



The
Learning
Marketplace

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Background

The Company was founded in 2018 with the mission to simplify data processing for businesses. They have developed a data operating system to remove complexity and future-proof data ecosystem by unifying data management under one roof. They provide the fastest path from data to decisions.

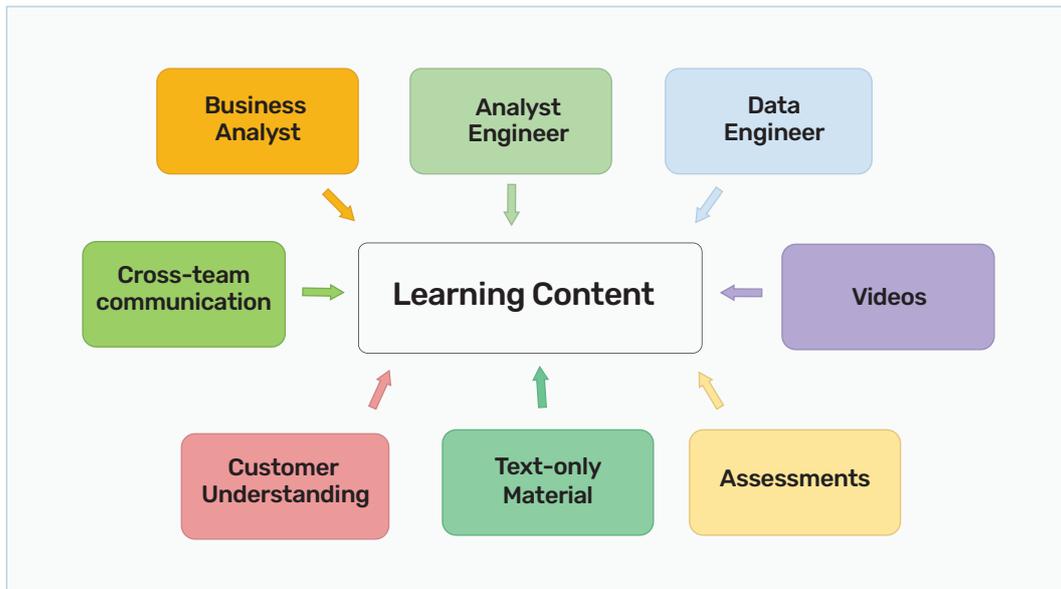
Industry - Software Development



Requirement

The company has created a unique group consisting of cross-team members - a "POD". A POD can have a Business analyst, an Analyst Engineer, and a Data Engineer. The goal of a POD is to serve the necessities of a particular customer. As each job role is different, they were facing difficulties in training the POD for a common goal.

The requirement also included preparing the text, images, videos, quizzes, and tests as part of the learning module.



Approach

- We analyzed the company, its products, and the job profiles of Data Engineers, Business analysts, and Analyst Engineers. We also collected data on the current learning landscape and any knowledge gaps.
- Our SMEs proposed a learning vision to create a standard, consistent, and continuous training framework. It would form a team of experts across their data operating system and technical know-how.
- The learning content would be job-specific. It would include training champions, training artifacts, a troubleshooting directory, and training enablers like blogs, WhatsApp groups, communities, etc.
- The content was divided into two categories. A high-level overview of the data operating system ecosystem and a deep-level understanding of the technical concepts.
- As topics around the data operating system ecosystem are mature and not expected to change in near future, we planned the learning mode as Interactive eLearning and Simulation-based learning. The assessment would be designed to focus more on scenario-based questions. Whereas, hands-on labs would be executed by learners in setting up the data operating system and implementing a few real-time scenarios.

- For an in-depth understanding of the total technical stack of the in-house data operating system, all the job roles would have separate learning content and assessments.
- The Data Engineers would undergo more functional case studies, and solutioning scenarios to acquire strategic solutioning capabilities for various clients' data scenarios. Analytical Engineers would undergo training involving direct low-level coding experience on the technical implementation of the use cases. Assessments would be directed towards the skills gained in the solutioning and implementation of the data operating system for various clients.
- The complete learning content consisting of both text and rich multimedia was created by Instructional Designers and reviewed by SMEs.
- The phase-wise content was deployed and tested in OT-managed LXP before being delivered to the company.
- OT Marketplace manages the constant update and up-gradation of the learning materials.

