cloudthat **vm**ware® Microsoft Azure aws

BEST PRACTICES

To Skill Your Workforce in **Azure, AWS & VMware** to Transform Them into Billable Resources within 60 Days

Cloud computing is driving the second most demand for skilled professionals. According to a NASSCOM report, **the demand for Cloud IT talent in India is expected to reach as high as 20 Lakh by 2025**. Moreover, while India churns out 15 Lakh engineering graduates each year, only 16% have a job upon graduation. The widening skill gap and decreasing availability of certified professionals are becoming a grave concern for **86%** of companies today.

As more and more enterprises leverage leading cloud and virtualization services provided by AWS, Azure, and VMware, the demand for certified professionals in the respective platforms has reached a rocket high. While finding tech talent is not the concern, successfully onboarding them and retaining technology staff remains a challenge for HR managers. Lack of career growth and upskilling opportunities often become red flags for new and existing employees, leading to unplanned midway dropouts.

Hence, the question remains - what can enterprises do to successfully onboard and retain employees and, at the same time, invest towards bridging the skill gap to address the increasing demand for **skilled and certified cloud professionals.**

The answer lies in having employees upskilled on emerging technologies as per the business requirements and technology needs. However, upskilling can go wrong if enterprises fall prey to promises of unreliable training providers. While deciding on where to get employees upskilled, enterprises must trust authored training partners who follow these best practices to help build a **project-ready workforce** through employee upskilling programs:

Pre-training Skill Assessment

Offer employee **skill assessment** prior to the training to understand their current level of knowledge and skill gaps. The initial skill assessment helps to recommend the right learning path and plan the **training program** accordingly.

Customized Curriculum

Your employee training partner should not follow a **one-size-fits-all approach.** In addition to the standard course outline, they should offer a customized course curriculum based on the **assessment outcome** and business objectives.

Weekly Assessment & Reporting

It is important that the provider you chose track the learner's performance through **weekly assessments hands-on, and MCQs** to keep track of your employee's progress throughout the training. They should provide **auto-generated assessment** reports to stakeholders to keep them informed about the progress of the learners.

Training Delivery

Training sessions should be delivered by industry-certified and experienced in-house trainers having in-depth knowledge and understanding of **Azure, AWS, and VMware services.** Besides, trainers should try to make their one-on-one interactions and training sessions interactive through exposure to real-world cases using **50%-60% hands-on labs, case studies, and more.**

Need-Based Sessions

They should have a **global leaderboard** in place to store performance metrics to promote healthy competition among learners and to keep them more focused and active throughout the training. In the **end, toppers** should be rewarded based on their position on the leaderboard while learners at the bottom should be given need-based sessions and integrated labs to support their learning.

Course Completion Goals

Make sure that the cloud training provider you choose to **upskill your employees** focuses on one certification at a time. This is important to keep learners focused throughout the training to achieve desirable results.

Upon completing the training course, participants should be **awarded a course completion certificate** to validate their knowledge and skills gained.

Program Management Through LMS

For an upskilling program to succeed on **Azure, AWS, VMware, or any cloud specialization,** It is essential to have a proper structure and management system in place.

There are several corporate training providers in the market, however, only a few have a proper LMS system in place to manage the entire training program efficiently. With the help of **LMS,** the course content can be kept centralized so that all the participants conveniently **access content, questions, instructions, and all other study resources** from a single source. Also, it helps to create engaging content that will keep attendees more focused and help them learn more.

Hence, make sure that the training partner you choose has an integrated **LMS** to deliver an organized and seamless training experience.

Post Training Support

Most clients worry about the extent of **post-training support their employees** will get once the training is done. As a matter of fact, people tend to have more questions after the training is over than they have during the sessions.

Hence to address the post-training needs, it is important to have dedicated office hours and email support to help participants get acclimatized with the **tools & technologies.** If required, they also be able to **conduct a hackathon to help learners solve business problems** with the help of tools learned in training.

