



# Helping Students Move from the Schoolroom to the Workplace

## Story at a glance

**Region**

India

**Content focus**

Modern Applications

**Impact**

Addressing the global shortage of skilled IT professionals

## Who we are

VMware IT Academy is a public-private partnership with institutions that provides learning resources to educators and learners worldwide. Part of Palo Alto, California-based VMware®, IT Academy helps prepare learners around the globe with on-demand digital and technical skills as well as hands-on knowledge of VMware's trusted, multi-cloud platforms. This fosters career development, creates a pipeline of diverse talent and enables innovation that helps lead positive change around the world.

## In-demand skills and certifications

Businesses are experiencing a significant shortage of IT professionals with specific skill sets. In some cases, such as with application modernization, the specific combination of technical skills and business knowledge required to create modern apps is a relatively new domain. In other cases, such as the lack of skilled cybersecurity professionals, the shortfall has been longstanding, with a workforce gap estimated at [2.7 million in 2021](#) alone.

IT Academy partners with institutions to deliver highly targeted curricula that prepare learners for positions in these areas. Depending on the topic, the courses may include expert-led lectures, hands-on labs, self-paced learning or other educational options, with some courses requiring as few as five hours to complete. Once learners have completed the course, they are prepared to step into a new role and begin contributing on day one. They are also prepared to take the tests required for the associated VMware certification.

Learners who successfully complete IT Academy courses and activities and obtain related certifications can be well qualified for particular positions. As such, IT Academy has established a number of programs aimed at helping those learners obtain positions within VMware itself. We have programs in Nalanda, India; programs associated with the VMware Tanzu Build-A-Thon; and a general program preparing learners for an internship.



We provided the students with specific courses and hands-on lab sessions designed to prepare them with knowledge of specific VMware solutions.

### Learn more

If you would like to know more about IT Academy courses and opportunities, we invite you to visit us at [vmware.com/company/it-academy.html](https://vmware.com/company/it-academy.html).

## Nalanda program in India

For the Nalanda program, we chose specific institutions in India with which to work. Within those institutions, we engaged with students pursuing an engineering degree. In a three-month program, we provided the students with specific courses and hands-on lab sessions designed to prepare them with knowledge of specific VMware solutions and to prepare them for an interview with the VMware hiring team.

Following the preparatory activities, the students had an opportunity to interview for a six-month internship. Like most internships within VMware, the internship included a path to becoming a VMware employee. As a result of the Nalanda program, we already have eleven students joining VMware.

## Program for Build-A-Thon performers

To supplement and extend beyond course-specific activities, in mid-2021, IT Academy sponsored a Build-A-Thon event. Students throughout India were invited to participate. The aim of the event was for the students to gain the skills required to develop modern applications and then actually create an application of their own. In particular, the students received expert teaching and individual mentorship as they gained hands-on experience with VMware Tanzu™.

The Build-A-Thon recognized top performers with various awards. Among the benefits of participation, the students who were recognized as the top 10 performers in the event had the opportunity to interview with the VMware university hiring team. As a result, 35 participants were able to secure internships with VMware.

## General program

IT Academy focuses on supporting institutions that become IT Academy partners. But the skills that students can acquire from IT Academy coursework are of high value. As a result, some students choose to take IT Academy courses even though the institutions they attend are not part of the IT Academy partner program.

Recognizing that these students were acquiring important skills in VMware technologies, the VMware university hiring team began turning its attention to recruiting at the institutions the students attended. As a result, we have had 39 students who have been hired from these institutions.

IT Academy is committed to providing learning opportunities that are of value to institutions and learners alike, and that helps to create a pipeline of talent to meet the growing demand for IT professionals. As we have demonstrated in programs such as the Nalanda program, this commitment sometimes extends beyond the classroom right through the threshold of the workplace.