Implementing A Strategic Freshers Training Program For A Telecom GCC

How UNext Nurtured Excellence And Made
A Young Workforce Project-ready

unext

Overview

Global Capability Centers (GCCs) are becoming the backbone of enterprises, propelling digital transformation efforts within organizations and fostering cutting-edge breakthroughs and focused R&D.

One such prominent telecom organization wanted its GCC – operational in India – to act as a catalyst for its digital transformation efforts. The enterprise aimed at leveraging emerging technologies to optimize its service delivery, support its operations, and develop new suites of products and offerings by empowering its workforces with futuristic capabilities.

Part of its vision was to transform its fresher workforce and provide them with hands-on training and exposure to make them project ready. It approached UNext to deliver an impactful training program and fast-track its L&D initiatives.

This case study sheds light on the opportunity statement, how UNext instrumented a technical training program, and key outcomes.
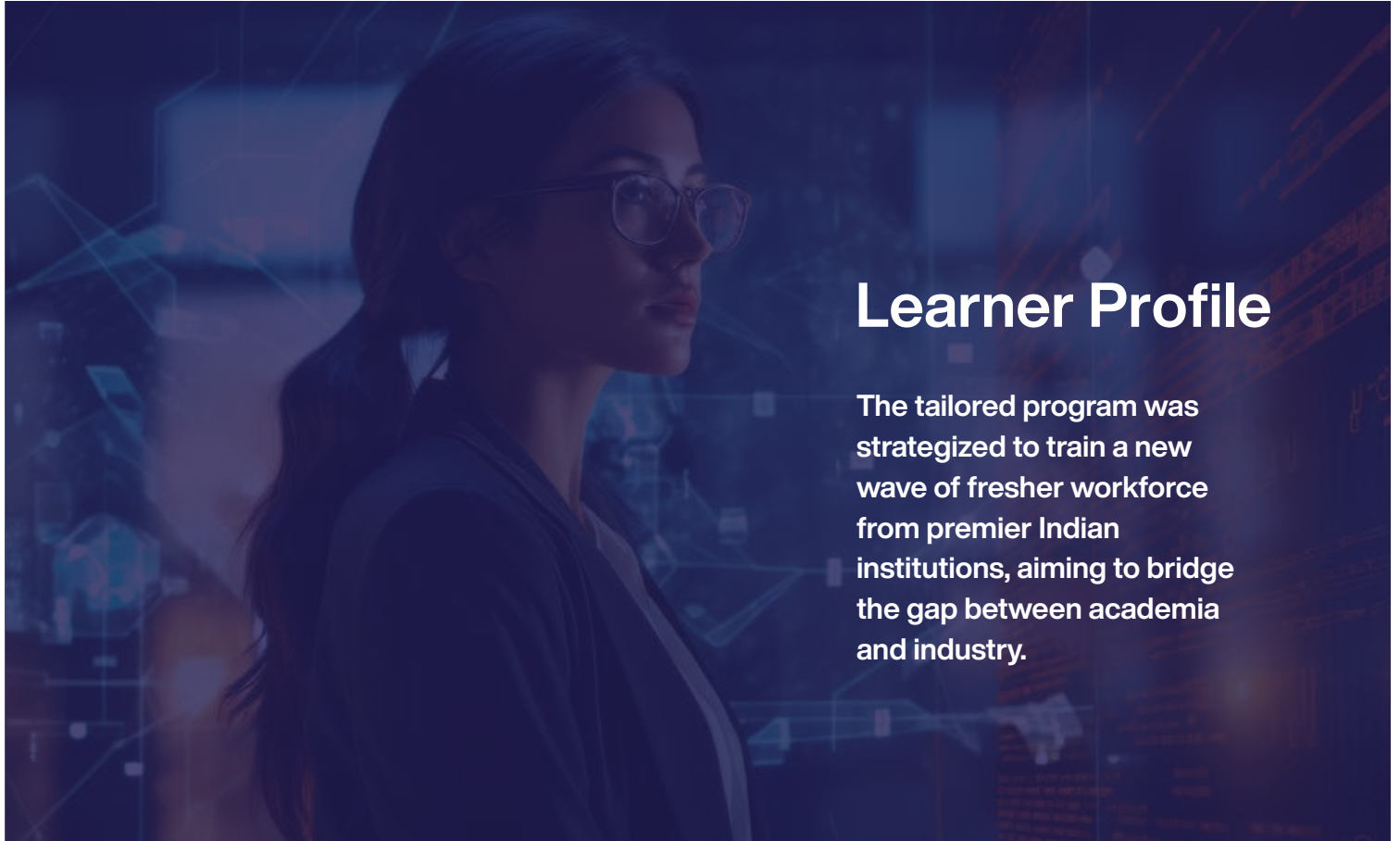
The Opportunity Statement