How has CloudThat been instrumental in helping businesses build a cloud-savvy workforce?

Since our inception in 2012, we have skilled more than 4 Lakh professionals, including freshers and highly experienced corporates, in Microsoft Azure, AWS, and VMware certifications.

In these ten years as one of the leading cloud training and consulting services providers in India and across the globe, we have noticed that it is challenging to capture the attention of the modern-day workforce and keep them engaged through traditional teaching practices. Most companies struggled to encourage their employees to engage in upskilling programs despite making every effort possible.

Therefore, CloudThat had to transform our standard training into highly customized and engaging Employment-Based-Skills training programs to help enterprises build an engaging workplace learning culture that could encourage more employees to upskill and fill in the skill gap.
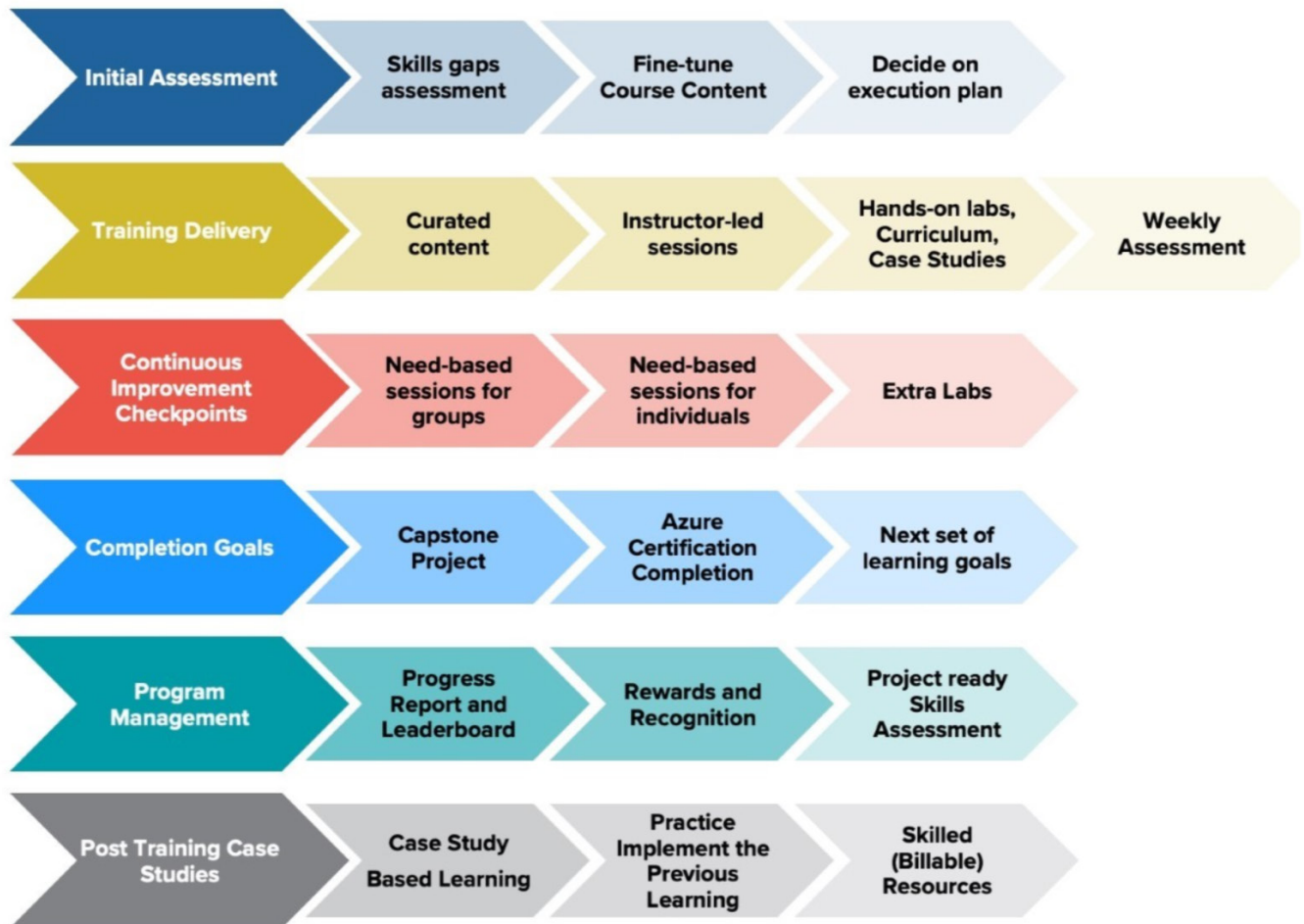

