

# WINNING TALENT WAR

with Hire-Train-Deploy Model

## About the Client

An IT Product & Services company, based out of Bangalore was looking to win the Talent War for IT Profiles. They enable digital transformation for enterprises and technology providers by delivering seamless customer experiences, business efficiency and actionable insights.



### BACKGROUND

- Total Associate Base: 120+
- Profile: Service Desk engineers
- Location: Bangalore
- Trained Associates



### ISSUES

- Attracting the RIGHT candidate with the RIGHT background and RIGHT skill set
- Need to Invest time and resource for Skills development.
- High cost in Sourcing and Training the candidates
- Retention of the candidates after training
- Advance on-the-job training to build pipeline of future workforce



### SOLUTION

- Robust credentials & Track Record of Success
- Cost effective & Value add business model
- Assessment before hiring
- Save time on training candidates and deploy for projects
- Specialist IT recruiters engaged to hire right candidates with right attitude and background
- Retention options by engaging associates in skill development for future and degree programs
- Ensured continuous learning and engagement to build a competitive and skilled workforce

## Outcome

**Good ROI on hiring; retention has increased, cost benefit gained.**

**0% attrition from trained associates in a year**

**100% absorbed by client for a ready talent pool**