



STRIDES LMS : INDUSTRY SPECIFIC SKILL DEVELOPMENT



Executive summary

The resourcing landscape in the Engineering & Construction Services industry has been experiencing a shortage of quality talent. Although, a number of fresh engineers graduate every year, organizations are fighting over scarce talent pools, and are looking at strategies for Attracting, Engaging and Retaining talent.

Over the years, the concept of “Finishing School” has gained popularity among the student community and Corporates in the IT industry, as it provides a perfect hiring platform for the Corporate that remarkably reduces the cost hiring and training the entry level employees. We at Emend Human Capital Management have extended the concept of “Finishing School” to the Engineering & Construction sector, to cater to the industry need



Our Vision

To collaborate with educational institutions to create technically competent and proficient individuals who meet global standards of excellence in a wide range of processes and systems across Engineering & Construction sectors and domains.



The case for change

The main challenge today is not only making the engineering graduates employable but also to ensure that there are a greater number of competent Industry ready engineers for better productivity & innovation. Educational institutes can help the industry by providing a well-planned framework that would encompass what the corporates need and accordingly train the engineers to be Industry ready or in other words “Ready to Deploy” candidates. Thereby creating saving the organizations time and effort in getting them ready for the real world. By doing this the educational institutes will also infuse life back to the core engineering disciplines thereby helping the nation.

STRIDES LMS : INDUSTRY SPECIFIC SKILL DEVELOPMENT



Benefits and Features

We believe that the following are the key benefits of the “Finishing School” concept:

1. To enhance the employability of engineering students.
2. To enhance the standard of fresh engineering graduates so that they become acceptable to the industry.
3. To cater to the specific skill needs of the industry.
4. To create a platform where the students can work towards accessing the skills required to get into industry.
5. To bridge the gap between industry and educational institutions.
6. To provide both technical and soft skill to students to facilitate their employability.
7. To reinforce the students skills and acquire industry-specific knowledge from trained faculty and experts from industries.



The approach

We have adopted a unique approach to building competency and to ignite young minds. The curriculum for our courses contains a fine blend of core concepts & technologies for implementation. The courses are aimed at giving the students basic awareness on all the key areas related to Engineering sector.

Phased all-round progress of participants is ensured through

- regular assignments
- team-based execution of projects that combine concepts, technologies & processes
- focused learning through webinars conducted by industry expert on specific topics
- continuous and structured feedback

Fresh Engineering Graduates will benefit highly from the concept-based learning which will give them an edge in the industry. The focus of our programs is not just to get a job but focusses on how to perform above expectations after one gets a job.



Content

Emend Human Capital Management has identified the following functional areas that are largely applicable to the Engineering sector viz. Project Management, HSE Management, Engineering, Operations & Maintenance, Project Finance and General Management.

Every functional area embeds several competencies and students will be introduced to these concepts through a blended learning program, which is deployed using a cloud based learning management system STRIDES®, developed inhouse by Emend Human Capital Management Pvt Ltd.

Each learning module offer the learner a rich experience through self paced learning and case studies. At the end of the modules the learner is required to submit a assignment which is graded by our experts. Upon successful completion of the modules and the assignment the learner will be awarded a completion certificate and the same will be recorded in the system. The table below shows the details of the functional areas and relevant competencies that the students will be exposed to.

STRIDES LMS : INDUSTRY SPECIFIC SKILL DEVELOPMENT

Functional Areas	Competencies	Duration
Project Management	Projects Contracts and Contracting	6 Weeks
	Materials & Inventory Management	
	Contracts Performance Management	
	Program Management	
	Project Planning and Scheduling	
	Project Risk Management	
Health Safety & Environment (HSE)	Hazards and Risk Identification & Management	4 Weeks
	Workplace Safety Culture Development	
	HSE Management Systems	
	Emergency Response	
Engineering & Design	Engg Design Specifications & Drawings	5 Weeks
	Safety in Design	
	FEED	
	3D Modelling	
	Reliability Engineering	
Operations & Maintenance Management	Commissioning and Start - up	5 Weeks
	Maintenance Strategy and Reference Plans	
	Maintenance Planning & Scheduling	
	Asset Management	
	Inspection and Testing	
Project Finance	Business Budgeting	4 Weeks
	Cost Management	
	Project Finance	
	Financial Management & Reporting	
Human Resource Management	Learning and Development	2 Weeks
	Personnel Management	
General Management	Continuous Improvement Management	12 Weeks
	Organisational Risk Management	
	Organisational Resource Management	
	Quality System Management	
	Strategy Development	
	Business Negotiations	
	Business Proposal Writing	
	Business Performance Management	
	Change Management	
	Conflict Resolution	
	Stakeholder Management	
	Third Party Management	
	Technical Report Writing	