UNext has been a long-term collaborator and a preferred talent transformation partner for the enterprise. After successfully delivering several online bootcamp programs, the organization was keen on leveraging our expertise to deliver an impactful in-person program for its fresher workforce.

The launch of this program marks a significant milestone in our partnership journey as our first face-to-face training initiative for the enterprise in Bengaluru.

Learner Profile

The tailored program was strategized to train a new wave of fresher workforce from premier Indian institutions, aiming to bridge the gap between academia and industry.

Solutioning A Bespoke Fresher Training Program

Apart from bridging the gap between academics and industry requirements, the major focus of the program was to nurture a robust team of fresher workforce in technical skills and make them project ready.

Since business outcomes of the GCC demanded involvement of every team member across hierarchies, the role and significance of freshers in the chain of growth was as critical as that of any leadership.

Understanding this criticality, we conceptualized and developed a two-fold intensive training program:

- A foundation track for all participants
- Niche and specialized tracks in Data Engineering, Full Stack, and Networking

Once the foundation module was completed by learners, individual learners were classified and trained in modules specific to their job roles they were hired for. This classification enabled us to deploy focused sessions across every module, and further customizing content, materials, and resources as necessary.

A Truly Bespoke Training Intervention

One of the key standouts of the program was the customization offered by UNext. Every specialization track featured experiential learning modules, where participants had to work on a real-time problem statement native to the organization.

They had to apply their knowledge and newly gained capabilities to solve organizational concerns. We are happy to share that our expertise made a real-world business impact as some of the solutions formulated by freshers were implemented by the partnering organization.

Such tangible outcomes truly are litmus tests to our initiatives and commitment to delivering game-changing programs for organizations.

Program Curriculum – An Excerpt

Foundation Module	Data Engineering	Full Stack	Networking
DBMS – MySQL	Introduction to AI and Machine Learning Introduction to AI/ML Ops (Life cycle)	Advanced Frontend Development	Network Fundamentals & Advanced
Core Programming Concepts (Language Agnostic) Java / Python / JavaScript	Comprehensive Guide to Machine Learning with Python: Libraries, Visualization, and Deployment	React Custom Hooks/ Redux Architecture vs Flux Architecture	Mobile Technology
Problem Solving and Algorithms	Tools – Azure, Apache Airflow, Pyspark and more	Advanced Backend Development	Cloud Networking
Cloud Fundamentals	Case Study Implementation	Project Completion & Presentation	Networking Infrastructure Project

The Result

Our approach to conceptualizing curriculum and the impactful sessions delivered by our incredible faculty pool resulted in the phenomenal success of the program. The responsibility of delivering enriching training interventions only strengthened further with the organization committing to only in-person programs with us going forward.

The learners have been deployed in their respective teams and are immensely contributing to their projects despite being beginners in their specific career paths. The success of the program also ties back to the organizational stakeholders, who took additional efforts amidst their hectic schedules to consistently discuss and contribute to our programs and getting into in-depth conversations around the progress of individuals and the overall learning journey.

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.

15+ years of providing learning solutions	**600+** Large Enterprises
5,00,000+ Learners Transformed Globally	**40,000+** Pre-joining programs
60,000+ Learners trained through Role-based programs	

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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