BUILD

BUY

TALENT
SHORTAGE
SOLUTIONS

BRIDGE

BORR

Success Story

Hire-Train-Deploy

Business Issue

As one of the world's leading sources of IT professionals, India is under significant pressure to keep up with growing demand—but all too often the available talent lacks the technical training and soft skills employers desperately need, causing countless IT jobs in India to go unfilled. Facing this very problem, a large IT firm turned to ManpowerGroup to create a pool of qualified talent to fill in-demand roles.

Solution

Experis, part of ManpowerGroup, developed Hire-Train-Deploy (HTD), an intensive 40-day boot camp to give ambitious but "not quite qualified" job seekers the skills to succeed. The program provides hands-on training for the most sought-after skills—including Java, Oracle, CICS, C++, Informatica and Blue Prism, to name a few.

Through ManpowerGroup's HTD program, ManpowerGroup is addressing the talent shortage in India by helping people from all walks of life gain technical skills that employers need while positioning themselves for success and employability in the digital age.

Results

The HTD program provided the IT firm with new pools of qualified talent to help overcome its dire talent shortage. By 2017, more than 1,500 participants from all over India were enrolled and more than 97 percent of the program's graduates were placed.

Remarkably, in a country where only 27 percent of women participate in the formal labor force, nearly half of the program's trainees are female. Helping young professionals move into some of India's highest-paying, growth-oriented jobs is a triumph in itself, but such steps toward gender parity and wage equality to set a new standard for employers and individuals alike.

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