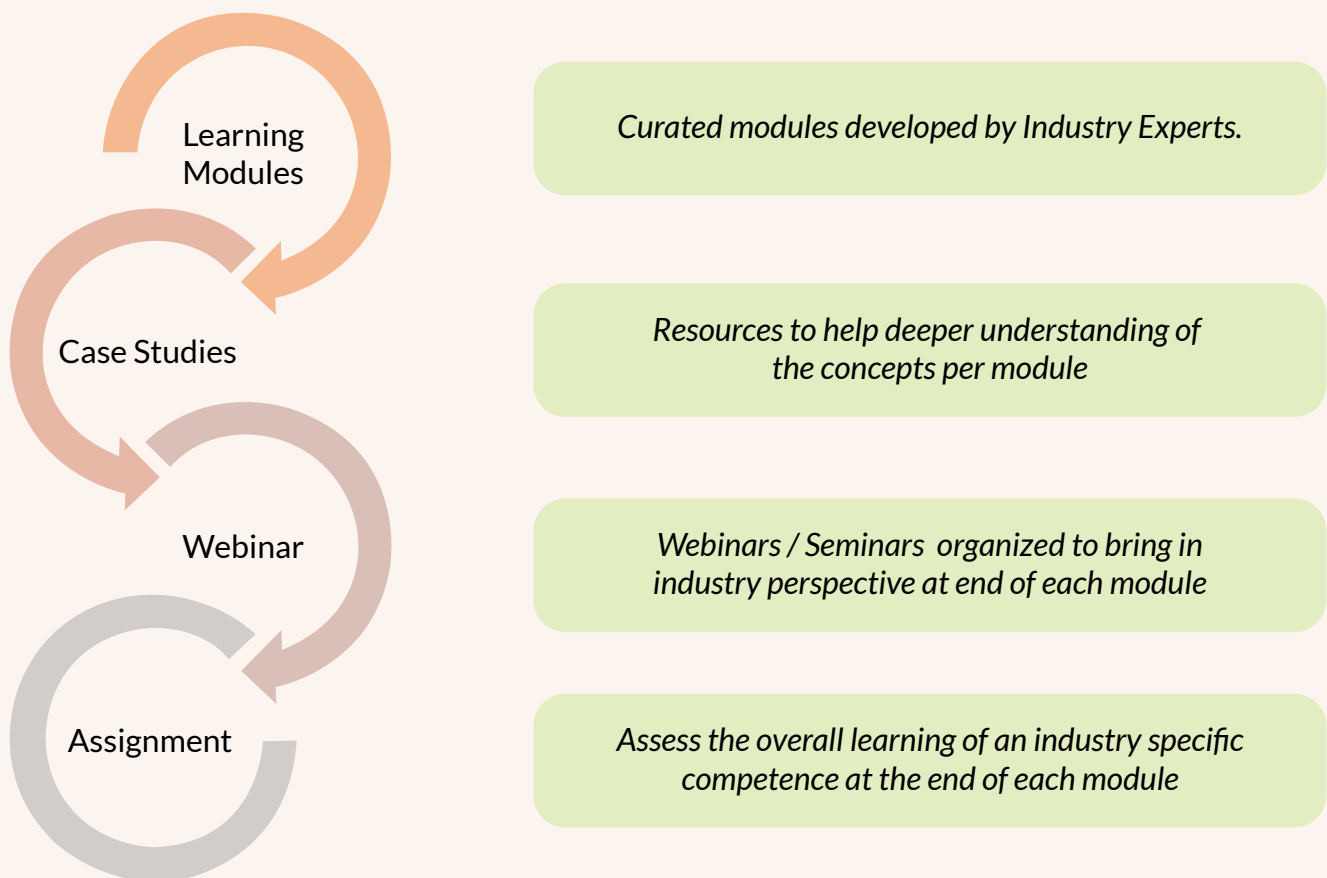
STRIDES LMS : INDUSTRY SPECIFIC SKILL DEVELOPMENT

Capstone Project	Complete 4 weeks culminating project for the topics covered in the program at the end of the program.	4 Weeks
------------------	---	---------

Total duration of the program is 40 weeks.

Program Delivery :

The program would be delivered through a blended e-learning model, and it will be entirely self-paced. However, the learners are expected to adhere to the timelines provided by the course coordinators to ensure that the value from the learning is maximised. To equip the learners with the industry specific concepts early on in their academic years the program has been designed to include the perfect blend of understanding the concepts and applying them consistently and effectively.



STRIDES LMS : INDUSTRY SPECIFIC SKILL DEVELOPMENT

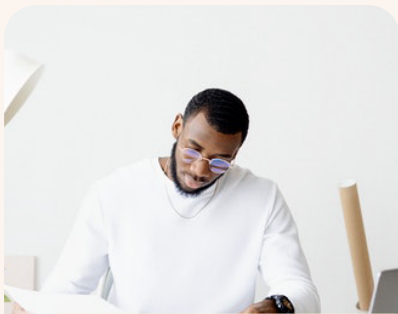


Key Differentiator

We are a team of industry professionals who understand organizational needs for attracting, engaging, and retaining the right talent. By virtue of decades of experience, the team have unique insights on how to create a perfect blend between education and industry specific skills among the engineering graduates and make them employable Engineering industry.



Road Map



Enrollment into the program

- Beginning of 3rd Year (Semester V), based on certain entry level criteria.
- Duration 12-18 months
Self paced e-learning



Enrichment of knowledge

- Opportunities for internship
- Live webinars by industry experts on relevant topics.



Program Completion

- Completion of all the assigned modules
- Qualifying the assessment post each module
- Mentoring & coaching to prepare for campus interviews.



Strides

For More Details on Courses,
We are happy to help, please connect on the info below :

Email : connect@emendhcm.com
www.emendhcm.com