



**Training and Recruitment Consultancy**

[www.careermate.in](http://www.careermate.in)



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## The Myth of Abundant Manpower

Sudden spurt in outsourcing across the industry has witnessed major changes in the ways of working of Indian industry. Most of the major global players in the world have set up subsidiaries or partnership in India. The major attraction behind this is "abundance of cheap technical manpower". This may have been the case before the start of the growth phase, but now in fact there is an **acute shortage** of qualified and trained manpower.

The problem lies in quality and not quantity of manpower. Virtually every industry from IT, Retail, Finance, telecommunication, manufacturing and biotechnology is struggling to find skilled workers and managers as they expand. Based on the report of MHRD, as on Feb 2020 this sector boasts of 50 Central Universities, 409 State Universities, 349 State Private universities, 127 Deemed to be Universities, 141 Institutions of National Importance (established under Acts of Parliament) under MHRD (IITs - 16, NITs - 30 and IISERs - 8). The number of colleges has also reached to 37,204, as on 31st March, 2017.

### Industry in 2020 and Beyond

Recent NASSCOM surveys showcased that over 80% of IT graduates are not ready for jobs. India's \$177 billion IT industry in 2019 is spending almost \$2 billion a year training them to be fit for jobs. This calls for increasing role of academia to participate in the success of the industry. Out of 450m employable people in India, only 10% are employed in organized sector and only 2% are placed by recruitment agencies.

Industry in India is under acute pressure due to the following reasons:

- Lack of trained manpower
- Rising resource cost and attrition
- Decreasing billing rates/revenue due to recession and competition

### Revisiting the Skills

Apart from necessary technical and domain expertise, the following skills are deemed essential for successful project execution:

1. Effective communication skills
2. Problem-solving/ Team work
3. On the spot decision making
4. Cross cultural understanding
5. Broader vision of industry

## Is there a Solution? Pressing the Success Key



Indian industry has started following the Lean Management Principles to minimize the cost. In this scenario there is a sudden increase in demand of multi skilled resources across the levels as they are a cost effective solution for the human resource part of the challenge being faced by the industry. The obvious solution for these problems is the **RIGHT SKILLED RESOURCES** that can be either trained in house or hired.

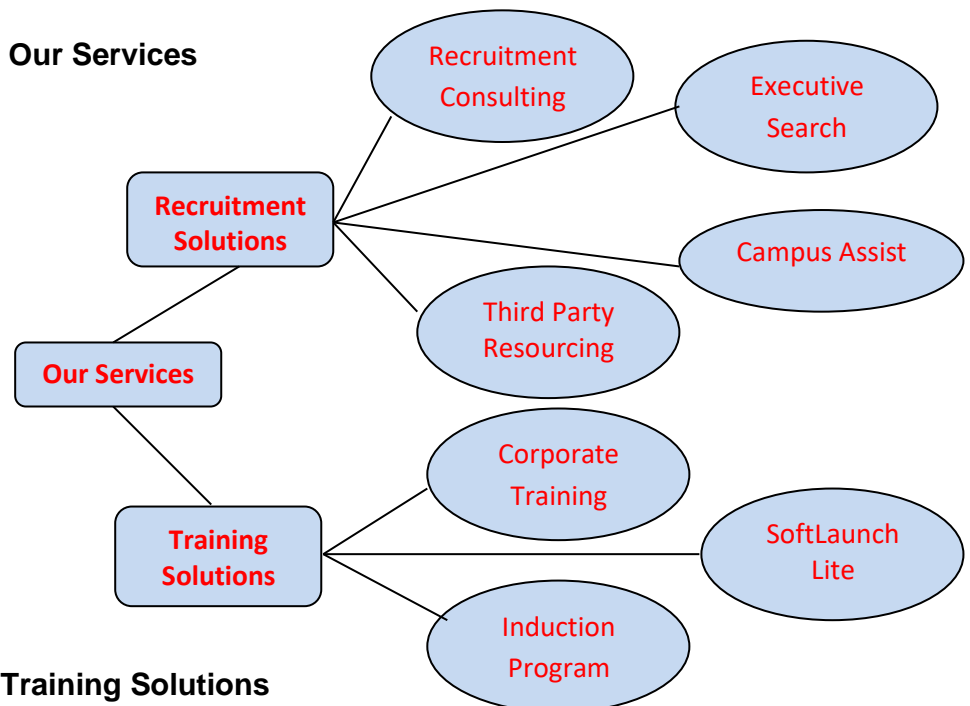
## What is CareerMate:

CareerMate is training and recruitment initiative of the parent organization VibrantWorx TechServe Pvt Ltd set up by the graduates from top technical institutions like IITs, BITs and IIMs having close to 15 years of average experience in top IT organizations.

We thoroughly understand the needs of IT industry and we are also well aware of the vital problems of attaining and retaining quality manpower which really makes a difference in the business.

