

## Why Revature

### Revature Talent Enablement as a Service (TEaaS)

Revature is transforming the way tech talent works

Revature is the world's leading tech talent enablement firm and largest employer of emerging tech talent in the United States. Revature clients have a competitive advantage with junior tech talent and our talent transformation solutions accelerate talent mobility, upskilling and reskilling.

### Commitment to client success

100% client retention rate

SIA in 2023 rated Revature as the leader in the RTD space

### Building a diverse tech workforce

2.5x more diverse than the national average in high tech

### Unmatched flexibility & scale

12,000 software engineers placed

### Comprehensive technical expertise

Ready to train on 55+ tracks and 395+ skills

### Top partnerships

Established relationships with leading organizations such as UiPath, PEGA, MuleSoft, One Ten, Salesforce, Servicenow, and Tableau.

### Global presence

Presence in USA, UK, Canada and India

## Revature Pyramid Health Drivers

1. Talent Acquisition Recruiting new hires to join your business.
2. Talent Enablement Training programs that are customized to your business's needs.
3. Talent Mobility Upward movement of talent from junior to mid level.
4. Talent Transformation Upskilling programs aligned to your tech roadmap.

## Talent Enablement as a Service - Unbundled talent enablement solutions to optimize your tech talent.

1. Acquisition
  - a. Recruitment - Multi-source approach that helps avoid wrong hires
  - b. Pre-Training - Actively cultivates diverse workforce
2. Training
  - a. Training - 8–10 weeks of custom training on your exact tech stack for new hires
  - b. Upskilling - Programs aligned with your tech roadmap for current team members
  - c. Reskilling - Virtual and in person programs aligned with your tech roadmap
3. Consulting Services
  - a. Optimization Plan - Junior to mid level transition in 18-24 month
  - b. Program Management - Year-round project management and SME support

## Why Revature?

Largest RTD Provider in terms of Scale, Capability, and Market share

## Predictable, Dependable Talent Acquisition, Regardless of Technology

- Non-Conventional and Exclusive Curated Talent Pool for Our Clients
- Global Provider – US, Canada, India, and UK
- Client Specific Tailor-made programs, including emerging talent, experienced candidates, and Global Multilevel PODs
- Flexible Option to convert to Client FTE: in-source the best and brightest talent after the initial contract term
- 85% convert to Client FTE, 89% Retention 4 years post client conversion
- Collaborate Governance model with Talent Mobility as a priority
- Dedicated Customer Success team that constantly engages with associates on projects providing necessary mentorship and training to support continuous enablement.
- 2.5x the National Average of African American and Latino Employees
- Talent Pool that meets your Talent Acquisition Guidelines (Localization, Visa Independence, Nationwide Mobility, Diversity)
- Workforce Transformation capability to support clients' Reskilling / Upskilling Initiatives
- Better ROI than hiring entry level talent in terms of "project/delivery readiness" and "cost of project execution"
- Currently support 8 out of the TOP 10 banks in the United States.
- 30-Day Performance Guarantee; Revature carries risk of non-performance

## Outcome 1: Strong Talent Pipeline

Build a low-cost, no-risk junior talent pipeline with talent acquisition and training solutions

Risk free model

- Benefit from a ~40% reduction in wrong hires
- No upfront investment in resources, operations, infrastructure, salary
- 20 - 25% cost savings compared to in-house or SI's
- Scale and capacity
  - Relocation-ready
  - No visa sponsorship required
- Solution customized to your exact needs
  - Tailored training curriculum
  - Authorized training from tech's leading brands

Revature has been executing the Emerging Talent Model since 2015 in the United States"

## Our RTD Program Overview

"Revature has been executing the Emerging Talent Model since 2015 in the United States"

1. Recruit
  - a. Targeted, Selective & Diversity focused recruitment
    - i. Early Access and Engagement across 700+ schools in the University Partnership network
    - ii. Early Career Professionals, Career Changers and Professionals returning to work
    - iii. Extensive Incubator PEP Program to identify the best talent and provide 200 hours of foundation training.
2. Train
  - a. Purpose-built and Custom Designed Training
    - i. Custom curriculum developed to Client's strategic needs and tech stack
    - ii. 55+ Technology Tracks covering around 395+
    - iii. tech skills
    - iv. 5 regional academies supported by 100+
    - v. fulltime training staff
    - vi. Enabled by industry leading platform RevaturePro based on Revature's proprietary taxonomy
    - vii. Professional Development and Coaching
    - viii. Enterprise Project Skill Development

### 3. Deploy

#### a. Client ready Technology Talent

- i. Try and Hire Model
- ii. Early and Blended Conversion
- iii. Direct Hire Model
- iv. Talent Acquisition as a Service
- v. 30-Day Satisfaction Guarantee
- vi. Day ONE Productivity
- vii. 12000+ Deployed Talent Since inception
- viii. 85% Converted and Integrated into existing workforce
- ix. Nationwide Deployment

### University Partnerships

One of the key differentiating factors for Revature is our extensive and expanding university partnership network. Our network consists of more than 700+ Universities and Colleges giving us access to more than 1.3 millions students. Majority of our candidates are hired through this channel.

