

Custom Learning Solutions

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Custom Learning Solutions

Candidate IT Solutions is a technology training firm focused on making customized training solutions that meet the special needs of an organization. Group training is offered, whereby the training catalog is customized according to the group size and the level of skills. The learning materials can be tailored according to the solutions required by the firm. The paper discusses the custom learning solutions offered by Candidate IT Solutions.

Private Group Training

Custom IT Solution concentrates on making the training personal, whereby each firm receives a tailored solution to suit the employees and the firm. Private group training solutions are offered, whereby the training advisors design courses that suit the organization's needs and the preferred learning styles of the workers (Dennen & Bagdy, 2019). Custom IT Solutions differs from other companies by making our courses modular, thus, the training is specialized according to the needs of the client. The company has well-trained and experienced trainers who give guidance and support when selecting the best option for the client and their employees by ensuring the solution is effective and suits their budget.

Before training is commenced, a discussion between the trainers and the trainees is done to assess the 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 offered privately using both online and offline means while offering online support with dedicated educational coordinators. Candidate IT Solutions evaluates an organization's education, culture, workers' skills bases, and objective to develop training solutions that enhance knowledge and assist in achieving the firm's goals.

Re-Skilling

To offer effective adult training, various education delivery methods are used to produce the best quality. This enables the trainees to apply the skills learned in the boot camp to their assigned projects. The boot camp trains the participants in java/J2EE and .NET reskilling. One of the major topics suggested in the boot camps is assessing, whereby a pertaining session is done to determine the level of skill of the trainees (Dennen & Bagdy, 2019). This is important in establishing the understanding of the concepts and briefing the trainees on the topics to be encountered during the training. This is done two-three weeks before the boot camp training commences. Technology learning seminars are held, which enables Candidate IT Solutions to measure the progress of the boot camp. This assessment is done in the form of written answers and web assessments. These steps are crucial in evaluating the knowledge retention of the learners after the training.

Candidate IT Solutions offers classroom instructor-led training, whereby the students are in touch with the trainer. The students are given an opportunity to ask questions and hold discussions on real-life problems. Such an approach allows for establishing a connection between the learning materials and their real-life application. This approach is highly effective in reskilling current IT professionals. Students are provided with a project to work on during the course of training or given a chance to create their projects and implement them according to their company standards (Dennen & Bagdy, 2019). This enhances the effectiveness of the boot camp by enabling the students to apply their skills. The learning approach is blended, whereby both the client e-learning library and Candidate IT Solution customized content are used. The students are given mentors for their first projects after completing the boot camp training. These mentors consist of highly experienced individuals who provide both one-on-one and group mentoring. The mentoring process enables the

students to deliver quality projects. The mentorship is offered on a part-time or full-time basis according to the needs of the project.

Candidate IT Solutions training method is determined by the target audience. The training content and the duration of training can be adjusted to suit the specific background of the trainees. There are three kinds of students: current mainframe (procedural) developers, current client-server (object-oriented) developers, and any trainee who shows interest and has a computer science degree but no experience (Dover et al., 2018). The reskilling boot camp follows the effective adult learning principles, which include class discussions, homework, lab exercises, use of course work focused materials, and complete student engagement.

Project Mentoring

Candidate IT Solutions 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 for this is to avoid losses in the form of time and money, which occurs when there is a delay in developing and commissioning new applications due to a lack of skills. To ensure the proper transition of the employees into newer forms of application development, an organization has to offer training (Dover et al., 2018). Candidate IT Solutions provides the required training and mentoring to enable the 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. Candidate IT Solutions develop solutions according to the firm's strategies to enable the project mentors to conduct personalized mentorship in the projects. This is important in ensuring that the organization's goals and objectives are successfully attained. The mentors have vast technology experience, which promotes effective project delivery.

A case study that is used by various frontline executives presupposes that an IT department manager in a large service provider company finds the need to reconfigure their financial field software. The company chooses to use the latest technology from Microsoft (COM+, SQL Server 2000) as the base of the software (Dover et al., 2018). Several IT staff members collaborated with Microsoft specialists to create the 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 Candidate IT Solutions, the employees received customized training on the software framework and design. Training sessions during the course of the project incorporated education on how to analyze, design, and build applications. The result of the training was a completed project passed on time and within budget and a completely trained group of developers who would be ready to solve the future challenges of their organization.

Learning Design and Development

Candidates IT Solutions 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. Superior learning solutions are provided to the clients to give skills to enhance their creativity and talents. The learning solutions depend on the client's chosen methods, industry, media, collaboration methods, and delivery methods. A blended approach is used to enhance the productivity of the employees, performance, and strategy to reach the company's objectives. A combination of e-learning, virtual training, classes, lab sessions, and others are used to pass the expertise according to the environment and training style. Candidates IT Solutions develops tailored training approaches that meet each client's specific needs. This is done by carefully selecting all the features of training.