With this vision and experience, we have launched a technology enabled platform for recruitment and training with commitment to quality and unique features. This has not been provided so far by established technical and non technical training consultants in India.

### Our Services



### Training Solutions

#### SoftLaunch Lite

1. Technical Training
2. IT Training
3. Supply Chain Mgmt
4. Project Management
5. Summer Training
6. Live Projects
7. Faculty Training
8. Soft Skills Training
9. Personality Development
10. Psychometrics
11. Behavioral Training

#### Induction Programs

- Customized Training for Freshers in:
1. Java/ J2EE
  2. C#/ .NET
  3. Sharepoint Portal
  4. Oracle/SQL Server
  5. LAMP Technologies
  6. WEB 2.0
  7. ROR
  8. Test Automation
  9. Quality

#### Corporate Training

1. Project Management
2. Supply Chain Mgmt
3. Quality Mgmt
4. Six Sigma
5. Lean
6. CMMi
7. ISO 9000:2001
8. ISMS
9. Automation Testing
10. Soft Skills Training
11. Psychometrics
12. Behavioral Training

## SoftLaunch Lite (Employability Program for Colleges)

SoftLaunch Lite is a Training Program designed to meet the training needs of college students in their busy curriculum. Following are the highlights of SoftLaunch Lite:

- Comprehensive training in technical, business and behavioral skills by top industry leaders
- Management and faculty from top technical Institutes
- Extremely Cost Effective and hassle free Solution for colleges/ Corporate
- Syllabus Co-Designed by Recruiters with comprehensive assessment oriented approach

### Benefits of SoftLaunch Lite for Corporate:

- Highly trained low cost manpower leading to more operating profits.
- Direct saving of time and training/ deployment cost
- Substantial reduction in lead time (from 6 to 1 month) for productive resource deployment.
- Early exposure to technology and live projects helps organizations to identify right set of candidates during interview process.
- Lower learning curve makes project management more predictive.
- Strong talent delivery process using Talent Discovery Portal using advance content based search on request.

### Benefits of SoftLaunch Lite for Universities/ Students:

- Better success ratio for students
- Assistance in placement
- Industry exposure for students
- Enhancement in teaching capabilities of colleges
- Establishment of bridge between academia and industry
- Technology enabled platform for comprehensive assessment
- Financial assistance for technical certification of students
- Summer Internship and industrial visits

## Recruitment Solution

CareerMate provides comprehensive solutions in manpower recruitment to its esteemed customers through its dedicated team and technology enabled platform. We have a large database of candidates in IT, retail, power sector, aviation, pharmaceutical, banking / insurance, real estate, manufacturing and other prominent verticals gathered through references and head hunting. Our entire recruitment process is automated. We help our customers in fresher as well as lateral hiring across the levels.

**Executive Search:** We specialize in staffing solutions for entry level/ mid level and senior level hiring across the technology and domains.

**CampusAssist:** CareerMate has developed an innovative platform to connect corporate to engineering and management colleges across India using 'Talent Discovery Portal', enabling fast and cost effective placements during campus drives. This is a unique initiative provides lot of free tutorials/ mock tests for students and enhance their skill set. Lot of corporate customers have benefitted from this ultra fast hiring methodology.

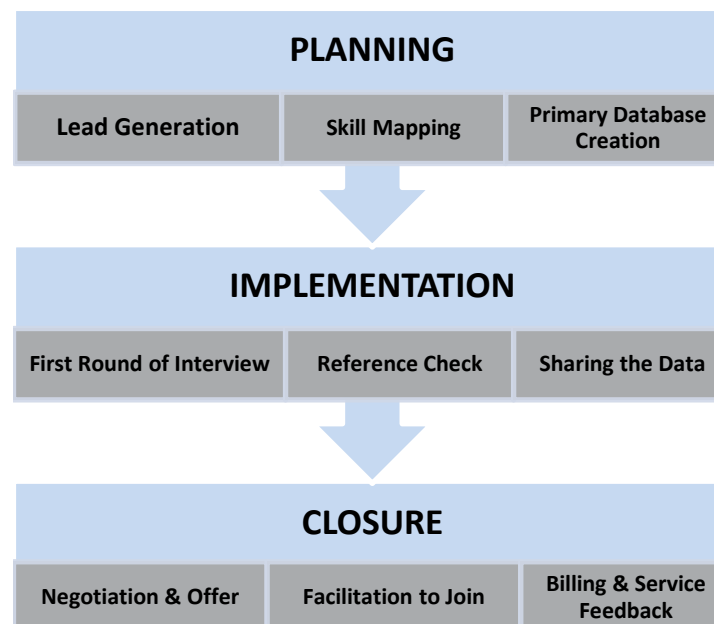
**TP Resourcing:** We help our customers to mitigate risks in unstable/ changing project requirements by providing third party (or contractual) resources with/ without permanent transfer clause.

