

**BANK COLLABORATES**  
**WITH XEBIA**  
**ACADEMY**  
**TO**  
**UPSKILL**  
**FRESH IT GRADUATES**

DIGITAL NINJA 2.0

## SUMMARY

A reputed bank based in the Middle East wanted to hire fresh IT graduates and ensure that the new hires are backed with sound technical expertise to join their goal-driven IT department. They decided to collaborate with Xebia Academy to train these fresh graduates and upskill them with the required technical proficiency. Xebia Academy assessed the bank's requirements and shortlisted 20 capable graduates to upskill them and get them 'deployment ready'. The shortlisted candidates got trained on both theoretical and practical knowledge through various individual and team-based learning and development activities.

## CHALLENGE

The bank wanted to hire fresh IT graduates to fill entry level roles in its IT & Cybersecurity department. The idea was to hire young tech professionals who would aid their technology team by understanding regular operational issues faced by the bank and bringing hands on solutions with their technical expertise. However, the bank was sceptical about the industry readiness and core competencies of the fresh graduates.

This led the bank to look for a technology training partner who could assess and train IT graduates from local engineering colleges and universities. The bank decided to partner with Xebia Academy because of its technical pedigree, content repository, training capabilities and superior all round exposure in handling similar mandates on a turnkey basis.

## 'Digital Ninja 2.0 – Graduate Development Programme'

designed by Xebia Academy aims at getting fresh IT graduates 'project ready'.



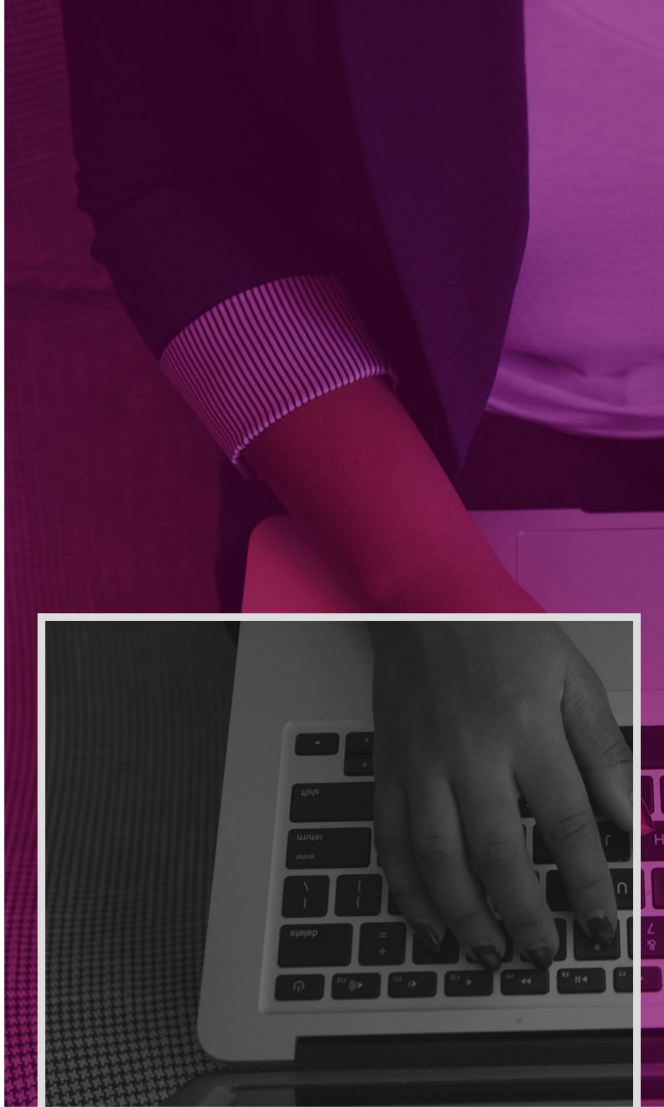
## SOLUTION

Xebia Academy under its 'Digital Ninja 2.0 – Graduate Development Programme' has upskilled more than 100,000 IT graduates globally, thereby, bridging the gap between industry and academia. Xebia Academy worked towards solving the bank's concerns and understood its existing processes to create the most appropriate solution.