For complicated projects such as gaming and simulations, custom e-learning is applied to enable the client to receive quality training. Expert developers and graphic

designers are engaged in creating an interactive end product. The e-learning solutions are supported by the vast internal library, which contains readymade courses. The course content is customized to suit the client's needs, whereby the trainees can promptly acknowledge what can enhance their project speed (Haskins & Shaffer, 2020). 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 is important in reducing the time and cost of traveling to the facility. To overcome geographical barriers, the learners are offered social media solutions that enable networking. To enhance the performance of the trainees, candidate IT Solutions enables access to its services through mobile platforms, which is essential when accessing information when outside the office.

Training is done using content that is made by expert trainers. This training content is made from proprietary sources, instructor's content, job aids, and other projects. The content is carefully tailored to suit a specific project. To enhance competency, effective learning strategies that comply with the trainee environment are created. The evaluation of the training program is done according to the client's preferred method. The evaluation forms include the determination of the training impact on employee performance, assessments to check understanding, knowledge checks for concepts, and the use of certification programs. The trainees are given performance support, that is, after-training assistance. This is gained by setting up job aid platforms that assist the trainees in applying their newly acquired skills. To ensure the employees keep improving their knowledge, the organization provides the clients with easily accessible resources.

Client Engagement

Consultations services are offered to clients to provide them with the necessary support while undertaking their 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 (Mohammadi et al., 2019). The company ensures that 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.

The design process involves consulting the clients on their preferred method. In case the client chooses Candidate IT Solutions' method, the ADDIE model is utilized to conduct these processes. Consulting services are also offered to organizations, whereby the team can design, develop, implement, and evaluate learning programs. Such programs are learning portals, overseeing program and project, registering, evaluation, metrics, and reporting, trainer-led delivery, program design and development supervision, and development of learning and delivery structures.

Custom e-Learning Development

Candidate IT Solutions utilizes the latest technologies and tools to develop custom courses. These courses are designed to ensure client satisfaction by meeting their goals and objectives. The vast experience acquired with time ensures timely delivery of high-quality content. The company's approach is leveraged on the skills found in Web 2.0 and the full catalog of the traditional media. The custom learning method offers various benefits to the client. Firstly, it provides quick development by utilizing the best tools and platforms. Secondly, it gives versatile courses that can be used for self-learning or with trainers. Thirdly, it can produce both video and audio learning aids. Fourthly, it offers virtual labs to enhance practice in an open environment. Fifthly, it provides for social learning methods such as blogs

and Wikipedia. Sixthly, it enables joint efforts in project development and other project engagements.

Conference Production

Candidate IT Solutions offers a partnership with organizations holding conferences. The firm offers conference solutions to ensure a successful conference. The services are provided before, during, and after the conference. Before the event, the company conducts several activities such as site visiting, contract negotiations 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, providing planning calls, designing floor plans and event brochures, and assisting in visa applications. During the event, the organization provides the venue setup, manages transport logistics of conference requirements, registers the attendees, coordinates with suppliers of the event, prints the items required for the conference, provides conference badges, and coordinates the conference assistants.

The company also tracks the event attendance, collects the assessment forms, gives the attendees gifts, arranges the information-and-registration desk, and coordinates the tracking of the visitors in sponsor booths. At the end of the event, assistance is offered to tear down and clean up the materials used in the event, record and interpret all the filled forms in the event, and prepare a detailed report of the event.

Learning Management Solutions

Candidate IT Solutions provides various solutions that assist companies in assessing, managing, administering, and delivering superb training to their workers. Learning Management Solution (LMS) is a web-based learning solution that the company offers. The system offers solutions such as scheduling, co-branding, registrations, course assessments, confirmations, online reporting, online supplement courses, and a custom course catalog.

Training administration is important in achieving a company's success (Pehlivan, 2020). Custom IT Solutions offers training to administrators to enable them to tend to their customer's needs correctly. This course supplies them with the critical skills required to serve their departments. The administrators are instructed in registration, confirmation, vendor management, evaluation, delivery, and scheduling skills. For training assessments, the firm offers a Training Assessment System (TAS), which is important in reporting the progress of the training programs. This tool enables the client to schedule the sessions that are more required to increase the competency of the teams.

Conclusion

In conclusion, Custom IT solutions are well suited for companies seeking to train their employees in new technologies and tools to enhance their productivity. Organizations seeking to partner with this company are going to experience custom training content that will be based on their needs and objectives. This company offers reskilling courses to already trained professionals and project mentoring to organizations seeking to complete their projects in time. The company also arranges conference production by ensuring all the logistics are well done. The company provides learning management solutions such as LMS and TAS, which are crucial in enabling the organization to reach its goals. All these services offered are customized according to the organization's budget to enable them to get the highest return on investment possible.

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