**Recruitment Consulting:** Through our knowledge and experience we provide recruitment consultancy to our customers to optimize staffing in order to provide best value for the money spent.

We also add value in the process by customized/ need based assessment (e.g. technical/ personality/ psychometric testing) as well as bridging the skill gap of the resources before their on boarding.

### Recruitment Process:

We lead by example by following proven processes and industrial best practices of the recruitment industry. Following is the outline of our recruitment process:



**Our Customers:** To know more about our customers, please visit partners block in <http://www.careermate.in>

## Talent Discovery Portal (Connecting Colleges to Campus)

To address the problem of bulk and efficient hiring for fresher candidates, CareerMate has taken major initiative for centralized placement during campus drives. The initiative called **Talent Discovery Portal** is the endeavour to provide an equal opportunity to the candidates irrespective of their location. It is also an attempt to reduce the time and cost of the recruiters. Since the information about every candidate as well as the institute can be fetched and also complete educational verification (endorsed by the colleges) of respective candidates is possible here itself.

CareerMate Talent Discovery Portal will fulfil the placement needs of college placement cell, career guidance needs of candidates and recruitment needs of employers with detailed candidate's data and efficient online testing platform. CareerMate also helps its corporate customers by conducting GD and first round of interview thus providing relevant candidates for subsequent process. Details of the talent portal can be fetched from [www.talent.careermate.in](http://www.talent.careermate.in)

### Benefits for Corporate:

- ❖ Improve hiring speed and efficiency
- ❖ On a single click, initiate a campus drive
- ❖ Make your own assessment instead of relying on vendor's standards
- ❖ Post any campus drive online with the desired eligibility criteria
- ❖ Feature of creating Adaptive tests
- ❖ Support for Psychometric test of candidates by certified experts
- ❖ Easy to use filters on location/ branch/ grades etc for effective recruitment
- ❖ Video Resumes for smart short listing of profiles
- ❖ Detailed profile of all the colleges & institutions
- ❖ Cost free hiring for campus drives

### Benefits for College:

- ❖ Conducting tests under a single authority of the college
- ❖ Automatic grading which saves assessment time and speeds up placement process
- ❖ Ability to assess candidate performance 24\*7
- ❖ Increase in placement percentage
- ❖ Reduced cost and time of placement initiatives
- ❖ Common platform to easily convey messages to the candidates
- ❖ Good for branding and promotion of the colleges
- ❖ Easy online record keeping of T&P department
- ❖ Loads of free tutorials and practice tests for students

### Benefits for Students:

- ❖ Quicker placements during graduation and even after graduation
- ❖ Large choice of job opportunities
- ❖ Easy way of identity management and web presence
- ❖ Training opportunities in different areas
- ❖ Video Resume enhances chances of recruitment manifold
- ❖ Enhance career planning knowledge and improve self-marketing skills
- ❖ Test series based on the pattern of screening and technical examination
- ❖ Anytime access to practice tests
- ❖ Plenty of free online tutorials, practice tests, job posting etc to enhance chance of success

## Customers Speak

"We are very happy to be associated with CareerMate as our training partner. They have given us wonderful trained freshers. They have a wonderful team delivering high quality training which makes them probably the best in the market in my opinion." **Ashish Srivastava, CEO, Dimensions Innovation Labs, Noida**

"There are probably a few training providers who can feel the pulse of IT industry. CareerMate has a potential of becoming a change agent to address the current problem of rising resource cost and attrition in IT industry. I thank them for providing extremely cost effective and high quality solution." **Mahendra Pratap, CTO, Shikshaplanet, Bangalore**

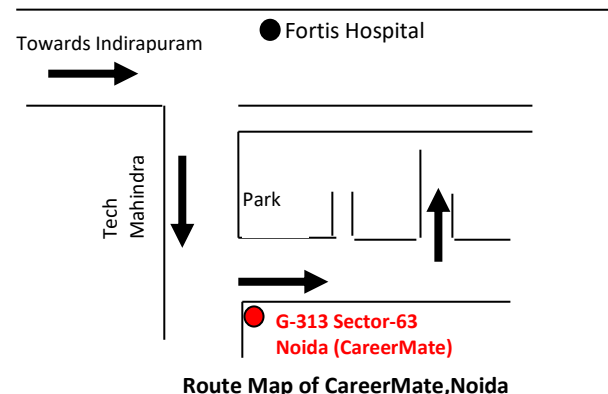
"CareerMate's highly experienced faculty comes from industry which makes them quite different from the other players in training space. They have good grasp on fundamentals. Training provided by CareerMate to our fresher batch has been very effective and we look forward for long term association with them." **Yogesh Agrawal, CEO, Daffodil Software Limited, Gurgaon**

"Your cooperation in providing Drupal resources is highly applauded" **Ms. K. Roy, HR, HCL Technologies**

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Route Map of CareerMate, Noida