

Recruite, Train & Deploy

Business Use Case:

Enhancing talent pipeline in
Consumer Banking division

How the consumer banking division of a \$1+ trillion financial institution is building their talent pipeline quickly and efficiently with Cloud Institute's Recruit, Train, Deploy solution.

Challenge Overview:

Navigating the Triad of Challenges:

- **Managing a complex tech stack**

The consumer banking division of the financial institution operates within a complex technological ecosystem, which demands adept management to ensure seamless operations and innovation.

- **Delivering on diverse skills**

The division requires a diverse skill set to meet the evolving needs of the market and the ever-changing landscape of financial services. Delivering on these varied skill requirements poses a significant challenge.

- **Building a reliable pipeline**

Ensuring a steady influx of qualified talent is crucial for maintaining operational efficiency and driving future growth. Building a reliable talent pipeline to meet current and future demands is a pressing concern.



Solution Offered by Cloud Institute

The organization sought a strategic partner capable of addressing these challenges comprehensively. Cloud Institute emerged as the solution provider, offering a tailored approach to talent enablement through its Recruit, Train, Deploy solution.

- **Recruit**

Cloud Institute collaborates with the financial institution to identify and recruit top talent from diverse backgrounds. Leveraging its extensive network and expertise, Cloud Institute utilizes our Skills-based assessments to ensure the acquisition of skilled professionals adept at navigating the intricacies of the

- **Train**

Recognizing the importance of upskilling and reskilling in today's dynamic landscape, Cloud Institute designs customized training programs tailored to the specific needs of the consumer banking division along with our assessment feedback. These programs encompass a wide range of competencies, including but not limited to cloud computing, data analytics, cybersecurity, and regulatory compliance. Once training has taken place Challenge Labs are assigned to individuals to ensure the right skills are present in your staff.

- **Deploy**

Upon completion of the training programs and challenge labs, Cloud Institute facilitates the seamless integration of talent into the consumer banking division. Leveraging its industry insights and experience, Cloud Institute ensures a smooth transition, allowing newly trained professionals to hit the ground running and contribute effectively from day one.

Got more Questions? We're Here to Help!

Get in touch with us to take a free assessment.

The free cloud skills assessment from Cloud Institute will validate those skills and help you identify where you or your team should focus your efforts for ongoing training. Test your knowledge in AWS, Azure, GCP, security, networking, DevOps, and more.

[Free Skill Assessment](#)

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Reskill & Redeploy

Business Use Case:

Accelerating growth of IT Workforce
in consumer goods company

As technology automates tasks, your
workforce needs to be reassessed, reskilled,
and reassigned.

Challenge Overview:

Navigating through the challenges

- **Expedited Workforce Growth:**

The consumer goods company aims to double its IT workforce within three years to support the rapid expansion of its e-commerce operations. This growth requires a strategic approach to talent acquisition and development to meet evolving technological demands.

- **Leveraging Existing Talent:**

Recognizing the value of its existing employees who are already familiar with the company's technology stack, the challenge is to expedite workforce growth by reskilling and redeploying these individuals into more technical roles.

Solution Offered by Cloud Institute

The company identifies an opportunity to expedite workforce growth by reskilling and redeploying existing IT and customer support talent into more technical roles. A personalized approach to learning is adopted, supported by expert Cloud Coaches to ensure individuals stay on track.

Key Components of the Solution:

- **Assessing Current Skills:**

Each individual takes Cloud Institute assessments to identify potential skill gaps

- **Personalized Learning Paths:**

Each individual's learning path is personalized to their existing skill set, career goals, and the technical requirements of their target roles.

Hands-on practice is emphasized to reinforce learning and develop practical skills relevant to the company's technology stack.

- **Expert Cloud Coaches:**

Expert Cloud Coaches provide guidance and support to individuals throughout their learning journey, ensuring they stay motivated and on track to achieve their goals.

Coaches offer mentorship, troubleshooting assistance, and feedback to help individuals overcome challenges and maximize their learning potential.

- **Certification Opportunities:**

Individuals are given the opportunity to earn relevant certifications as they progress along their learning paths, validating their skills and enhancing their marketability.

Certifications serve as tangible milestones of achievement and provide individuals with recognition for their hard work and dedication.

Results Achieved:

- **High Retention and Productivity:**

The personalized approach to learning and development results in the highest retention rates and most productive workforce the company has seen.

Employees feel valued and empowered as they are given opportunities to grow and advance within the organization, leading to increased loyalty and engagement.

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Upskilling the workforce

Business Use Case:

Enhancing IT staffing firm's close ratios and retention rates through skills validation

Stay ahead of the competition, motivate your workforce, and reduce attrition by keeping your team skilled on the latest technologies and service offerings.



Challenge Overview:

Navigating the Triad of Challenges

- **Scaling Onboarding Rate:**

The global IT staffing firm aims to increase the onboarding rate of 5,000 technical candidates per month by 50% annually, necessitating a scalable solution to manage this growth effectively.

- **Expanding Assessments:**

With plans to expand assessments from eight technical roles to over 20, the firm faces the challenge of ensuring accurate skills validation across a diverse range of technologies.

- **Market Differentiation:**

To differentiate itself in the market and move beyond traditional certifications, the firm seeks a solution that can accurately assess candidate abilities on specific technologies while providing seamless candidate experience.



Solution Offered by Cloud Institute

Cloud Institute collaborates closely with the IT staffing firm's team to understand their business and user needs, developing a custom solution that aligns with their budget and growth goals.

