

Case Study - Adopting ITI



Project Objective

Our client company's Education and Skills Development department aimed to work closely with academia to enhance the course curriculum of graduate programs, provide industry exposure, upgrade the skills of the students and faculty members and guide them on governance.

The company had identified 4 ITI's in 4 cities in India. Each ITI had up to 300 students and the company intended to upskill these students on Functional, Language and Behavioral skills.

Our Solution

- **Needs Analysis:** Talentedge and the company conducted a needs analysis to identify the 12 current courses available at the selected cities and the pedagogy they followed
- **Identify Skill Gaps:** Based on decided benchmarks, Talentedge identified the skill gaps in the participants and the effort required to bridge the gap
- **Course Outline:** Based on the findings in the previous stage, a course outline was designed. The outline was a blend of technical and soft skills topics.
- **Content Creation:** Customized content for the ITI was created based on the level of participants, pedagogy and the outline provided
- **Training Delivery:** TE identified SMEs for the course and they underwent an orientation program for expectation setting. TE also deployed a dedicated project management team comprising of a program manager, program coordinators, MIS/Analytics/Tele-callers for handling the operational responsibilities
- **Assessments:** A baseline assessment was conducted at the beginning of the course to understand the as-is level. Periodic online assessments provided clarity on the progress during the course. A final assessment was conducted at the end of the program to measure traction of the candidates
- **Certification by approved bodies** was also recommended to add value to the training program
- **Quality Check:** Regular batch audits were conducted to monitor the quality of information dissemination