We have significant partnerships with 70 leading schools in the United States that allows us to interact and identify candidates even during the senior years. These partnership gives access to great candidate's way before they graduate. Our competition predominantly hires from job boards.

### Talent Acquisition Framework

Revature sources talent primarily using University Partnership Networks. Additionally , we also work with several Diversity focused organizations and institutions to create a diverse technology talent pool for our customers.

All candidates irrespective of source, go through a rigorous multistep screening process to identify the right candidate for the program. Candidates who are lacking in certain areas will be allowed an opportunity to attend certain bridge training programs prior to re- entering the selection process again.

## Sample Curricula Structure

### 1. Technology Immersion

- a. This component of our curriculum focuses on Technology aspects of the training where the candidates acquire the required technical skills that are part of this curriculum.

Revature currently offers over 55 unique, customizable technical tracks, of which 90% of associates gain industry-leading certifications. We can design and modify existing tracks or build custom new programs to meet our client's exact specifications and demand needs.

### 2. Enterprise Project Development

- a. This component of our curriculum focuses on core Enterprise skills that are needed for a resource to be productive DAY One and also bridges the gap between Academia and Enterprise world. Core Enterprise concepts like Agile Methodology, SDLC, Testing strategy, Test Automation, Continuous Integration etc. are baked into the overall training structure and provide the candidates with the experience and knowledge of working in an enterprise environment.

### 3. Professional Development and Coaching

- a. Just as important, the associates gain the technical skills within an enterprise environment, a significant component to the success of the associates, which translates to seamless integration to our customer's existing workforce is through our professional development program. We provide soft skills training coaching and mentoring on a variety of essential and applicable topics that can assist the associate for the remainder of their careers. The current COVID-19 pandemic has shown that soft skills are vital when working in a virtual environment.

Revature utilizes purpose-built and custom-designed curriculums that align with market demands and customer needs. We use a unique, hybrid training approach that combines the capabilities of our online platform, RevaturePRO, along with our hands-on, instructor-led, real-world simulated training programs. This approach has helped us develop enterprise-ready software engineers with 90% of our resources obtaining industry-leading certification over a 10 - 12 week time period.

## Outcome 2: Optimized Talent Pyramid

Accelerate productivity through expedited talent mobility within your organization through strategic planning, upskilling and reskilling that aligns to your technology ecosystem.

### 1. Talent Transformation

- a. Upskilling program mapped to your current and future-state technology plans
- b. Junior to mid-level movement within two years
- c. Program manager
- d. Ongoing support from talent enablement experts
- e. Suitable for Revature alumni and
- f. traditional employees alike
- g. Higher certification pathways

Exa Framework - We employ our proprietary EXA framework for all our training and talent mobility offerings. This guarantees that we deliver our services with consistency and scalability.

Project based Learning - Learn by actively engaging in enterprise real-world project in Cloud Labs

RevUp Pedagogy – Lab based instructional scaffolding model of training

Relative Benchmarking - Iterative impulsion of formative assessments for comparative benchmarking using Res

Minimal Knowledge Wastage - Individualized entry and exit points through the course towards enterprise readiness.

## Workforce Transformation Services

1. Skill Inventory and Workforce Planning
  - a. Multi Channel Skills Validation – User Inputs, Manager Validation, Social Data, Internal System Data
  - b. Skill Assessment framework and platform
  - c. Mapping against strategic objectives and future needs
  - d. Create a personalized career & learning path
2. Continuous Skill Validation
  - a. Process of enabling a workforce to learn new skills for a new occupation
  - b. Based on Revature's proven training pedagogy
  - c. Opportunity for non-technical team members to acquire programming skills
3. Upskilling Services
  - a. Process of enabling new skills to improve current performance within existing roles (e.g., infrastructure support to be trained on GCP/Azure/AWS)
  - b. Customized role-based training with defined outcomes
  - c. Curriculum and timelines based on client needs and upcoming initiatives