



unext

Developing Specialized Tech Capabilities With A Freshers Training Program

How UNext Transformed The Fresher Workforce Of An Infrastructure Automation Enterprise



Overview

Infrastructure development companies face a myriad of challenges such as delayed projects, high upfront costs, regulatory hurdles, labor shortages, sustainability questions, and more.

At the same time, such companies should also explore scope for process optimization through emerging technologies and ensure elevated convenience, optimized maintenance of utilities, and integrated intelligent user interfaces.

A Gartner report reveals that by 2025, over 70% of companies will implement structured infrastructure automation to improve flexibility and efficiency. This is the case study of one such enterprise that wanted to leverage the power of advanced technologies for its fresher workforce and gain a competitive and operational edge in the market.

Problem Statement

As an enterprise specializing in smart automation of infrastructure projects, deploying cutting-edge capabilities is critical. For its very niche wave of a young workforce, the partnering organization aimed at bringing in an architect mindset to look through all the aspects of software for each of the participants to design and develop infrastructure automation projects.

The training was required to be a blend of technology, operations, and project management to ensure the competencies developed in the process completely align with the organization's business visions.

To tackle such a delicate requirement, the enterprise approached a reliable talent transformation partner – UNext – to conceptualize and deploy a seamless Freshers Training Program.



Learner Profile

Freshers from premier Indian institutions with 1-5 years of experience.

Participants had a grasp of technologies such as:

- React / Node.js / Python / Postgres / MySQL
- IoT / On Prem / On Cloud / Building Automation

Designing A Specialized Infrastructure Automation Program For A Fresher Workforce

The mandate was clear. The requirement from the enterprise was to conceptualize a niche training program covering objectives including:

1. Enable the understanding of key concepts and fundamental principles across:
 - Performance Testing
 - Application Security
 - Data Management
 - Database Management
 - System Design
2. Envision a learning journey to achieve implementation on key areas of the topics identified
3. Foster experiential learning to provide hands-on expertise and real-world simulation of the topics
4. Nurture an application-driven mindset to show how current business and industries use these topics to create production-ready applications



To navigate the intricacies involved in this specific learning journey, we formulated a pedagogy involving face-to-face training in Bengaluru for the participating cohort. Our program delivery flow also featured a pre-program assessment to baseline participants' knowledge and craft a targeted program accordingly.

The learning journey was further bifurcated into two – basic and advanced for gradual comprehension of concepts with each module culminating with a case study and evaluation.

Sample Curriculum (Non-exhaustive)



Performance Testing	Application Security	Data Management	Database Management	System Design
Performance Testing for Frontend/Micro-Frontend and Backend	General Principles of Security	Data Integration and Processing	Postgres / MySQL Databases Administration Refresher course)	Fault Tolerance and Resilience
Performance Testing for Database, Filesystem, and Code Profiling	Threat Modeling Methodology - STRIDE, OCTAVE and DREAD Frameworks.	Data Warehousing Workflow Orchestration Logging & Monitoring	High Availability (HA) / Fail-Over (FO)	Event-Driven Architecture
Caching Strategies and Asynchronous Programming	Detecting Vulnerabilities and Potential Intrusions	Tools for BIGER DIAGRAM	Database Security	Distributed Systems
Code Optimization/ Refactoring and Performance Management for Database	Respond and Recover from Cyber Attacks	Database sharding		Data Visualization

The extensive curriculum featuring detailed modules has been curated to ensure the fresher workforce has competencies that are at par with their experienced counterparts. The sequence of training has also been linear to ensure the gaining of incremental and contextual knowledge.



The Result

The program was super-successful both in terms of attendance, engagement, active participation, and knowledge gain. Our transparent modus operandi to bookkeep progress through the learning journey helps us gain extensive insights on learner progress at the most individualistic levels.

Our charts comparing pre and post program assessments also reflect a steep increase in capabilities in each topic covered. We are confident that the participants will be able to exponentially increase the quality of delivery across and complement the seasoned professionals in their teams.

To deploy a similar program for your enterprise and unlock productivity that translates to profits, get in touch with us today.

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



5,00,000+

Learners
Transformed Globally



60,000+

Learners trained
through Role-based
programs



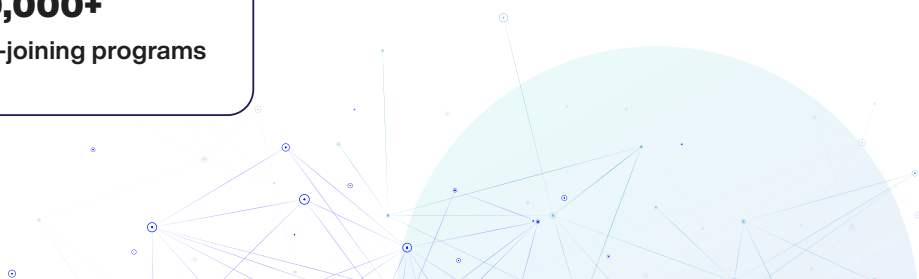
500+

Large Enterprises



40,000+

Pre-joining 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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