



Case Study

Upskilling Non-Tech Workers for IT Roles

How IT training helped a Fortune 500 grocer build diversity and reduce employee turnover

The Situation

Our client, a **Fortune 500 grocery retailer**, had an ambitious goal: to increase diversity and employee retention by training non-tech workers for IT roles.

The Challenge

The company identified several high-performing employees in low-opportunity roles, such as stocking shelves. Workers in such roles typically suffer from poor morale, and turnover rates are high. The client wanted a program that would qualify workers with no IT background for roles offering long-term career potential.

The Solution

After working with the client to understand their business goals, Web Age Solutions designed a comprehensive upskilling program. The program needed to accommodate a wide range of learning styles and educational backgrounds. All areas of full-stack development were covered so that participants would graduate with the widest possible range of skills.

The learners continued working their day jobs throughout the three sprints of this **22-week program**. Thus, non-traditional training hours were needed; training sessions took place two evenings a week.

Quick Facts

Industry Information

- ✓ Retail grocery

Wanted

- ✓ Training to qualify low-skill, non-tech workers for IT roles

Services Provided

- ✓ A full-stack training program spanning 5½ months of evening classes twice a week

Outcomes Achieved

- ✓ An increased pipeline of internal IT talent
- ✓ Increased workforce diversity
- ✓ A new strategy for talent retention and development

Our program focused on minimizing the gap between the training and its real-world application. We gave learners plenty of hands-on practice, as well as labs and a capstone project modeled on the client’s own computing environment. The program met all client parameters for delivery, as well as for reporting on attendance, assignment scoring and final grading.

Workers in low-skill jobs often have a complicated relationship with formal education. To ensure our learners’ continued engagement with the program, we assigned one consistent trainer who was known for her patience and her nurturing classroom presence.

The Outcome

Thanks to the reskilling provided by Web Age Solutions, the learners emerged from the program ready to join teams throughout the organization. The client now has a larger cohort of motivated IT professionals. In addition, they’re engaging with us to help close technology skills gaps in other parts of the business.

“ A lot of vendors teach front- or back end exclusively. But we wanted our colleagues to learn multiple skill sets to maximize their opportunities later. Web Age Solutions created a full-stack training program to make it possible. Having a private cohort was a major value-add for us, because it allowed colleagues from across the business to learn and bond together. ”

– Client Manager of Learning Strategy and Innovation

Full Stack Developer Program with Projects – With React

FRONT END	Evening 1	Evening 2		Evening 1	Evening 2		Evening 1	Evening 2	
Week 1	The Basics - How Does a Web Application Work?	Getting started with HTML	Week 8	Apply all knowledge learned in HTML, CSS and JavaScript to build a Front-End Application		Week 15	Write Your Own Java Classes	What are Java Access Modifiers?	
Week 2	Learning to Use HTML Forms	Coding With More HTML Elements.	Week 9	Introduction to React	Basic React Components	Week 16	Adding Java Constructors	Advanced Control Structures	
Week 3	Working With HTML Videos & Audio	Introduction to CSS - Learn the Basics	Week 10	Learn React Functional Component Concepts	Writing Code with React Hooks	Week 17	How to Code Using Inheritance	Working with Java Arrays	
Week 4	Applying CSS Styles to a Web Page	How to Style Text With CSS	Week 11	A Complete React Project		Week 18	Method Overriding	Adding Exception Handling in Java	
Week 5	Applying CSS Box Model and Effects	Introduction to JavaScript	BACKEND	Overview of Java	Learn How to Use Eclipse	Week 19	Introduction to REST	Using REST in Your Web Application	
Week 6	JavaScript Fundamentals	Learn JavaScript Functions	Week 13	Learn the Basics of Objects	Code with Basic Java Syntax	DATABASE	Week 20	Database Fundamentals	Using Java JDBC to connect to a DB
Week 7	Coding with JavaScript Arrays	Using JavaScript Advanced Objects	Week 14	How to Use Java Operators	Using Java Classes and Objects	Week 21-22	Week 21 - Code Backend Project Week 22 - Putting it all together!		

Axcel

INSTRUCTOR-LED TRAINING

About Axcel Instructor-Led Training

Axcel Instructor-Led Training offers everything your organization needs to upskill, reskill and meet your employees' growing demands for professional development. We go beyond standard training; we service the entire lifecycle of technical learning by uniting the expertise of three highly respected training brands:



Web Age Solutions creates and manages bespoke private training for technical professionals. Each upskilling solution is unique and tailored to the client's specific needs and goals.



Accelebrate offers customized learning programs that precisely match your organization's strategic goals. Starting with a skills gap analysis, we deliver private training — in person or online — that helps your people achieve your learning goals in the most time- and cost-efficient way.



ExitCertified builds your people's skills with authorized training from all leading technology vendors. By combining official courseware and open-source technology, we provide up-to-the-minute training and industry-recognized certifications.



Partnering with Axcel Instructor-Led Training brings you the benefits of a combined 60 years of experience in technical training. Choose us for programs that support your talent development needs at every stage of employee learning.

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