Ot | The Learning Marketplace

Setting up fresher's
Java Bootcamp
for a leading
E-Commerce

Profile

The customer is India's most significant, rapidly growing, and evolving digital retail market firm, valued at $40 Billion and enjoys 50-62% of the market share in the e-commerce segment in India. Every year they onboard around 500+ fresh graduates into their organization. Out of the total onboarded, IT graduates alone constitute 200+ of the new hires. **The organization also provides technical internships to 100+ final year graduates.**

Context

Many of the fresh hires had the experience of being interns with the firm. These new hires needed to be upskilled in their live projects' essential software development competencies despite their rigorous internship.

The organization was looking forward to having a learning model in place that makes the best use of internship program time to groom the interns so that when they join, they require less time to be job-ready.

They also wanted the effort they put into having a well-laid internship program to help them attract the best talent for their organization.
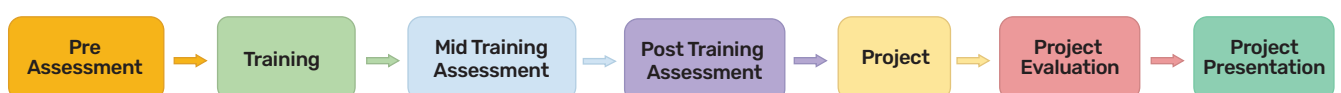
Challenge

○ The client's existing internship model focused more on their functional process and did not have much room for interns to engage in live-action.

○ Despite paying the stipend to the interns, the client invested a lot of time and effort in upskilling the new hires.

○ Another challenge was to attract and retain the best talent spotted during internship at the time of fresh hiring.

Solution

○ OT assessed the basic skill required for participants before joining the firm. A **pre-test was conducted to check the college interns' existing knowledge set**. These skills were competencies in Core Java, DROP WIZARD, UML, Unix, and GIT.

○ The results showed that **participants were only 48% compliant with their application knowledge** which is way below average proficiency required by Freshers before joining the organization.

○ We proposed a learning intervention that catered to the skill development of fresh hires with the intent to attract the best performers and **make them job-ready as Associate Software Engineers**.

○ It started by **sensitizing the participants on the skill gaps** and how the organization aimed to invest in a robust training plan to help these interns achieve proficiency in their skill application through this training program.

Intern and Fresher Learning Intervention Design

Pre Assessment → Training → Mid Training Assessment → Post Training Assessment → Project → Project Evaluation → Project Presentation

- The **training focused beyond the skill development** of the freshers who had average application knowledge on the skills meant for freshers.

- A **15-day crash course** was conducted where OT focused on intense hands-on training on each skill, such as **Core Java, DropWizard, MySql, Unix, UML, and GIT**.

- There were separate batches for Freshers and interns but primarily focused on the same core skills.

- **Mid-assessments** were conducted after completing half of the identified skill set to ensure learning progress and evaluate learning growth.

- Live performance scores, immediate improvement feedback, and group coaching were helpful to keep the intervention engaging.

- SMEs shared self-paced learning material and case studies with participants for them to learn and practice skills at their own pace.

- Post-training assessment, **participants were allotted capstone projects** to evaluate their on-the-job performance. OT also provided timely group coaching support to help participants perform well in their projects.

- The final round of Project Presentation focused not only on the overall training progress but also on elements like the effort in research, presentation skills, problem-solving skills, teamwork, and collaboration.

- The **freshers benefitted** from the program regarding their **project placement** and top-performing interns with **job placement**.

Impact

- The interns who stood at 45% and fresher at a 65% average skill understanding level had scaled their skill application knowledge by 96%—making it an average learning growth of 41%.

- The Project Evaluation report was a helpful parameter in assigning projects to fresh hires.

- This overall internship program encouraged interns to be job-ready and continue working with the same organization.

- The organization acknowledged that the program saved training effort on upskilling fresh hires after their internship.

- The bootcamp also promoted the organization's brand among IT graduates to be one of the most sought-after brands to be associated with.
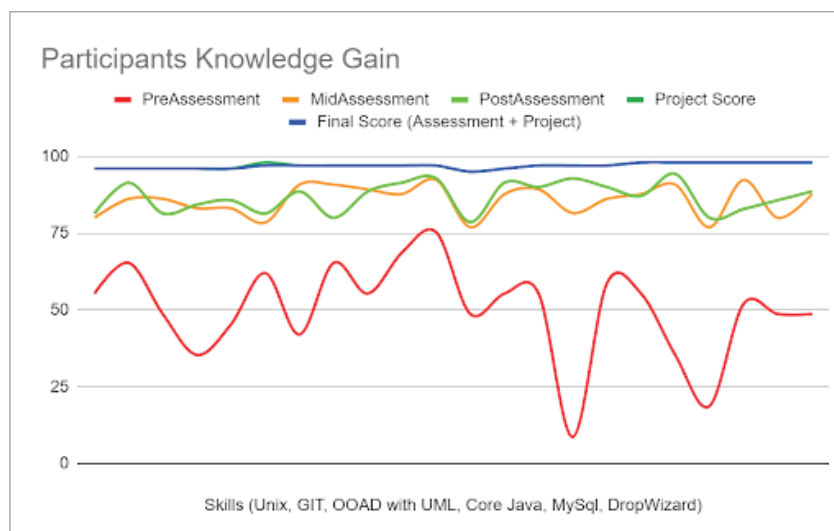
Data Points and Visualization

Sample Participant Assessment Report

Participant Name	"Scores on skill-set"	Pre Assessment (Out of 100%)	Mid Assessment (Out of 100%)	Post Assessment (Out of 100%)	Final Project score (Out of 100%)	"Final Score (Final Assessment Score + Project Score)	Trainer Project Evaluation Feedback (Out of 100%)
XX	UNIX	53	83	86	96	96	**Strength:** The participant did exceptionally well in UML Modeling and had a good grip on Java Coding, Git Practice & Design Pattern.
	GIT						
	OOAD with UML						
	Core Java						**Area of Improvement:** The participant will need more focus on mapping scenarios to Design patterns & Implementation of DropWizard..
	MySql						
	Drop Wizard						
	Total						

Project-Presentation Evaluation Report

Project Presentation Feedback		
Trainer Comments: Qualitative feedback for each group	**Qualitative Trainer Comments: Individual feedback** (including strength, area of improvement & reference reading material)	**Presentation Skill**
The project architecture and the tech stack were explained in detail. Overall it was a great project and presentation as well.	**1.Strength** Coding conventions-Good Design patterns- Good DB design- Very Good Git Mgmt (version control system & branching)-Good UML & modeling- Excellent Linux & Unix commands–Excellent Drop wizard (REST API) - Good **2.Area of improvements** Drop wizard, Design pattern **3. Further references / further reading** https://www.oodesign.com/ https://www.dropwizard.io/en/latest/	**Excellent**

Overall Knowledge Gain Report

Participants Knowledge Gain

— PreAssessment   — MidAssessment   — PostAssessment   — Project Score
— Final Score (Assessment + Project)

Skills (Unix, GIT, OOAD with UML, Core Java, MySql, DropWizard)

Testimonials

"*Session was very much helpful for any freshers coming out of college. The program enabled us to practice and revise concepts hands-on.*"

"*Learnt a lot about fundamentals of programming. The resources recommended by the instructor were beneficial.*"

"*Initial Topics were explained brilliantly, with insightful study material.*"

"*Good engaging sessions, good focus on fundamentals, and good reading material.*"