SEED Infotech

SEED Infotech bridges skills gap for software testing and improves employability.

Overview
Training provider SEED Infotech turned to Micro Focus for help in delivering courses on software testing and is now able to deliver short courses to its IT and engineering students. The training has increased students’ employability and more than 75 percent of those completing the program find suitable jobs within six months of graduating.

Challenge
Skills Gap
In software testing, India is the largest provider of outsourced services globally with around 75 percent of testers worldwide based in the country, up from 50 percent two years ago. Other countries are the Philippines, China, and Malaysia due to skilled and affordable labor forces.

Demand for qualified testers is high, with the number of employees growing by around 20 percent every year and the headcount expected to reach 280,000 in the near future. This requires a constant stream of trained and certified people to fill the available vacancies and means that gaining testing qualifications and skills is attractive to students.

An organization that is helping to fulfill this expanding requirement for testers is SEED Infotech, one of India’s largest providers of IT training, staffing, and consulting. It has a team of more than 600 qualified people and delivers training at over 35 locations across the country.

SEED Infotech identified there was a gap between the industry’s high demand for software testing skills, including an increasing demand for mobile-related testing and the capabilities that students acquired in gaining their academic qualifications. It needed to find a way to help fill this gap and increase graduates’ employability.

“To give our students the knowledge required by the industry, we needed to deliver programs that would make them job-ready,” says Raghu BS, senior vice president at SEED Infotech.

Solution
Market Leader
“SEED Infotech offers training in testing tools, developer platforms, and infrastructure management,” says Raghu. “From our understanding

“At a Glance

<table>
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<tr>
<th>Industry</th>
<th>Software &amp; Technology</th>
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<tr>
<td>Location</td>
<td>Pune, India</td>
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<tr>
<td>Challenge</td>
<td>Improve students’ knowledge in software testing to increase their employability</td>
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<td>Products and Services</td>
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<td></td>
<td>Application Lifecycle Management (ALM)</td>
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<td>LoadRunner (LR)</td>
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<td>Unified Functional Testing (UFT)</td>
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<td>Performance Center</td>
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<td>Results</td>
<td>Improved employability, with 30 percent of qualified students finding a job immediately on completion of the course and more than 75 percent of qualified students within six months</td>
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<td>Increased students’ awareness of career paths and market developments</td>
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<td>Helped provide access to job opportunities</td>
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<td>Increased SEED Infotech’s attractiveness to potential students</td>
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“The training is realistic and relevant to what the students will experience in the real world.”

RAGHU BS
Senior Vice President
SEED Infotech
of the market, we realized that Micro Focus®
software testing tools were the well-used and
that being trained with Micro Focus tools would
help our students to get jobs and bridge the gap
in missing skills.”

With this recognition of Micro Focus’ position
in the industry, including its major market share
in the Application Delivery Management (ADM)
space, and how it could help its students, SEED
Infotech approached Micro Focus to work with
it to deliver software testing training.

“We partner with various IT organizations to
deliver each of our programs and for software
testing, Micro Focus was the best choice,” says
Raghu. Education gives students the skills that
matter now. With 80 percent of IT managers
saying that training is critical to project suc-
cess, Micro Focus recognizes that adding
technical skills immediately makes the stu-
dents more valuable.

**Micro Focus University**
To meet SEED Infotech’s requirements, Micro
Focus provided the ADM solution, which pri-
marily focuses on software testing. Staff from
Education train SEED Infotech’s trainers who
then deliver the program to the students—
most of which are already studying computer
science, information technology, or engi-
neering. The students usually undertake the
training immediately after they complete their
primary studies, or sometimes during their fi-
nal year of studies.

“All of our trainers are certified and we use
authorized Micro Focus course materials,” ex-
plains Raghu. “We deliver the programs at our
centers in four major cities around India and
over the last year about 5,000 students have
gone through the training.”

The training received by students includes an
introduction to software testing using automa-
tion tools as well as training on testing tools
including Micro Focus Application Lifecycle
Management (ALM), Micro Focus LoadRunner
(LR), Micro Focus Unified Functional Testing
(UFT), Micro Focus Performance Center, and
VuGen.

Micro Focus provides the hardware required for
the courses, as well as ‘virtual labs’, which give
students the access and licenses required to
use software in the cloud. Micro Focus people
are available to help SEED Infotech’s trainers,
to answer questions and resolve problems, and
a Micro Focus helpdesk supports SEED
Infotech’s technical staff to resolve any hard-
ware problems.

“The training is realistic and relevant to what the
students will experience in the real world,” says
Raghu. “Micro Focus also provides us with the
right, up-to-date hardware.”

Students typically undertake between 160
and 180 hours of training but have the flexibil-
ity to choose the format that suits them best.
They can take this as a full-time course, which
“As well as training on particular software, Micro Focus also helps in raising students’ awareness of technologies and the career paths available once they have learned about them.”

RAGHU BS
Senior Vice President
SEED Infotech

would then usually run for 35 to 40 days, or can choose to attend for three or four hours per day, such as from 7am to 10am or from 5pm to 9pm. In this case, the training might take four or five months.

“We have a feedback mechanism to hear from students and the comments are generally good,” says Raghu.

Results

High Employment

“As well as training on particular software, Micro Focus also helps in raising students’ awareness of technologies and the career paths available once they have learned about them,” says Raghu. “Micro Focus is very helpful because it brings its insights into technology developments and keeps us updated with what is happening in the market and its changing requirements.

“Since Micro Focus is selling its software tools to its partners, if any of the partners are looking for candidates for test jobs, Micro Focus directs them to us which means that our students get the benefit of these opportunities,” says Raghu. “We have a very close relationship with Micro Focus.”

Having completed the training, students typically go on to a job in software testing. In fact, 30 percent of students looking for jobs found a position immediately on completing the training and most of the remainder found relevant employment soon after—with more than 75 percent securing a job within six months.

“Although it does depend on the number of openings that are available in the market, all of our students find a job,” says Raghu. “Their employers range from start-ups right through to multinationals.”

Through the course, students learn about both manual and automated testing, which according to Raghu gives them an advantage in employability. He explains, “Not every company uses automated tools for testing yet, but they may look at this as a future option. This means that by choosing a student from our course, they would have a person who is already qualified in automated testing—so this improves our candidates’ chances of securing a job.”

Employable Workforce

The course has helped SEED Infotech to achieve its goal of bridging the skills gap in software testing. Raghu comments, “The purpose of this training program is to help create a more employable workforce for the country and to ensure we can fill any spaces in the market with trained people.”

As the next step, SEED Infotech is aiming to expand the training it offers in testing to more cities around India, thus opening up the opportunity to more potential students.

“SEED Infotech competes with other training providers, but we are the only company who can offer a one-stop shop across various IT specialisms, including training, help with obtaining certifications and job preparation,” concludes Raghu. “Being able to offer the Micro Focus testing program helps us achieve this and increases our attractiveness to potential students.”