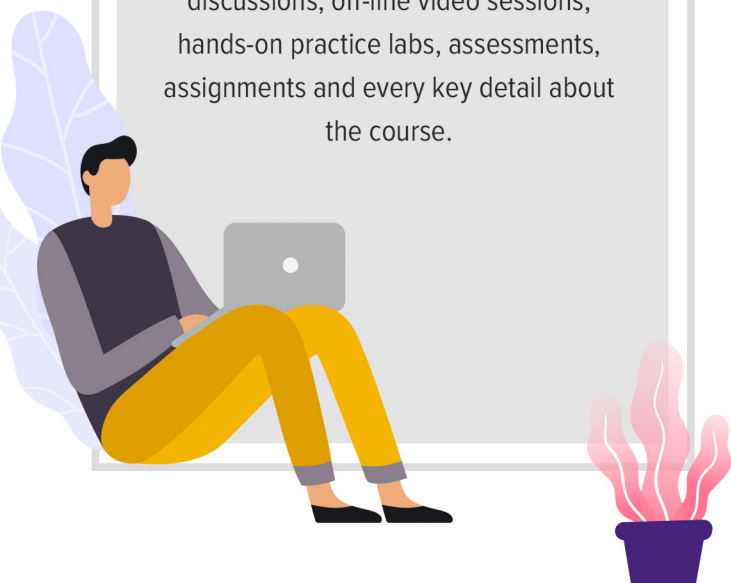
The training team at Xebia Academy shortlisted 20 IT graduates, out of more than two thousand applicants, for the program. As part of its unique training development process, Xebia initiated the process by conducting a need-based assessment.

After the assessment, it established clear learning and development objectives, engineered a bespoke training program, and then experienced consultants cum trainers delivered the program and assessed the trainees on a timely basis through online and offline tools.





The entire training program was facilitated through Xebia's Learning Management System - DigiLearn, which allows the stakeholders of the program to track the status of each learner. In this login-based application, the participants of the training program could access the course materials developed by top industry professionals. DigiLearn also facilitated Live mentoring programs, community discussions, off-line video sessions, hands-on practice labs, assessments, assignments and every key detail about the course.



The training process also involved various Industry projects and problem statements that tested the hands-on technical expertise of the trainees. The program had various learning tools and assessment methodologies for best outcomes -

- **Online assessment platform:** An advanced coding assessment tool that tests the technical and programming skills of trainees via pre-defined projects and related questions.
- **Group Activity/Practical Classroom evaluation:** An extensive instructor led program that focussed on a team-based approach and helped assess an individual's contribution towards a group activity.
- **Trainer Evaluation:** A continuous tracking model was followed on a weekly basis to assess a trainee in terms of, reasoning, logical skills, programming/coding skills, communication and learning capability.
- **Capstone Project:** A hands on project that assessed trainees in terms of, conceptual understanding, application of knowledge in an ongoing project, problem identification and solution, effective communication and teamwork.
- **Certifications:** The curriculum for the training was so developed that the trainees also acquired certifications relevant in the current context.
- **Specialisation:** The candidates were divided into four different streams of specialisations e.g. Developer, Cybersecurity, IT Infrastructure and Business Analyst to cover the various functional requirements in the bank's IT department. Students were trained on the respective track. The curriculum was designed as per the latest IT trends & aligned to the globally recognised certifications. Students were able to appear for tests after attending the training program.
- **Hackathon -** Xebia conducted a two-day hackathon to assess the students' readiness where real-life problem statements of the bank were given to the students. IT manager from the bank was also part of the technical panel to assess student readiness for the program.
- **Reporting and Analytics** Report and analytics were shared with the bank at regular intervals to update students' performance. The dashboard included information on module wise progress, course completion, assessment scores, top 3 students etc. This data helped the bank to make informed decisions and coach students early in the development areas.

# BENEFITS

The 'Digital Ninja 2.0 – Graduate Development Programme' was designed to educate tech graduates and enthusiasts with the latest technical skills such as agile methodologies, software craftsmanship, full stack development, design thinking, product engineering, DevOps, Cyber Security, cloud and banking domain; enhanced the technical knowledge and IT skills of the newly hired workforce.

The fresh graduates were 'deployment ready' as they had received hands-on exposure on various live projects, Hackathon Challenge and Capstone projects. Xebia Academy collaborated with the bank's learning and development professionals to help the new hires conform to the culture and work policies practiced at the bank.

Through Xebia's Digi Learn(LMS), the project managers of the bank could track the progress of each candidate and could make timely intervention suiting their requirements. Xebia's team maintained clear communication with the bank through its onsite and offshore program managers to supervise the entire training operations ensuring an effective and timely talent delivery.



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