

**Candidate Digital Solutions: Unique Opportunities for Digital Development**

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## **Candidate Digital Solutions: Unique Opportunities for Digital Development**

Candidate Digital Solutions (CDS) is a technology training firm focused on making customized training solutions that meet the special needs of an organization. The company offers its clients group training, with the opportunity to customize the training catalog according to the group size and the level of skills (“About Candidate Digital Solutions [CDS],” n.d.). The learning materials provided by CDS can be tailored based on the client company’s needs. This paper discusses the custom learning solutions offered by Candidate IT Solutions.

### **Private Group Training**

CDS concentrates on making the training personal, whereby each customer receives a tailored solution to suit both the employees and the company. With the private group training option, CDS training advisors design courses that suit the organization’s needs and the preferred learning styles of the workers (“About CDS,” n.d.). CDS differs from other companies by making its courses modular and specializing its material according to the needs of the client. The company has well-trained and experienced educators who give guidance and support when selecting the best option for the client to make sure that the solution is effective and suits their budget.

Before training starts, trainers arrange a discussion with trainees to assess their understanding of the subject matter. This ensures the alignment of the objectives and goals with the already existing skills. The progress of the trainees is assessed daily, and the feedback is collected regularly. Group training is available both online and offline, and all clients can rely on online support with dedicated educational coordinators. CDS evaluates the organization’s education, culture, workers’ skill bases, and objectives to develop training solutions that enhance knowledge and assist in achieving the organization’s goals.

### **Reskilling**

To offer effective adult training, various education delivery methods are used, the combination of which allows for gaining the best results. Further, this enables the trainees to apply the skills learned in the boot camp to their assigned projects. Research supports the potential of combined online and offline instruction to boost learners' achievement (van der Stap et al., 2024). Hence, CDS combines meaningful learning with the development of professional skills. One of the major topics suggested in the boot camps is assessment, which involves the determination of trainees' level of skills. This is important in establishing the understanding of the concepts and briefing the trainees on the topics to be encountered during the training. The assessment is done two to three weeks before the start of boot camp training. CDS arranges technology learning seminars to measure the progress of the boot camp. This assessment is done in the form of written responses and web assessments. These steps are crucial in evaluating the learners' knowledge retention after the training.

CDS also offers classroom instructor-led training, whereby the students have a face-to-face interaction with the trainer. The students are given an opportunity to ask questions and discuss real-life problems. Such an approach allows for establishing a connection between the learning materials and their real-life application. This strategy is highly effective in reskilling current IT professionals. Students are either provided with a project to work on during the course of training or given a chance to create their own projects and implement them according to their company standards. The effectiveness of the boot camp is increased due to such a unique opportunity for students to directly apply their skills to something they are genuinely interested in.

The learning approach is blended: both the client's e-learning library and CDS customized content are used. The students are given mentors for their first projects after completing the boot camp training. These mentors are assigned from highly experienced professionals who provide both one-on-one and group mentoring. The mentoring process

enables the students to deliver high-quality projects. Mentorship is offered on a part-time or full-time basis according to the project requirements and level of complexity. The CDS training method is determined by the target audience. Specifically, the training content and the duration of training can be adjusted to suit the background of the trainees. The reskilling boot camp follows effective adult learning principles, which include class discussions, homework, lab exercises, the use of coursework-focused materials, and complete student engagement.

### **Project Mentoring**

CDS provides project mentoring before, during, and after training. This enhances the success of the training and ensures the successful transition of the trainees to new technology. The rationale behind the strategy is to avoid losses in the form of time and money, which frequently occur when there is a delay in developing and commissioning new applications due to a lack of skills. Recent research on technical skills has found that to ensure a proper transition of the employees into newer forms of application development, an organization has to offer training and upskilling (Pluralsight, 2024). Hence, CDS provides the required training and mentoring to enable employees to be well-prepared for the technology changes.

Project mentoring reduces project delivery time by arranging the work in an efficient manner. The methodology used is focused on enhancing the already existing skills and changing the skill set of the learners. CDS develops solutions in accordance with the firm's strategies, which allows project mentors to conduct personalized mentorship in the projects. This is important in promoting the achievement of the organization's goals and objectives.

