NIIT

Talent Pipeline Development with a Skills-First Approach

An increasingly complex landscape of economic and geopolitical uncertainty coupled with a rapidly evolving workforce has created one of the most challenging situations for talent acquisition and retention in a post-pandemic world. The rapid evolution of generative AI, increasing automation, the gig economy, and the transformation to skills-based models are further escalating the urgent need to re-evaluate the talent landscape.

At NIIT, we know that people are your greatest asset, and without reliable talent pipelines, even the most evolved organizations cannot prepare to meet their future goals. However, not only has it become prohibitively expensive and time-consuming to find the right talent, but there's also no guarantee that the person hired by the organization is right for the job until they get started.

NIIT's Talent Pipeline as a Service (TPaaS) has been designed to solve these very challenges. With a Source-Train-Hire approach that gives access to reliable talent that is ready to be productive from Day One, we help our customers build robust and cost-efficient talent pipelines to meet current and future needs.

Our Solution

A FLEXIBLE AND COST-EFFICIENT MODEL FOR BUILDING TALENT PIPELINES

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With the ongoing talent crunch, L&D and HR departments are finding it increasingly challenging to manage the high fixed costs of recruiting and onboarding. Our flexible and cost-efficient TPaaS model eliminates the elements that comprise the fixed costs of sourcing and onboarding – content design, development and maintenance, trainers, delivery and program management, training administration and reporting, venue and logistics, stipend, and training. We replace these costs with a fully variable, per-hire service fee so that your teams only pay for the ready-to-deploy talent they hire.

A DEPENDABLE ENGINE FOR FULL-SERVICE TALENT PIPELINE MANAGEMENT

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NIIT's TPaaS gives our clients a dependable engine for all their talent needs. From demand planning to creating a sourcing plan, we identify the best talent through recruitment drives and a rigorous screening and interview process with our clients. The identified talent is then offered a conditional Letter of Intent. Each cohort then goes through extensive training and assessment to ensure that they are ready to be productive from Day One. The last step is background verification before candidates are onboarded. Our model is flexible and scalable to meet variable talent demands.

TRANSFORMATIVE TALENT ACQUISITION WITH MEASURABLE RESULTS

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NIIT's TPaaS service improves the effectiveness and efficiency of our client's talent acquisition process. Cohorts that complete our new-hire training are significantly more proficient and truly job-ready from Day 1. Our goal is to reduce training significantly by up to 40% while increasing effectiveness. NIIT also guarantees a reduction in total cost, often by up to 20%. We don't just stop there. With advanced analytics, we consistently monitor on-the-job parameters like productivity and performance to ensure continuous improvement.

ENGAGE
Screen, Interview and Nurture

SOURCE
Source candidates from multiple channels

Our Solution Approach

CONVERT
Offer Acceptance, Joining and Background Check

ANALYTICS
Advanced analytics for OJT performance metrics & targeted continuous learning

TRAIN
Deployment of curriculum development and training delivery expertise to train shortlisted candidates for Day 1 readiness

NIIT's Technology – Driven Approach

Our five-step solution approach is backed by NIIT's award-winning technology platform. NIIT's digital capabilities provide superior experience, life-long engagement, and seamless automated workflows across the life cycle of a candidate.

NIIT's Digital Platform

Seamless automated workflows for the entire value chain from community engagement to placement and post placement.

Community Engagement

With a user-friendly interface, this module enables prospective students to review the available courses and learning services. The backend enables us to design and implement digital campaigns to attract students and partners.

