



Ritefit Academy: Vision & Intent

Ritefit Academy represents a strategic initiative by Ritefit AI designed to address critical talent shortages in specialized technology domains. Our mission is to create project-ready professionals through targeted, immersive training experiences.

The academy will initially focus on developing expertise in Oracle on-demand and Next Gen Tools and leading Talent Tech platforms including Eightfold and Phenom. Our inaugural cohort aims to train and support 20–25 early-career professionals, providing them with the skills and confidence needed for immediate project deployment.

By bridging the existing skill gap through practical, real-world training, Ritefit Academy will serve as both a talent pipeline and a competitive differentiator in the market.



by Swetha Lingala

Why Ritefit Academy?



Market Gap

Significant skill shortage in Oracle Cloud and Talent Tech implementations creating bottlenecks for enterprise clients



Extended Ramp-Up

Enterprises facing lengthy onboarding periods of 3-6 months before consultants become fully productive



Cost Burden

High premium rates for niche talent driving up implementation costs by 30-40%



Ritefit Solution

Market-aligned training providing deployment-ready talent for both consulting engagements and direct client placements

Our academy addresses these challenges by creating a reliable pipeline of specialized talent, reducing dependency on scarce market resources while maintaining quality standards.





Program Structure & Highlights



Program Duration

8-10 week hybrid program combining virtual learning with intensive in-person workshops



Expert Faculty

Led by senior trainers with 15+ years of industry implementation experience



Practical Experience

Hands-on practice with sandbox environments and simulated client implementations



Soft Skills

Comprehensive training in client communication, project management, and deployment readiness

The curriculum balances technical depth with practical application, ensuring graduates can immediately contribute to client projects. Each trainee will complete a capstone implementation project that mirrors real-world challenges they'll face in their roles.

Building Our Training Cohorts

University Partnerships

- Establish relationships with top technical universities
- Create nomination process for high-potential graduates
- Develop campus ambassador program to identify talent
- Offer faculty engagement opportunities to strengthen pipeline

Digital Marketing Outreach

- Launch targeted social media campaigns on LinkedIn and other platforms
- Create specialized landing pages highlighting program benefits

Our dual-channel approach ensures diverse, high-quality candidates while building sustainable talent relationships. Each cohort will undergo a rigorous selection process including technical assessments and cultural fit interviews to maintain program excellence.



Oracle Curriculum

Oracle Next Gen Tools

1. **Oracle Integration Cloud (OIC):** The #1 skill in demand for ERP integrations
2. Oracle Redwood UX Design & Development
3. **REST/SOAP APIs:** Consuming and building integrations with external platforms
4. **Oracle Visual Builder (VB Studio):** For custom app extensions and user experiences
5. **RPA Tools** (e.g., UiPath) to automate repetitive ERP tasks
6. HDL/FBDI, HCM Extracts, OTBI, Fast Formulas, business rules configuration
7. **Event-Driven Architecture & Webhooks** knowledge



Talent Tech Curriculum

Platform Agnostic Technical skills

1. **API Integration (REST/SOAP)** – For ATS, HCM, calendar, and background check system integrations.
2. **Data Mapping & Transformation** – Aligning candidate data fields across systems.
3. **SSO & Authentication Setup** – Implementing secure access via SAML/OAuth.
4. **Career Site Customization** – Basic HTML/CSS/JavaScript for branded pages.
5. **Workflow Automation** – Configuring alerts, triggers, and smart nudges.
6. **Resume Parsing & Matching Logic** – Understanding AI-based skills inference.
7. **Sandbox & Configuration Management** – Testing and validating platform settings.



Talent Tech Curriculum

Platform Agnostic Functional skills

1. **Talent Acquisition Lifecycle** – Sourcing to hiring process flow understanding.
2. **Talent Management and Career Paths**
3. **Candidate Experience Design** – Personalization, chatbot flows, engagement tactics.
4. **ATS & CRM Familiarity** – Workflow design within systems like Workday, Greenhouse.
5. **Reporting & Insights** – Key recruiting metrics and dashboard interpretation.
6. **Process Mapping & Requirements Gathering** – Running discovery workshops with HR teams.



Pricing

Oracle	Talent Tech
30,000 INR	25,000 INR

Training Price Includes:

- Dedicated training environment (available for both offline and online participants)
- Access to development/sandbox systems for hands-on practice
- Laptop provided for in-person attendees during the program
- Curated reference materials and platform-specific documentation
- Training led by experienced professionals with real-world project exposure
- Real-time case studies and guided practice assignments
- Post-training support for resume building and interview readiness



Conclusion: Bridging Campus to Career: Market-Ready Training

At Ritefit AI, our expert team has conducted in-depth market research to identify the top in-demand skills across the Oracle Cloud and Talent Tech landscapes.

Our training programs are purpose-built to align with real-world job requirements, ensuring graduates are ready to contribute from day one.

1 Focus on High-Growth Areas

2 Oracle Redwood UX

3 Oracle Integration Cloud (OIC)

4 AI-Driven Talent Tech Platforms

- ☐ By mastering skills in these high-growth domains, our trainees gain expertise that is immediately relevant and highly sought after by employers.
- ☐ The curriculum blends theoretical foundations, hands-on development, and live project simulations – empowering graduates to confidently transition into the workforce.
- ☐ Our goal is to equip the next generation of tech professionals with the tools to accelerate hiring, support digital transformation, and lead implementation projects.