

Blended Learning Case Study

Early Intervention Programme (EIP) for Campus Hires

*"We are very pleased with the services delivered by **Ecole Solutions** who provided us with excellent support and implementation of the solution which helped achieve remote delivery of learning consistently and on time. The various components of the solution like Learning Management System (LMS), Online Programming Lab environment for learning programming languages and databases, Mentoring and Help Desk services, delivery of lectures using Virtual Classroom and the measurement of learning through a secure and comprehensive Assessment process ensured that our blended learning training delivery program achieved the learning objectives as envisaged."*

~ Sriram Sankarnarayanan, VP & Head, HexaVarsity, Hexaware Technologies



The Customer



Hexaware Technologies is India's 18th largest IT Consulting company and ranked amongst top 20 best places to work in India, 5 times in a row.

Hexaware has delivery centres across seven cities around the globe and more than 9,000 employees at internal and customer locations. With over 219 clients and 35 offices worldwide, the company's core activity spans development, integration, implementation and testing services across all major enterprise software systems such as PeopleSoft, Oracle, SAP and Microsoft. Hexaware provides software services in airlines, banking and financial services, health care and insurance sectors.



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Background

Hexaware Technologies required to conduct induction training to final year Bachelor of Technology (BTech) and Master of Computer Applications (MCA) campus-recruited students. The objective was to get these 'freshmen' job-ready before they joined the company, without disturbing their academic calendar.

Challenge

The training had to be delivered to nearly 700 students across 60+ colleges and geographies in a flexible manner so as to not interrupt their academic calendar. The students had to be mentored during the program and assessed at the end of it. The training needed to ensure that 80% of the students cleared a certain threshold to demonstrate ROI.

Solution

Ecole implemented a blended learning delivery system which enabled remote delivery of the induction program to students across campuses. The system offered students flexible access to e-learning and virtual classroom sessions and enabled Hexaware to monitor the learning, provide mentoring, assess and certify the students to ensure learning outcome.