Skills Validation through Challenge Labs

- Cloud Institute curates a library of hands-on Challenge Labs tailored to each technical role assessed by the firm.
- These Challenge Labs provide a practical assessment of candidate skills, allowing the firm to gauge candidates' proficiency accurately.
- Labs are scored, providing insights into candidates' strengths and areas for improvement, enhancing the

Scalability and Flexibility

- The solution is designed to be flexible and scalable, accommodating the firm's expanding onboarding volume and increasing number of assessed roles.
- New labs are continually added to keep pace with the firm's growth, ensuring that assessments remain current and relevant to evolving technologies.

Integration and Seamless

- APIs and Single Sign-On (SSO) integration enable seamless access to lab metrics within the firm's platform, enhancing operational efficiency and providing a cohesive user experience.
- Candidates benefit from a streamlined assessment process, leading to higher completion rates and a positive candidate experience.



Results Achieved:

- **Revenue Growth and Client Acquisition:**

The firm experiences increased revenue and client acquisitions, driven by improved close ratios resulting from more accurate skills validation.

Clients are more likely to retain new hires due to better skills matching, leading to enhanced client satisfaction and loyalty.

- **Time and Cost Savings:**

Clients save time and resources as candidates are better qualified, resulting in higher retention rates and reduced need for replacement hires.

The firm achieves operational efficiencies through a more streamlined assessment process, minimizing administrative overhead.

- **Improved Candidate Experience:**

Candidates appreciate the relevance and accuracy of the assessment process, leading to higher completion rates and increased satisfaction.

The firm becomes a preferred staffing partner for candidates, driven by the positive experience offered during the assessment phase.

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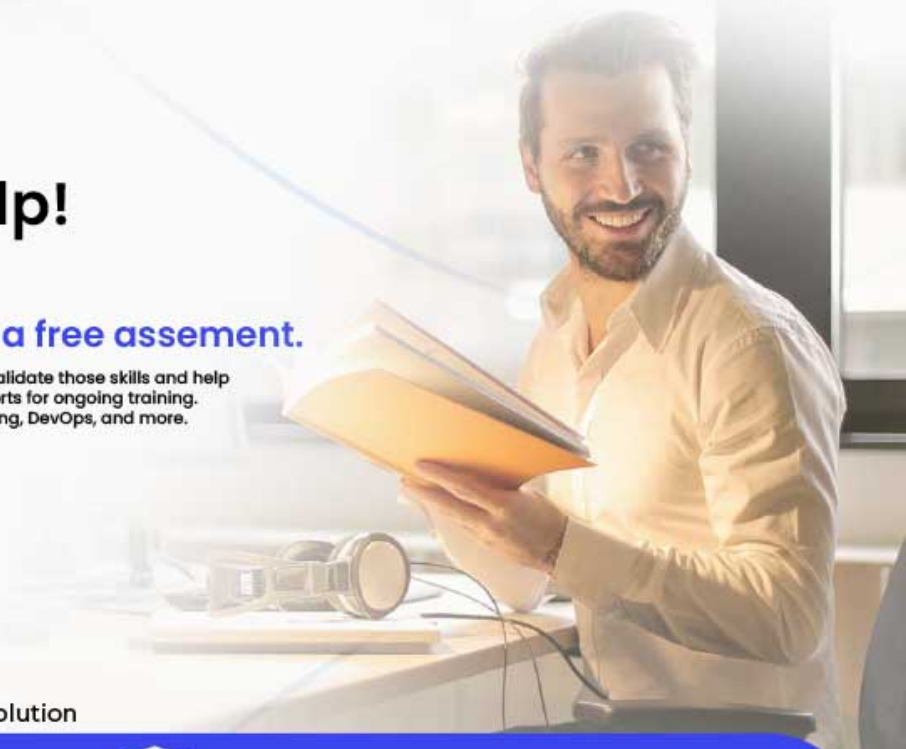
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Project Readiness

Business Use Case:

Transitioning to a Cloud-Native
IT Organization in Real Estate industry

A large real estate company has a goal of being cloud-native within 4 years. This requires teams to become fluent in the latest cloud technologies, from entry level engineers to leadership. They identified a need for a comprehensive plan to upskill their IT organization to achieve project readiness.

Challenge Overview:

Navigating through the challenges

- **Cloud-First Transition:**

A large real estate company aims to become cloud-native within 4 years, necessitating a significant transformation in its IT organization's approach to technology adoption and infrastructure management.

Solution Offered by Cloud Institute

To address this challenge, the company implements a comprehensive plan to upskill its IT organization and achieve project readiness for the transition to a cloud-first approach. This plan includes personalized learning paths, hands-on practice, and certification opportunities facilitated by expert Cloud Coaches.

Key Components of the Solution:

- **Identification of Skill Gaps:**

Each member undergoes online assessments to validate their current skills

- **Personalized Learning Paths:**

Each member of the IT organization is then provided with a personalized learning path tailored to their current skill level, role requirements, and the company's cloud adoption goals.

Learning paths encompass a range of cloud technologies and best practices, ensuring that individuals develop the necessary competencies to support the organization's transition effectively.

- **Hands-On Practice:**

Hands-on practice is emphasized utilizing our Challenge Labs as a core component of the learning experience, allowing individuals to gain practical experience with cloud technologies in real-world scenarios.

Practical exercises and simulations provide opportunities for individuals to apply their knowledge and skills, reinforcing learning and enhancing proficiency.

- **Certification Opportunities:**

Individuals are given the opportunity to earn relevant certifications in cloud technologies, validating their expertise and enhancing their credibility within the organization and the industry.

Certifications serve as tangible milestones of achievement, motivating individuals to pursue continuous learning and development.

Results Achieved:

- **Higher Skilled and Productive IT Organization:**

The comprehensive upskilling initiative results in a higher skilled and more productive IT organization capable of supporting the company's transition to a cloud-native environment.

Employees are equipped with the necessary knowledge and skills to leverage cloud technologies effectively, driving innovation and efficiency throughout the organization.

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