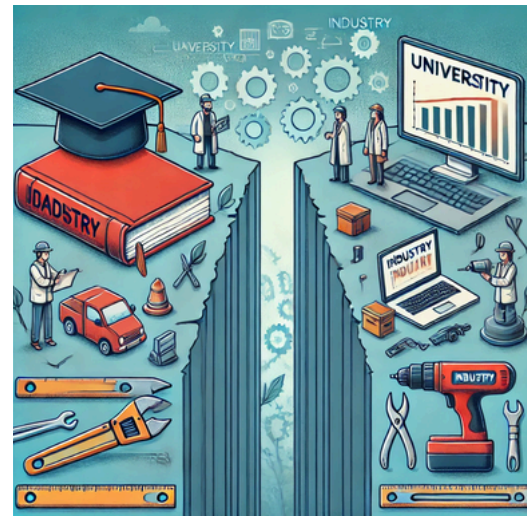


# Transforming Fresh Graduates into Industry-Ready Engineers: A Journey with Timmins

## 1 The Challenge

"How do we bridge the gap between academic learning and industry-ready skills for fresh graduates?"



## 2 The Journey

"A customized onboarding program designed to transform over **350** fresh graduates into industry-ready engineers through **targeted, hands-on training**."

### Key Steps

#### STEP 1: TRAINING NEEDS ASSESSMENT

Identify the skills gap and specific needs of the participants.

#### STEP 2: CURATE COURSE OUTLINE

Develop a course outline tailored to address the identified needs for given set of technologies.

#### STEP 3: SCHEDULE THE TRAINING

Plan and organize the training sessions, ensuring they align with the participants' availability and the organization's timeline.

### KPI Alignment Agreement for Success

KPI	Description	Target
Enrolment Rate	Percentage of fresh graduates enrolled in the onboarding program	xx% or higher
Completion Rate	Percentage of participants who successfully complete the entire program	xx% or higher
Session Attendance	Average attendance rate across all training sessions	xx% or higher
Pre-Assessment Scores	Average scores of participants in the pre-assessment exams	Establish a baseline score
Post-Assessment Improvement	Percentage improvement between pre- and post-assessment scores	xx% or higher improvement
Instructor Evaluation	Average rating of instructors by participants	xx/5 or higher
Net Promoter Score (NPS)	Percentage of participants who would recommend the program to peers	NPS of 60 or higher
Feedback Score on Training Materials	Average score given by participants on the usefulness of training materials	xx/5 or higher
Time to Productivity	Average time taken for graduates to reach full productivity in their role	x months or less

## 3 Delivery

"Hands-on training delivered by expert instructors, combining **interactive labs** and **real-world scenarios** to equip fresh graduates with **industry-ready skills**."

Course Name	Duration	Key Learning Points
Modern C++/Modern C++	12 hours	- Advanced C++ features- Memory management- Templates- Modern best practices
Embedded Linux Overview/Embedded Linux	12 hours	- Introduction to Linux- Linux kernel basics- File system management
ASIC Design Flow/ASIC DesignFlow	8 hours	- ASIC design fundamentals- Synthesis and simulation- Verification techniques
Introduction to Android OS/Intro to Android OS	8 hours	- Android architecture- Application components- User interface basics
Connectivity (5G, WiFi, RF)/5G WiFi RF	12 hours	- Overview of 5G technology- WiFi standards and protocols- RF communication principles
AI (Machine Learning, Deep Learning, Generative AI)/ML DL Gen AI	12 hours	- Basics of machine learning- Deep learning algorithms- Introduction to generative AI



