

CASE

Case Study: Talent Development

Dexian Delivers Reskilling Program that Creates New Path for Employees

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CLIENT:

America's largest mortgage lender.

Challenge

The client faced a talent shortage for IT resources. They were also looking for an approach to expand opportunities for the existing workforce and to bolster their retention of high-performing talent. Dexian was engaged to provide a creative solution to support the identification and training of these incumbent workers.

Solution

Dexian developed and delivered the "DevBuild" program to provide a bridge for employees to cross from non-technical roles into high-demand entry-level IT positions. The program included a series of workshops preparing candidates for a full stack C# .NET bootcamp. The subsequent bootcamp was delivered in a live virtual environment, with time split between general software development skills and specific client systems.

Outcome

This program has become the client's default path for reskilling incumbent workers for IT roles across the organization

Key outcomes:

- Graduated 95%+ of students from the program
- Placed 100% of the most recent cohort into tech roles
- Exceeded performance goals during a series of check-ins at 30-day intervals after graduation

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TRAINED

100+

Students

SKILL SETS

- C#
- .NET

STUDY