



# Breaking Workplace Bias With A Super-niche Training Program

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How UNext Delivered An Empowering Program Exclusively For The Women Workforce For A Global Enterprise

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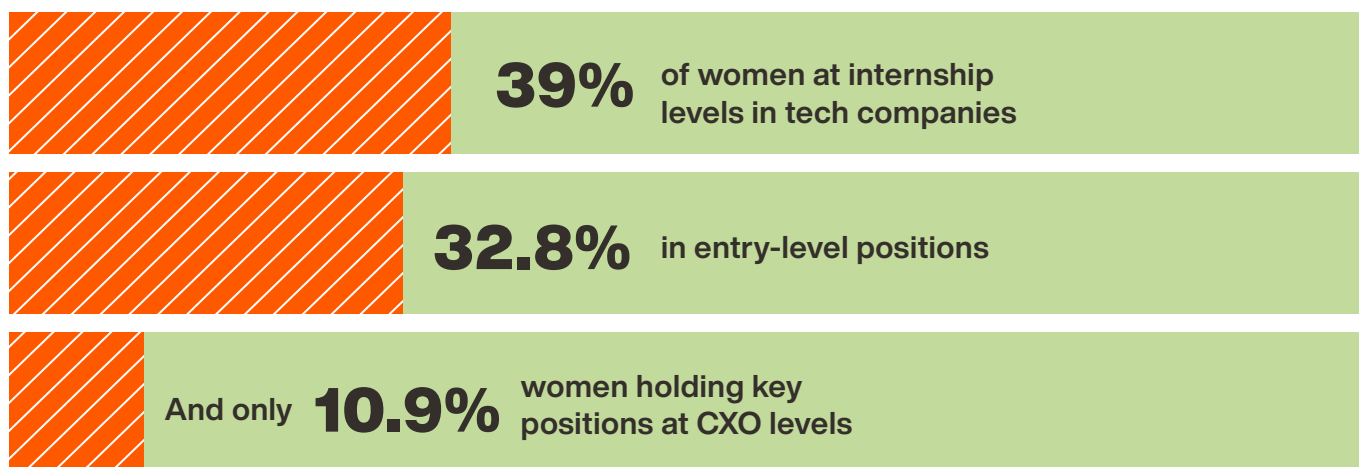
# Overview

In the space of Artificial Intelligence (AI), bias is lethal for models and systems. And a majority of the time, bias is introduced involuntarily due to a lack of representation in the workforce. Specifically, the representation of the women-in-technology fraternity.

Apart from prevailing skill gaps across industries with respect to emerging and niche technologies, what is equally a plaguing concern for enterprises is the gender gap.

Reports reveal that women hold only **27.6% of the tech-related jobs**. More importantly, the percentage of **women in the tech space has reduced drastically by 2.1%** over the last 2 years, fueled by a pandemic.

Not just that. If we breakdown the participation of women across hierarchies, alarming numbers are revealed:



At the same time, reports also bring to light that businesses get **better at making decisions by 73% when they have gender-diverse teams**.

One such pioneering enterprise wanted to not just optimize decision-making and widen the representation of women in tech roles but lead the change by empowering the women workforce with futuristic tech skills as well.

The enterprise approached **UNext** to develop and deploy one such unique program. How we took up the challenge and delivered an exceptional training intervention is what the case study is all about.

Read on to get ideas and inspiration for the inimitable women workforce of your organization.

# A Problem Statement Unique In The 7-Year-Old Collaboration

UNext has been the **talent transformation partner of choice for the enterprise for over 7 years**. Having delivered some key flagship programs in software architecture and software designing spaces, the partnering company wanted to implement a distinctive program targeted only at its women talent pool.

The exclusive **Women In Technology Program** was conceived with an aim to instill advanced functional and behavioral competencies and amplify opportunities and growth for women.



## Why Train An Exclusive Women-only Cohort Of Software Architects & Designers?

The partnering enterprise has been at the forefront of empowering women in the tech industry. Over the last few years, the brand has consistently identified women software architects and designers, who have demonstrated exceptional dedication in their roles and provided them with additional learning and growth opportunities to enhance their skills and grow within the organization.

This included instilling both technical and front-ending capabilities in women tech folks for seamless client servicing and product delivery.

When UNext delivered its flagship program, the client realized that there were certain key impactful modules that can be branched out into a unique transformative pathway targeted at upskilling women.

The result is the deployment of an exclusive women-only training program.



## The Learner Profile

- **Learner Hierarchy:**  
Mid-senior professionals
- **Average work experience:**  
8 to 10 years
- **Key roles:**  
QA Associates, Business Analysts, and more





## Developing A Distinguished Curriculum For The L&D Goal

Key stakeholders and academicians from the enterprise transformation wing at UNext kickstarted the work to craft an impactful curriculum and pedagogy. For the best learning outcomes, a 3-day program was convened with instructor-led sessions.

The program heavily emphasized the imbibing of behavioral competencies with respect to technology abstraction and design choices and delved deep into topics that included:

Balancing legacy designs and futuristic platforms

Design principles and their repurposing

Lifecycle decoupling

Developing testable, maintainable, and upgradable codes

Differences in technical and business audiences

Communication with peers, seniors, and stakeholders and more

# Key UNext Differentiators

Every single training program is developed to offer the best value to learners. The fact that our programs are completely bespoke allows us the luxury and liberty to incorporate modules and features that are only specific to company goals.

For this unique program, we ensured the inclusion of modules such as:

**Pro bono guest speeches by veteran women leaders who shared their journey towards excellence in their careers**

**Program management module**

**Presentation of architecture documentation before enterprise stakeholders and UNext panelists**

**The most relevant SMEs and faculty pool for every module**

**Experiential learning modules for hands-on learning**

**Domain-specific program materials and case studies from scratch**

**Consistent updating of materials and case studies for relevant learning outcomes and more**



# The Result – A Solid Cohort Of Women Workforce Ready To Take Up Niche Tech Roles In The Organization

The program followed an outcome-based mapping methodology that immensely complemented the organization's vision to deploy tech-empowered women professionals. Thanks to the impact the program delivered, the organization approached us to train another cohort of women participants, making us transform this one-of-a-kind program into a flagship offering.

Year	Batch	Number Of Participants
2022	Batch 1	75
2023	Batch 2	80
Total Learners Trained	155	

## 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

**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.

# 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. Reach out to us today.



Reach out to us at  
**+91 90198 87000**



Write to us for more details  
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A black and white photograph of a young woman with long, wavy hair, smiling warmly at the camera. She is wearing a dark-colored top. The image is partially overlaid by an orange banner at the bottom.

**unext**