

TITLE	TYPE - BEST PRACTICE IN:
Post-Grad Intensive Academy for upskilling employees	Upskilling
	BENEFICIARIES
	Labour force employed
CONTEXT	THE CHALLENGE
• Porini, a DGS Group company specialising in innovative digital solutions, designed a custom course for its client's 12 new employees, to teach them company-specific methodologies and software, facilitating the transition from university to work.	• Dealing with different levels of degrees: ranging from bachelor's to master's and PhD. • Meeting the needs of employees with different professional profiles and experience in ICT.
THE ACTION	
• Developing a 2-month onboarding course following the Kolb Cycle, intended as a means to (self) evaluate the employees' grasp of the topics addressed.	
TAKEAWAYS	
• Incorporate hands-on labs with real-life scenarios and use cases throughout the course. • Establish a clearly defined trajectory from the outset, to avoid the presentation of disparate technologies or data analysis stages as independent pipelines.	 PORINI A DGS COMPANY
	Luca Malinverno, Data Scientist, Porini

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