#### DELIVERABLES:

- Pre & post assessment
- Pop-up quizzes
- Hands-on
- Demos
- Slides
- Lecture



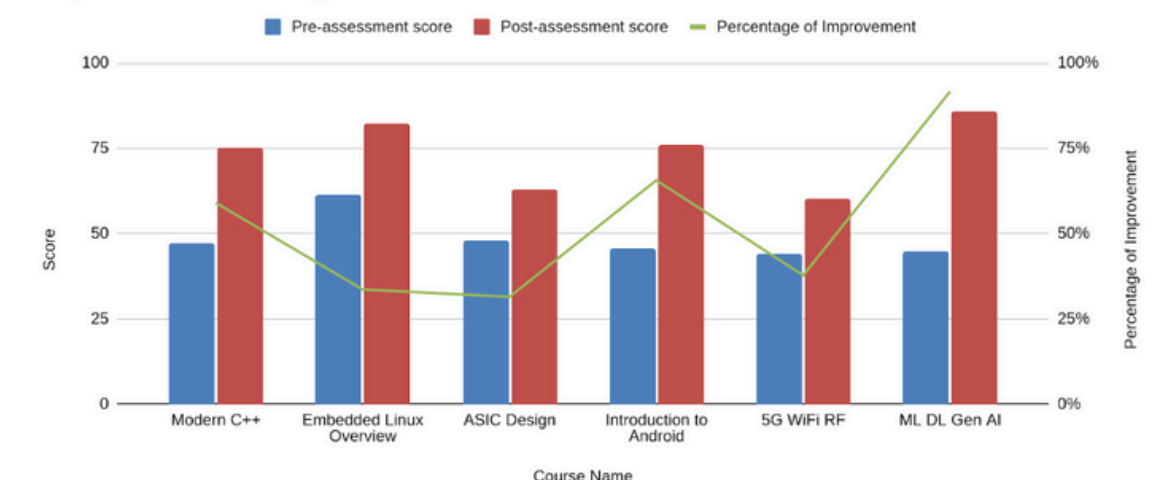
Scan for more details on the materials

## 4 Assessment and Engagement

"Continuous **assessments** and active **engagement** ensured that participants not only mastered technical skills but also received **personalized feedback** to **drive growth and improvement**."

"The highest improvement rates were observed in the **AI courses** and **Introduction to Android OS**, with impressive rates of **95%** and **66%**, respectively."

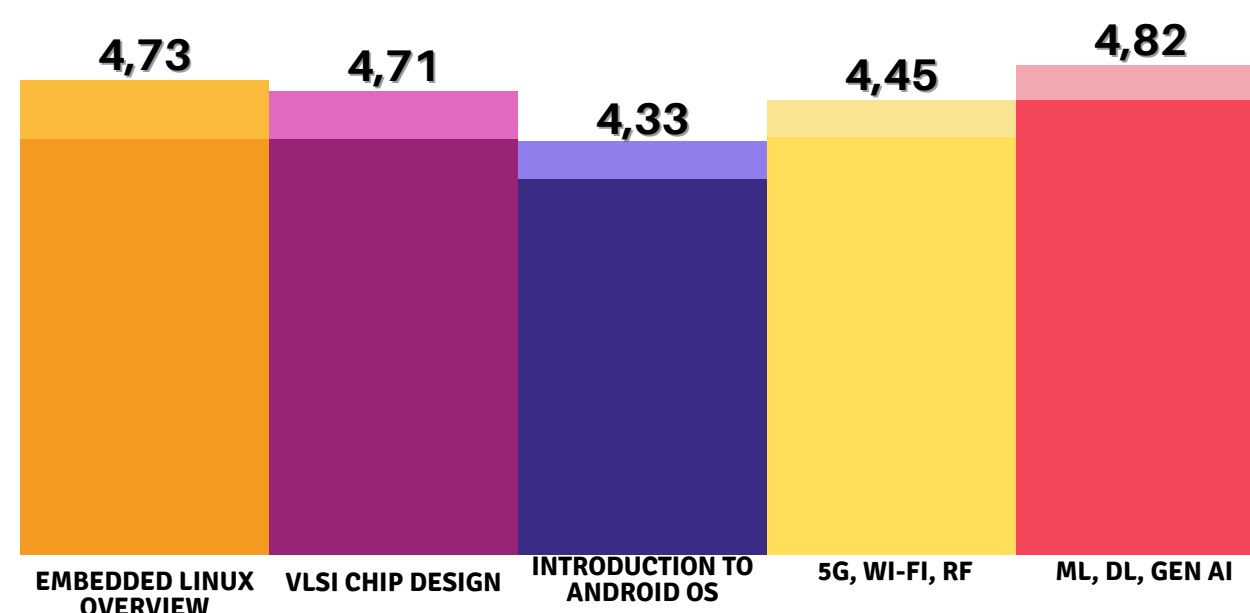
Assessment Performance: Course-wise Pre-assessment, Post-assessment Scores, and Improvement Percentage



## 5 The Results

### OVERALL TRAINING FEEDBACK SCORE

HOW PARTICIPANT'S RANK US (OUT OF 5)



"Significant skill development, high engagement, and positive feedback—graduates demonstrated a **50%** improvement in key technical areas, **becoming industry-ready professionals**."

This course provided deep insights into the working of embedded devices. This knowledge can be useful for me in my current job

This course should be mandatory to any hardware engineer joining the Company. It answers many of my questions and it would have made huge difference to my outcome (VLSI)

Better understanding and correlation of issues reported on the lab (5G, Wi-Fi, RF)

I have a better understanding of machine learning and would be able to follow along work conversation related to AI

The features in C++ 20 are too good to pass up on and it should simplify and make our code easier and possibly faster if we can transition to using C++ 20 for development

Better understanding of the services provided in Android for Application development

## Co-Create Success with Timmins



Partner with Timmins and Co-Create Customized Programs to Accelerate Fresh Talent Success into Top Performers!