

Program details

1. What is this program all about?

Non-Banking Financial Companies (NBFC) sector is growing and competes for talent with Banks and Insurance companies, within the Banking Financial Service & Insurance (BFSI) sector. There is a need to build a pipeline of suitable graduates who can be absorbed in different roles by NBFC companies – in business development to market loans and in recovery to recover instalments from defaulting loan-takers. This program is a fully-funded training program by Mahindra & Mahindra Financial Services Ltd. (MMFSL) as part of its Corporate Social Responsibility plans, with an objective of improving the employability of youth for select roles in NBFC sector. **While MMFSL has committed to absorb some of the candidates (estimated at about 50%), who successfully complete the course and get certified, subject to vacancies, this is not something which has to be emphasised while mobilizing candidates.** DNA Training Academy Pvt. Ltd. (DNA), a 4 years-old recruiting & training company is the training partner, and will also try & place others who are not absorbed by MMFSL.

The program is a 6 day long residential program; the 7th day is earmarked for certification and placements. Those who are placed on the 7th day continue for 6 more days. Those who clear the written test on the 7th day, gets certified and will be eligible for the certificate.

This Training is offered at no cost to the candidates (please avoid using the word 'FREE' to the candidates, A good sum of money is incurred for the training but the same is not charged from the candidates). The candidates do not have to pay for their stay, food or the learning materials. If they incur any other personal expense, that is up to them and is not reimbursable.

2. What is the process to induct the candidates into the batch?

Step 1: Aggregating CVs of the candidates who fit the profile (details of profile be shared later in this document).

Step 2: Doing the first round of counselling over the phone about the programme. List of interested/not interest/maybe candidates are to be segregated. The interested candidates are to be called to a venue in a batch of 50-100 people a day for the following activities

1. Second Round of counselling and question answers session for 30 minutes.
2. A written test comprising of 20 questions to be solved in 20-30 minutes.
3. An interaction with an industry expert to assess their suitability, interest level and motivation for the programme.
4. Based on the above rounds a list of suitable candidates can be made and offered

Note: - To ensure 2 batches of 33 each continues after dropouts, we need to make offer to at least 85 candidates, and to offer 85 candidates we usually need 225 candidates for assessments.

3. What is a typical profile of target candidate?

1. Less than 28 years of age
2. Should have completed graduation in or after 2011
3. Should know driving a two wheeler and possess a permanent/learner's driving license.
4. Should be communicative and mentally ready to work in field.
5. Should be prepared to attend a training program like this.

4. Scope of work of partner responsible for sourcing

Please refer to the point no 2, the scope of the partner for sourcing is as follows.

- Getting the CV's and segregating it based on the preliminary profile of the target candidates.
- Responsible for calling the candidates and doing a preliminary level of counselling and invitation to come for assessments.
- Sharing a excel sheet of targeted candidates with DNA with following headers and uploading all the CV's (in word or PDF) to cloud

Name	Gender	Mobile	DOB	GRAD(B.A/BSc etc)	Year of graduation	Home town Location (District name)
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- DNA will send the SMS/Mailers to candidates at different stages, e.g. informing them about the venue/date of assessment/Training etc. The partners will have to follow up on calls.
- The partner will arrange for the venue for the process of step 2 as per point no 2 (counselling and written test) and ensure the presence of candidates on the same. DNA's representative will assess the candidates.
- Once the final list of people offered is out SMS will be sent by DNA and partner will have to follow up on calls.
- Partners will assist on the first day of training program to help the DNA representative in documentation etc.