Domain	HR-IT
Service	OPD
Location	India

VALUEADD SOFTTECH & SYSTEMS PVT. LTD.

Objective

Implement a system to retain highly talented employees through customized development programs to create a future-ready workforce and increase the Human Capital Index.
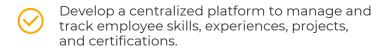
CASE STUDY

Scope

- Develop a central platform to track employee skills, experiences, and certifications
- Provide tools to identify and select high-potential employees for development programs
- Enable employees to select development paths from career roadmaps aligned with company goals
- Allow mentors to customize annual development programs based on chosen learning paths for teams or individuals.

Value Added

- The platform boosts talent retention through tailored development paths that increase employee satisfaction
- Leaders can effectively monitor and analyze skills to better plan training initiatives
- The system aligns employee development with organizational goals, enhancing the Human Capital Index.
- The platform offers extensive customization in development programs to support individual growth.

Solution

- ✓ Develop a centralized platform to manage and track employee skills, experiences, projects, and certifications.

- ✓ Provide tools for talent identification to select high-potential employees for development programs.

- ✓ Allow employees to choose their development paths based on career roadmaps aligned with company objectives in technical and soft skills.

- ✓ Enable mentors to customize a 1-year development program for individuals or teams based on their selected learning paths.

Frameworks & Tools

Expensify

VALUEADD SOFTTECH & SYSTEMS PVT. LTD.

Objective

To automate the HR hiring process from scanning resumes to carrying pre-employment cheques
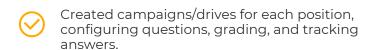
CASE STUDY

Scope

- Created campaigns/drives for each position, configuring questions, grading, and tracking answers
- Developed reports and analytics for the recruitment company to monitor and optimize recruitment processes
- Enabled video screening scheduling to enhance the candidate evaluation process
- Created an inventory of strong candidates with details on their availability.

Value Added

- Provided tools that increased recruiter productivity by 90%, streamlining their workflows.
- .Integrated NLP to screen thousands of resumes efficiently.
- Implemented automated communication systems to improve engagement with candidates
- Enabled data-driven decision-making that improved hiring output.

Solution

- ✓ Created campaigns/drives for each position, configuring questions, grading, and tracking answers.

- ✓ Developed reports and analytics for the recruitment company to monitor and optimize recruitment processes.

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Frameworks & Tools

Go

amazon web services™

python™

mongoDB

node JS

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Objective

EngaugeMate is designed as an engagement portal for HR teams to foster collaboration between employees and mentors, allowing mentors to assign learning objectives to individuals, aiming to measure and enhance the organization's skill index while facilitating skill growth and alignment with business needs.

CASE STUDY

Scope

- Onboard employees onto the platform.

- Develop a module to track the progress of teams and individuals.

- Create a Skill Index Matrix to provide insights into employee skills, helping the organization set learning goals aligned with business needs.

Value Added

- Trained the client on backend functionality to ensure self-sufficiency.

- Created data sets for testing purposes.

- Introduced an additional survey module, initially planned for MVP2, ahead of schedule.

Solution

- ✓ VAST designed and developed the platform, including the skill matrix and objective-driven learning system.

- ✓ Collected and integrated data to drive insights and measure skill growth.

Frameworks & Tools

aspenify
connect. innovate. perform.