

# **Idea Proposal – Smart Training & Learning Platform for Freshers**

## **Introduction-**

As freshers join Cognizant, multiple technical trainings are conducted across various domains such as Full Stack Development, Backend, Data Engineering, Cloud, etc. However, many freshers find it difficult to stay engaged, understand concepts (due to language or pace issues), or practice effectively.

To overcome these challenges, we propose a Smart Training & Learning Platform (Web + Mobile App) that ensures better engagement, understanding, assessment, and continuous improvement in fresher training programs.

## **Key Features-**

### **1. Domain-Specific Login & Dashboard**

Once a fresher is assigned a domain (e.g., Full Stack), their training profile automatically loads relevant modules, materials, and assignments.

### **2. Multilingual Training Support**

Trainings available in multiple Indian languages apart from English.

Helps students from diverse states who struggle with English comprehension.

Improves inclusivity and overall learning efficiency.

### **3. AI-Powered Chatbot for Doubt Resolution**

AI chatbot integrated with training materials and internet sources.

Understands student's training domain and answers contextual queries.

Provides summaries, notes, and references from training recordings.

### **4. Integrated Coding Practice Platform**

After each training session, students can practice problems on an inbuilt coding platform (similar to HackerRank but simplified).

Ensures hands-on learning and concept reinforcement.

#### 5. Quizzes & Assessments with Anti-Cheating Mechanisms

End-of-training quizzes with a 70% passing criteria.

Logic: If a student passes the quiz → it proves the topic is understood.

If a student fails → it clearly indicates lack of focus/understanding, and retraining will be mandatory.

#### **Features:**

Image-based questions (to prevent AI tools from scraping).

Time-bound answering (15–30 sec per question).

#### 6. Strict Attendance & Timing Rules

Students must log in before training starts (e.g., before 9 AM).

Late entry not allowed, ensuring discipline and corporate culture alignment.

#### 7. Session Recordings & Adaptive Learning

Students who score >70% get recordings after a delay (1 day).

Students who fail quizzes get immediate access to recordings + mandatory reattempt until they clear.

Chatbot extracts key points from recordings and provides personalized help.

This ensures only students who prove understanding via quizzes are considered as having genuinely learned the topic.

### **Advantages-**

Higher Engagement: Students actively participate through coding practice, quizzes, and chatbot interactions.

Inclusive Learning: Multilingual support helps bridge communication barriers.

Concept Clarity & Accountability: Passing quizzes = proven understanding; failing quizzes = mandatory relearning.

Discipline & Professionalism: Attendance and quiz rules align students with corporate culture.

Scalable: Can be deployed across batches, domains, and geographies.

Improved Skill Readiness: Continuous practice and adaptive learning ensure job readiness.

### **Disadvantages / Challenges-**

Initial Development Cost: Building a multilingual AI-enabled platform will need investment.

Training Data Dependency: AI chatbot's effectiveness depends on the quality of training data provided.

Time Pressure on Students: Some students may feel stressed due to strict timing and quiz deadlines.

### **Benefits for Cognizant-**

Better Trained Workforce: Freshers enter projects with stronger skills and higher confidence.

Reduced Training Dropouts: Engaging and adaptive training reduces disinterest.

Productivity Boost: Project teams get well-prepared freshers, reducing re-training costs.

Competitive Edge: Cognizant can showcase this as an innovation in fresher onboarding, strengthening brand value.

### **Conclusion-**

This Smart Training & Learning Platform will transform fresher training at Cognizant by making it interactive, adaptive, inclusive, and result-oriented. With AI-driven support, multilingual inclusivity, coding practice, and strong assessment mechanisms, the platform ensures that every fresher becomes project-ready in the shortest possible time.