Software plays an important role when it comes to digital solutions and training in this sphere. CDS uses the latest technology from Microsoft, Sonic Wall, and Hewlett Packard to provide its customers with advanced, flexible infrastructure and security ("About CDS," n.d.). Recently, one of the client companies shared that its staff members collaborated with

Microsoft specialists to create their application's framework. However, the IT staff had a difficult time analyzing, designing, and building the application as they lacked experience with the newest Microsoft technology. Through the use of CDS, these employees received customized training on the software framework and design. The result of the training was a completed project passed on time and within the budget, and a completely trained group of developers who are ready to solve the future challenges of their organization.

### **Learning Design and Development**

CDS utilizes the best tools and methods to ensure customized learning where every client receives personalized training according to their targets and intentions, schedule, and budget. The learning solutions also depend on the client's chosen methods, industry, media, collaboration methods, and delivery methods. A blended approach combining e-learning, virtual training, classes, and lab sessions is used to enhance employees' productivity and performance, along with the strategy to reach the company's objectives. CDS develops tailored training approaches that meet each client's specific needs.

For complicated projects such as gaming and simulations, custom e-learning is applied. Expert developers and graphic designers are involved in the process of creating interactive end products. E-learning materials are supported by a vast internal library, which contains numerous ready-made courses. The course content is customized to suit clients' needs, enabling trainees to promptly realize what can enhance their project speed. The learners are provided with virtual training labs, which allow for a secure space to explore and practice the content learned during the course. The labs are accessible at any time of the day with readily available assistance. This aspect is especially important as it reduces the need to commute or adjust one's schedule, thus increasing cost-efficiency. To further enhance the performance of the trainees, CDS enables access to its services through mobile platforms.

### **Client Engagement**

Consultation services are offered to clients to provide them with the necessary support while working on the projects. The engagement model is determined by a meeting between the client and the company's experts. The engagement model is based on the organization's requirements, such as full project development, specific roles in the project, the use of available content to develop a new project strategy, and mixing of all features of the training program. The company checks whether the project is in line with the client's budget and satisfies their needs. This is done by tailoring the delivery methods, the location, and the rate of change of the content to gain the maximum return on investment (ROI) for the organization.

### **Custom e-Learning Development**

CDS utilizes the latest technologies and tools to develop custom courses. The latter are designed to ensure client satisfaction by meeting their goals and objectives. The vast experience acquired over time ensures the timely delivery of high-quality content. The custom learning method offers various benefits to the client, the first one being the opportunity for quick development by utilizing the best tools and platforms. CDS advantages also include a variety of courses that can be used for self-learning or with trainers and extensive video and audio learning aids. The platform offers virtual labs to enhance practice in an open environment and provides social learning methods such as blogs. Last but not least, CDS enables joint efforts in project development and other engagements.

### **Conference Production**

CDS offers its clients the opportunity to partner with organizations that hold conferences. The supporting services are provided before, during, and after the conference. Before the event, the company conducts such activities as site visiting, contract negotiating with the venue suppliers, designing and hosting the event website, setting up and maintaining registration systems, and marketing support for the event. The company also manages

bookings of hotels, logistics of registering the attendees, planning calls, designing floor plans and event brochures, and assisting in visa applications. During the event, the organization provides the venue setup, manages transportation logistics of conference requirements, registers the attendees, coordinates with the suppliers of the event, prints the items required for the conference, and coordinates the conference assistants. The company also tracks the event attendance, collects the assessment forms, arranges the information and registration desk, and coordinates the tracking of the visitors in sponsor booths. Thus, CDS clients can receive not only valuable knowledge and experience but also important connections that can be used for their future events.

### **Learning Management Solutions**

CDS provides various solutions that assist companies in assessing, managing, and delivering superb training to their workers. Learning Management Solution (LMS) is one of the many web-based learning solutions that the company offers. The system involves scheduling, co-branding, registrations, course assessments, confirmations, online reporting, online supplement courses, and a custom course catalog. Since training administration is important in achieving a company's success (Kim et al., 2026), these options are highly essential. In addition, CDS provides training for administrators so that they can tend to their customers' needs correctly.

### **Conclusion**

The services offered by Candidate Digital Solutions are well-suited for companies seeking to train their employees in new technologies and tools with the goal of enhancing their productivity. Organizations seeking to partner with this company are going to experience custom training content that will be based on their specific needs and objectives. CDS offers reskilling courses to already trained professionals and project mentoring to organizations seeking to complete their projects in time. All these services are customized

according to the organizations' budgets to enable them to get the highest return on investment possible.

## References

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