Capability Development Framework

To support us in this journey of employee upskilling, we have developed a platform called "Capability Development Framework" that can transform your employees into highly efficient and project-ready billable resources within 1- 60 days. From freshers to executive levels, our Capability Development Framework caters to the diverse upskilling needs of professionals based on job roles, profiles, and responsibilities.

We have combined technical training, hands-on assessments, hackathons, a global leaderboard, and case studies to enhance the cloud skills of the enterprise workforce and support an organization's transition to the cloud. This platform plugs with our "Exam-Ready" platform, which can automatically assess participants' hands-on skills in real-time without human intervention. We offer all levels of Microsoft Azure, AWS, and VMware certification training fitted into a well-structured and goal-oriented learning framework customized in accordance with unique business objectives and goals.

How Our Capability Development Framework Works

Here are the steps we follow as part of our framework to deliver a targeted and goal-oriented employee training program for enterprises:

Initial Assessment	Skills gaps assessment	Fine-tune Course Content	Decide on execution plan	
Training Delivery	Curated content	Instructor-led sessions	Hands-on labs, Curriculum, Case Studies	Weekly Assessment
Continuous Improvement Checkpoints	Need-based sessions for groups	Need-based sessions for individuals	Extra Labs	
Completion Goals	Capstone Project	Azure Certification Completion	Next set of learning goals	
Program Management	Progress Report and Leaderboard	Rewards and Recognition	Project ready Skills Assessment	
Post Training Case Studies	Case Study Based Learning	Practice Implement the Previous Learning	Skilled (Billable) Resources	

Training Outcome Achieved through Our Framework

With our exclusive Capability Development Framework and LMS in place, we have trained over **10,000** individuals from companies like **KPMG, Deloitte, Tech Mahindra, Accenture, and HCL,** to name a few.

- Over **90%** of candidates who got upskilled using the framework got certified in the first attempt.

- Over **85%** got deployed in a billable project within 60 days of course completion.

The successful performance and outcome delivered by our Capability Development Framework contributed towards making CloudThat win the **Microsoft Asia Superstar Campaign for India-2021.**

Feedback Received

We have received positive feedback from our corporate clients who got their employees upskilled using the framework. As Praveen Panikkasssery, Associate Director, AI & Data, SMU MBA Network leader of Deloitte India, quoted saying:

"CloudThat is Deloitte India Consulting training partner to deliver our unique upskilling program we designed for our advanced analytics practitioners. Their approach to deliver experiential programs which involve near real time case studies in various industries with huge data sets coupled with expert SMEs supported to the practitioners is a huge success. Practitioners approached training program in an agile manner, which includes requirement gathering, brainstorming on solutioning, prepare presentations, present to the SMEs leading the learning program and deliberating the approach to arrive on solution gives them overall understanding not just technical knowledge. CloudThat successfully managed training delivery by conducting daily quizzes, provides qualitative and quantitative feedback on presentation and publishing daily leader boards gives us confidence about the progress of learning."

Final Thought

Unlike other training providers, we do not just focus on upskilling to meet the immediate skill requirements of corporates. Instead, we aim to build strong capabilities in the cloud that will sustain in the long run and help enterprises in being future-ready.

If you are looking to build capability of resources which are project ready & billable through upskilling, we at CloudThat can help. Do get in touch with us to experience our Capability Development Framework

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