company comprised of individuals from **diverse academic backgrounds, institutions, and cities**. A total of **540 freshers across 17 batches** were to be trained and transformed to become project-ready.

# Crafting A Distinctive Residential Bootcamp With Simultaneous Parallel Batches

Understanding the requirement and the challenges, the team at UNext worked in full swing to conceptualize and deploy a bespoke program. We proposed a residential bootcamp for the freshers that involved intensive instructor-led in-person classes for up to a month in an academic institution in Bengaluru.

The participants were required to attend the classes **(8 hours)** every day like they would in their university. For maximum learning impact, the training program was classified into three modules:



**Soft Skills  
Training**



**Foundation  
Program**



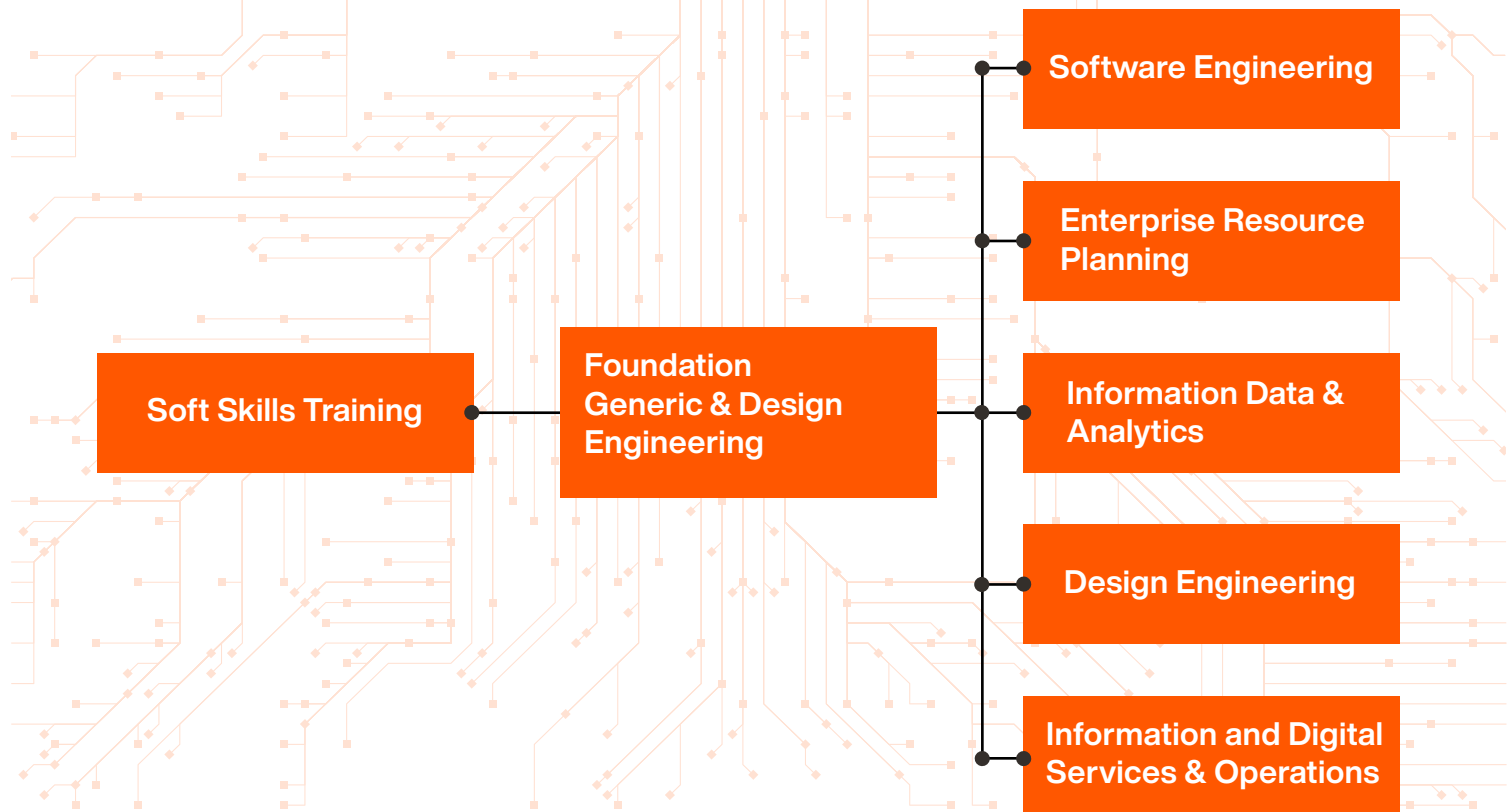
**Business  
unit-specific  
Tracks**

The program deemed it mandatory for all learners to go through the soft skills and foundation modules and then branch out into their respective domains or tracks. The mandate was to streamline diverse academic exposure and kickstart the new phase of learning journey as one cohesive batch.





# Learning Tracks



## Challenges Faced In Implementing A Residential Bootcamp Program

Pulling off an institution-style training program for enterprises involves its own set of challenges and concerns. Operationally and strategically, there are real-time challenges including:

- Finding the right location and venue to conduct offline sessions
- Ensuring everyday sessions are conducted seamlessly without glitches
- Rostering faculty for 17 concurrent batches for live offline classes and ensuring their availability on all day
- Having backup faculty in case of emergencies faced by any other faculty
- Working on readiness for the next day in terms of training materials, pointers, presentations, case studies and more
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# The Solution And The UNext Advantage

While challenges were aplenty, UNext embodies the legacy of Manipal Education & Medical Group in spirit and essence. The experience and expertise of our faculty pool combined with the scalability and agility of our delivery teams resulted in us delivering an incredible program.

Some of the standout aspects of the program feature:

- The restriction of batch size to a maximum of 30 learners for equal-attention and knowledge transfer

- Experiential modules comprising of real-world and industry-specific assignments, case studies, and capstone projects

- Access to sandbox labs tailored for each business unit-specific use cases for hands-on exposure

- 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' requirements

- In-person classes and sessions from industry veterans and more



# The Result

The residential bootcamp was a phenomenal success, where learners were taken live on projects after the completion of their respective tracks. The partnering enterprise witnessed a significant spike in progress and learning based on pre-training and post-training assessment scores.

## Tailor A Program With Us Today

At a time when Industry 4.0 is taking a tremendous shape, a Fortune 100 mammoth was keen on nurturing its youngest workforce in the most futuristic technologies. With UNext as the official talent training partner and catalyst of transformation, the enterprise achieved its goals. The young talent pool is currently deployed across diverse teams, complementing seasoned workforces to fast track enterprise visions.

If you intend to transform your workforce and have the most future-ready talent pool in your space, explore and customize programs from us.





# 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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