



case study

tailored talent development program finds, hires and trains new tech workforce to meet client's needs.

challenge

As online order volume boomed during the height of the COVID-19 pandemic, our client, a large midwestern retailer, faced a surge in e-commerce demand. The overwhelming volume of orders was taxing their current IT infrastructure and overworking their existing team. To succeed in the rapidly materializing new normal, the company knew they needed to upgrade both their web and mobile app capabilities and grow their team to realize and support these critical implementations. Pressed for time, and with the need to continue distributing essential goods growing by the day, they knew they could rely on their dedicated partner at Randstad Technologies to deliver.

solution

Finding and onboarding hard-to-find tech talent on a tight timeline made the client a great fit for the Randstad Talent Development Program. The program, which combines candidate sourcing through talent preparation, engagement and progression, is designed to build a fully functioning tech workforce from the ground up — and that's exactly what we set out to do.

After sourcing the initial round of qualified candidates, many of whom were recent computer science graduates looking for their first big opportunity, Randstad enlisted them in its comprehensive junior training program. The client trusted Randstad so much that they empowered us to hire these candidates without interviewing them first — and after undergoing our courses, that decision paid off big. In these foundational courses, the new hires received instruction in agile, SAFe, scrum and kanban as well as Github and Java principles. Then, depending on their individual roles with the client company, each new hire underwent additional specialized training in AEM, Hybris or SDET.

randstad
technologies



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outcome

In the end, Randstad sourced, trained and delivered an entirely new team of motivated tech professionals looking to make an impact with a new organization. And while the client now has the talent it needs to fortify and maintain its IT infrastructure, there’s still long-term value to be gained. Randstad continues to work with the initial group of candidates to provide career support and mentorship along the way.

In addition to ensuring they received adequate tech-specific training, our Talent Development Program provided candidates with skills to help them thrive in their first big roles. Starting a new job is tough enough, but doing so in a fully remote work environment can present additional challenges, and our specialists remain available and up to the task. This has taken much of the training off the client’s plate and, in turn, resulted in a more polished group of candidates who were able to hit the ground running from day one — an advantage sorely needed by the client during a time of crisis.

Ready to learn more about how the [Randstad Talent Development Program](#) can help you build your workforce of the future? [Get in touch](#) with us today to start a conversation.

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