

AppLabs

- A Case Study



AppLabs is one of the world's most successful and largest software testing and quality management companies.

AppLabs partnered with TalentSprint to deploy over 250 high quality, talented, well rounded new professionals in less than four months. The cost of recruiting and training was reduced by 80% and time to billing of new recruits was accelerated by 75%.

"It was extremely difficult to get a job during the recession... our trainer, a man of his word, has put his entire effort into making us good software testing professionals."

*-Sushanth, Software Testing Professional, Applabs
Software Testing Foundation, Alumni, TalentSprint*

"I am extremely happy with quality of the professionals that have come to us from TalentSprint. They worked as an extension of our own recruiting team and delivered outstanding value."

-Arun Rao, Vice President, HR

Transforming Talent. At the Speed of Business



AppLabs

AppLabs created a supply chain of passionate software testing professionals that could be rapidly deployed on complex and highly specialized testing engagements.

Business Need

Post recession, with a sudden surge in demand, a large number of well-trained and quickly deployable ISQTB certified professionals was the need of the hour at AppLabs. Shorter ramp-up schedules and an uncompromising eye for quality led to the need for out-of-box sourcing strategies.

Solution

TalentSprint was able to adequately assess the requirements by working closely with AppLabs. With a consultative and a collaborative approach, a tailor-made program was delivered to meet unique needs of the company.

TalentSprint worked with AppLabs on each part of the talent supply chain from sourcing to choosing the right assessment strategy to designing the appropriate training curriculum. The methodology based on experiential learning framework exposed trainees to business scenarios typically faced in organizations. The end result was a rigorous end to end process that helped AppLabs meet its resource needs on target.

TalentSprint trainees have an enviable track record of close to 100% confirmed post-internship absorptions.

Progress and Achievement of Young Professionals

The candidates underwent a radical transformation from fresh engineering graduates looking for job openings to professionals trained for software testing. Introduction to testing tools, quality management theory, real world projects, and hands-on approach to teaching provided them with a sound foundation in quality management. Soft skills and business communications training honed their ability to express themselves amongst peers and supervisors alike - a business need often felt and expressed by companies.

In fact, a few trainees mentioned that they had done more coding in the first week at TalentSprint than they did through their entire four years of B. Tech.

Benefits

- AppLabs was able to source over 250 deployment ready talent in less than four months. Yields through TalentSprint's outreach program were much higher than through local universities.
- The cost of recruiting and training entry-level engineers was reduced by 80%.
- Time to billing of new recruits was reduced by 75% (from 3-4 months to less than a month).
- Through their continuous exposure to industry experts, and a close-to-business curriculum and delivery method, the program created committed world-class testing professionals.