

eLEVATION

Considering a Train to Hire Program?

Webinar Summary



Did you meet your goals?

A simple one word answer from all the panelists is **YES.**

We met with the HR and L&D leaders of three Unicorn tech companies: Monday.com, Lusha and Pagaya. Their journeys to launch train-to-hire programs were very inspiring and insightful. The main lessons learnt are here for you to enjoy.

The Train-to-Hire Program was a massive success for all of them:

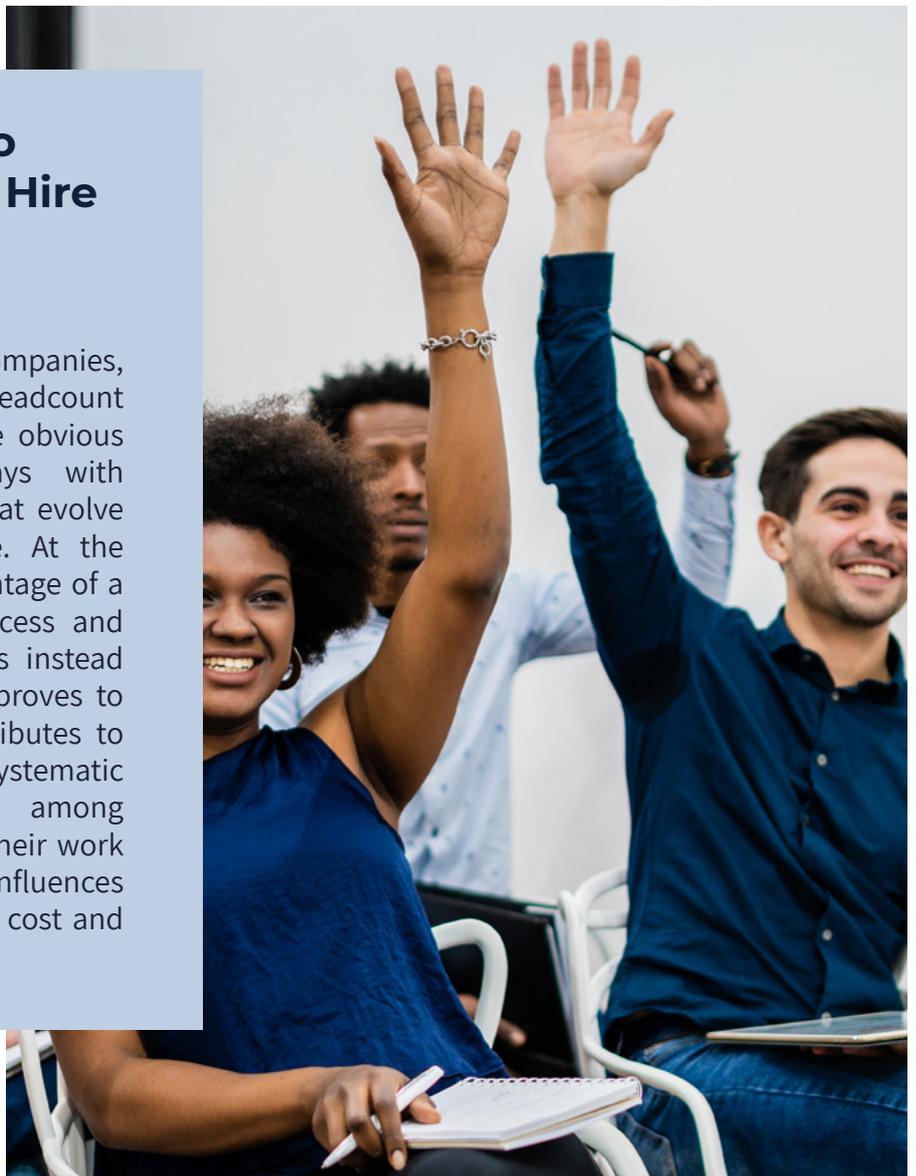
- At Monday.com, the first batch already had a 70% hiring rate of all participants..
- Pagaya's KPI for diversity and inclusion, was met. They hired a total of 30 new staff of which 30% were females.

Both fast growing tech companies or organizations going through digital transformation adopt train-to-hire programs to fill the very pressing talent shortage gap. It is especially felt in data, product, R&D, sales and marketing teams.

Thanks to the great feedback we got from our event, we summed up the takeaways for your benefit.

The motivation to launch a Train to Hire Program

Especially for fast growing companies, keeping up with the headcount increase is challenging. The obvious challenges are the delays with delivery and bottlenecks that evolve in teams due to shortage. At the same time, shifting a percentage of a company's recruitment process and focusing on training talents instead of hiring experienced staff proves to be effective. It highly contributes to building company culture, systematic working processes, trust among employees who kicked off their work experience together and influences recruitment metrics such as cost and time to hire.



The Train-to Hire do's and don'ts

Hiring data scientists, full stack developers or sales professionals?
There are few critical steps to ensure the success of your Program.

Management support.

The Train-to-Hire programs are becoming more popular. And still, some management teams are less open to the possibility. The effort may seem too long term and out of the company's focus.

To maximize the support, show a thorough understanding of the internal needs. Share a roadmap with KPIs, marketing campaign, content, ops efforts and stakeholders involved. Assign a project owner. Use online content to research the process of building and living up to the KPIs of internal training academies and consult with companies who have made this experience.

Coordination.

The success of a Train to Hire program highly depends on the coordination of internal and external stakeholders. Map and connect all stakeholders from HR, R&D, Finance, IT or operations. Their mission will be to facilitate the delivery.