Counselling and Aptitude Test

This module enables us to scale counseling services by providing remote counseling on demand through extended office hours.
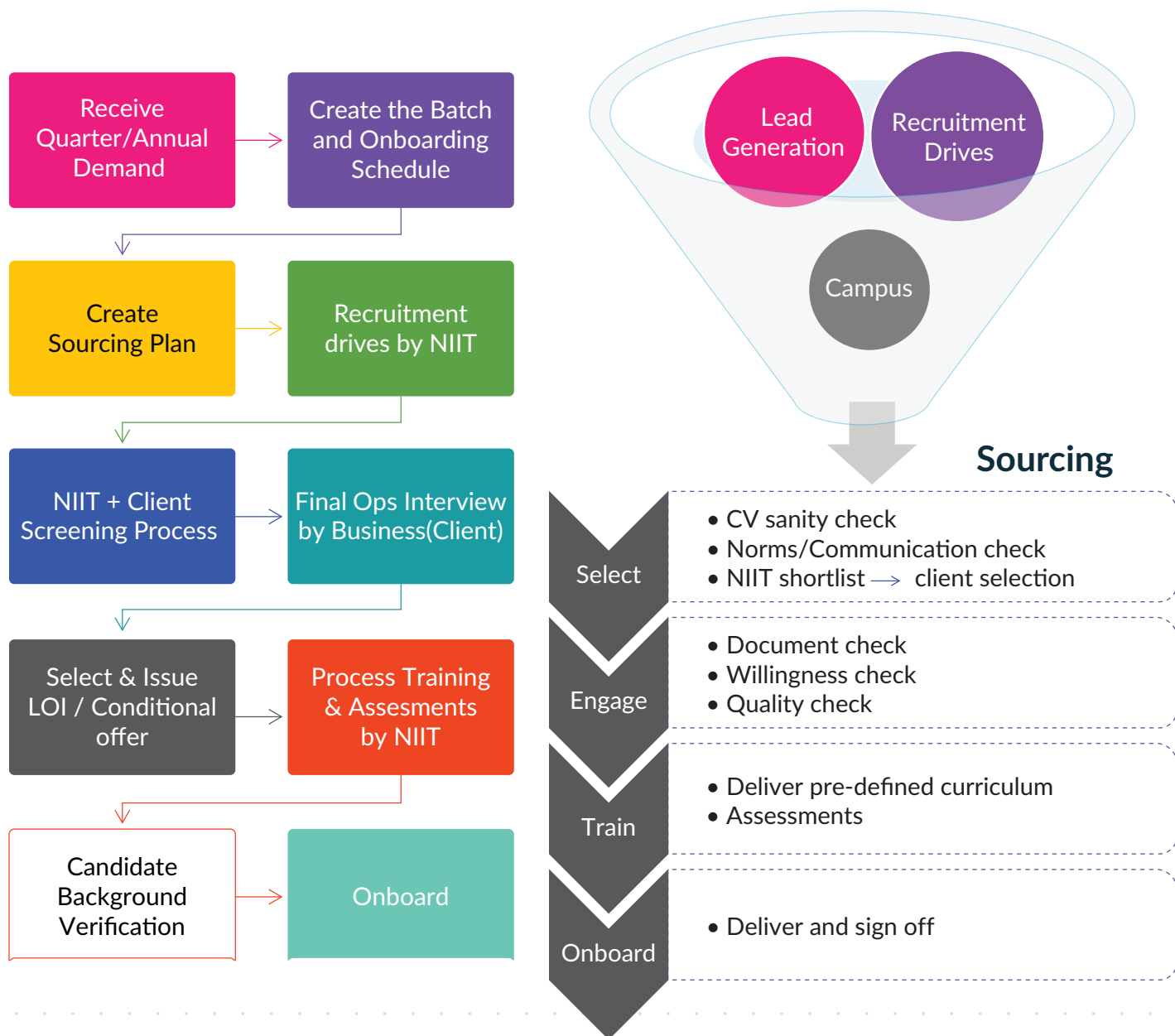
Screening and Registration

Including screening and registration, this module helps us create the student's profile for data-tracking, analysis and measurement of learner's

Program Delivery and Placement Preparation

A digital course delivery platform, that enables us to deliver blended learning (combination of self-paced digital, virtual instructor-led, classroom-based) and track learner progress.

Assessment and Certification

This module allows us to provide certification to students with the help of our proficiently designed online assessments. The certificates are useful for applying to various high-demand jobs.

Placement, Internships and Post-Placement Retention

The Placement Management system enables the provision of Internship and Job opportunities for the students. With the help of backend, assistance before and after placement is available to the

NIIT's TPaaS Model

Process Flow

- Receive Quarter/Annual Demand
- → Create the Batch and Onboarding Schedule
- → Create Sourcing Plan
- → Recruitment drives by NIIT
- → NIIT + Client Screening Process
- → Final Ops Interview by Business(Client)
- → Select & Issue LOI / Conditional offer
- → Process Training & Assesments by NIIT
- → Candidate Background Verification
- → Onboard

Sourcing

- Lead Generation
- Recruitment Drives
- Campus

Sourcing

Select
- CV sanity check
- Norms/Communication check
- NIIT shortlist → client selection

Engage
- Document check
- Willingness check
- Quality check

Train
- Deliver pre-defined curriculum
- Assessments

Onboard
- Deliver and sign off

Talent Pipelining Transformation Story

24% REDUCTION IN TIME TO COMPETENCE FOR A PIVOTAL JOB ROLE IN HIGH DEMAND

The world's largest healthcare data science and clinical research company had a goal of onboarding over 400 associates for a critical job role across a year. The existing onboarding program was lengthy, exhaustive, and insufficient in producing professionals who were productive from day one post-training completion. NIIT designed a 26-week-long onboarding program for the critical job role. The program trained learners in fundamental skills which were required to perform on-the-job tasks efficiently. The curriculum evaluated learners after every phase of training to track their progress and development areas. NIIT's immersive onboarding program for Clinical Research Associates not only helped our client reduce time to competence by 24% but also helped the company meet the high demand for talent during the COVID-19 vaccine trials.

EFFECTIVE ONBOARDING TO REDUCE FIRST–YEAR ATTRITION

One of the world's leading providers of Benefits Administration and cloud-based HR and financial solutions partnered with NIIT to reduce time to productivity, attrition, and the total cost of onboarding for their benefits administration portfolio. The portfolio requires several pivotal job roles in niche domains. The company followed a complex procedure of onboarding new hires for a duration of up to 15 weeks depending on job roles, before they could make these new hires productive at work. NIIT took on the responsibility of hiring, training, and assessing the critical job roles in Benefits Administration to provide job-ready talent to the customer as part of a unique program model. NIIT's flexible and cost-efficient model for building talent pipelines helped our customer reduce onboarding training time from 7 weeks to 3 weeks with a total cost reduction of 20% and a decrease of 20% in first-year attrition.

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For questions or comments, please write to businessimpact@niit.com.