Involve the legal and the IT departments early on.

There are different consideration requirements in these areas. For example, what type of tech pack will you be providing to trainees who haven't been recruited as FTEs yet. Also, legally what is your commitment to the candidates and your demand from them. Let your legal team do their work to find and map any potential pitfalls. And still, use experience from others. Be it information you can find online or subject matter experts.

Pre-define your screening process.

As opposed to a "regular" hiring process. Training to hire programs requires a different type of candidate. Their professional potential and their ability to contribute to the company culture should have a strong scoring effect to overcome the lack of skills and experience that may shadow their potential to become an amazing hire. If you decide to work with Train-to-Hire experts add both the parts of the recruitment and screening process to their scope.

Build a process that will enable close contact with your participants in order to avoid dropouts. Candidates may be overwhelmed both by the new skills they are learning and the company culture. Take note, and make sure that you have retention and success metrics.

Remember: Finalizing the training does not mean onboarding the new hire. Make sure you plan the onboarding process of your new employees. It is not often that a large group of employees is onboarded at the same time. Sometimes even a full team is built and introduced to the company right after the training program is complete.

Train-to-hire candidates may stick together.

For long term success consider adding mentoring employees to familiarize them with the company and other employees.



Internal and external marketing.

Train-to-hire programs are innovative, empowering and bring out your company values. Also, train-to-hire programs have a positive impact on the community and ecosystem you play in. Use this effort to reinforce your employee branding efforts alongside marketing your values and culture to candidates. The magnitude of these programs has a strong ripple effect. Reep it.

Don't build it all yourself unless you've done it before.

For the sake of quality and velocity, which are both critical KPIs, add external partners who are subject matter experts. Find partners who can offer an academy-as-a-service platform. Tailor made content, qualified and vetted trainers and facilitating software or tools. Based on the experience of running several Train to Hire programs, leaders of these programs widely acknowledged that this cannot be done fully on their own.

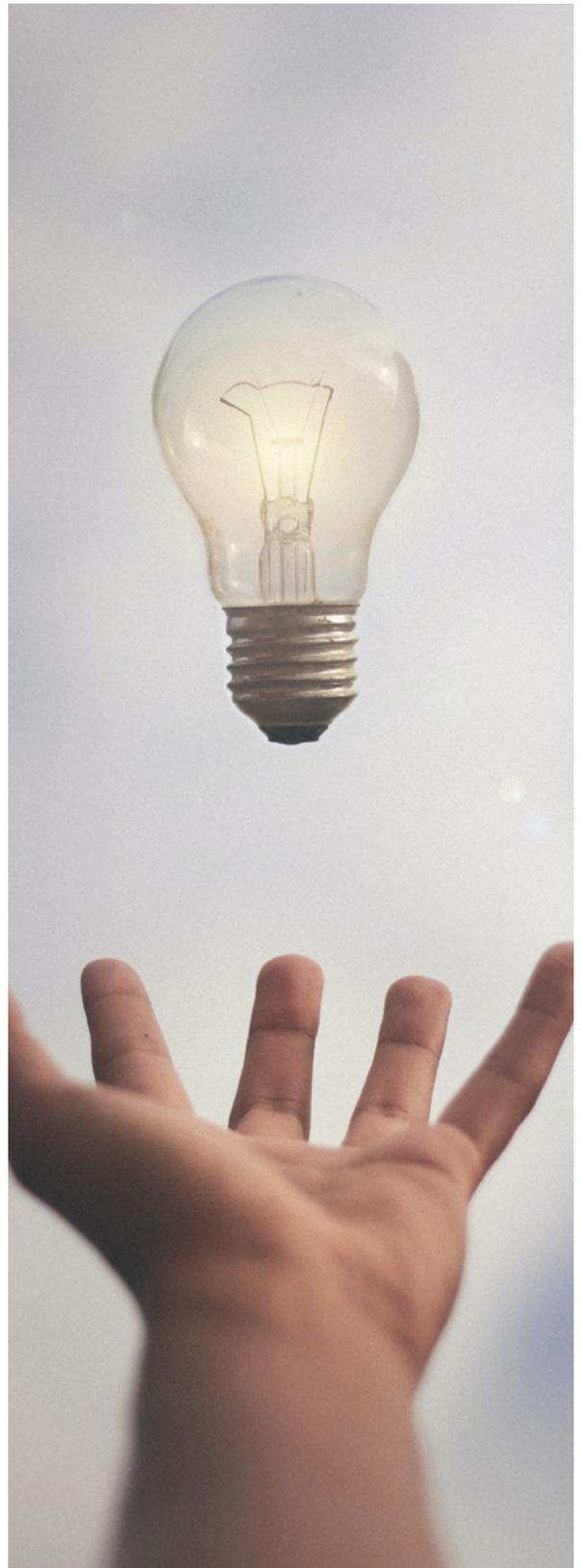
Time and iterations.

A program of such size requires a significant effort, plan and mark your calendars for its launch. And yet, don't rush it. Especially the first and second batch of the programs. Mark your calendars for debriefing every step and optimize every batch.

As outlined by all participants, launching the program has generated a massive amount of interest. And, in most of the cases the number of applications outnumbered by far the number of available spots.

For all Panelists, the Train to Hire program paved a completely new way to address their hiring needs. And, to keep up with the everyday increasing shortage of highly qualified talent. It is a collaborative effort that involves several stakeholders from across the organization. However, the results overcame even the least optimistic expectations.

If you are on the hunt to solve your talent shortage, this might be a path to consider to boost your velocity and culture-professional-company fit.



**Unleash your company's
skills potential.**

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