

Introduction

- A Maryland Corporation with 22 years of expertise in Training and IT skills support services
- Helped over 500 students / professionals from India to success in USA through H1-B filings, Green Card processing, etc



Our Program

- Training & On-Job Support Services to unemployed and employed workforce in Business Analysis (BA) and IT skills
- Our programs are inspired by the guidelines set by the Department of Labor (DOL) Employment and Training Administration (ETA)'s workforce enforcement



Our Program - continued

- Successfully conducted the training program at community centers in Maryland including but not limited to the Salvation Army, SASDAC, Gurunanak Foundation of Northern America (GNFA), BAPS Sri Swaminarayan Mandir.
- We completed training for 20 batches (around 200 attendees) in the last 2 years and in Prince George's County and the Montgomery County of Maryland
- We have collaborated with NGOs in US and HDR Infotech Pvt. Ltd., India in offering the training program for free
- Around 47 students secured a better employment opportunity on successful completion of our training program



Our Program - continued

- We offer on-job support for 3 months to enable the students settle in their jobs
- We are now recognized for the community service being offered and have been appreciated by local NGOs, prominent people and community service groups in the two counties
- We have been invited by the counties' officials to collaborate with them for their Youth Empowerment Services (YES) program
- We are in the process of being approved by the PG County and the Montgomery County to offer training programs to the workforce



Facts & Figures

- US job market counts to 144,598,000 as on August 2016 with a monthly increase by around 150,000 new jobs. However, unemployment rate is constant at 4.9% for 3 months in a row
- 7.8 million unemployed workforce aspire to increased employment opportunities in service providing industries.
- Adult men (4.5%), Adult women (4.5%), Teenagers (15.7%), Whites (4.4%), Blacks (8.1%) Asians (4.2%) and Hispanics (5.6%) form the major unemployed workforce

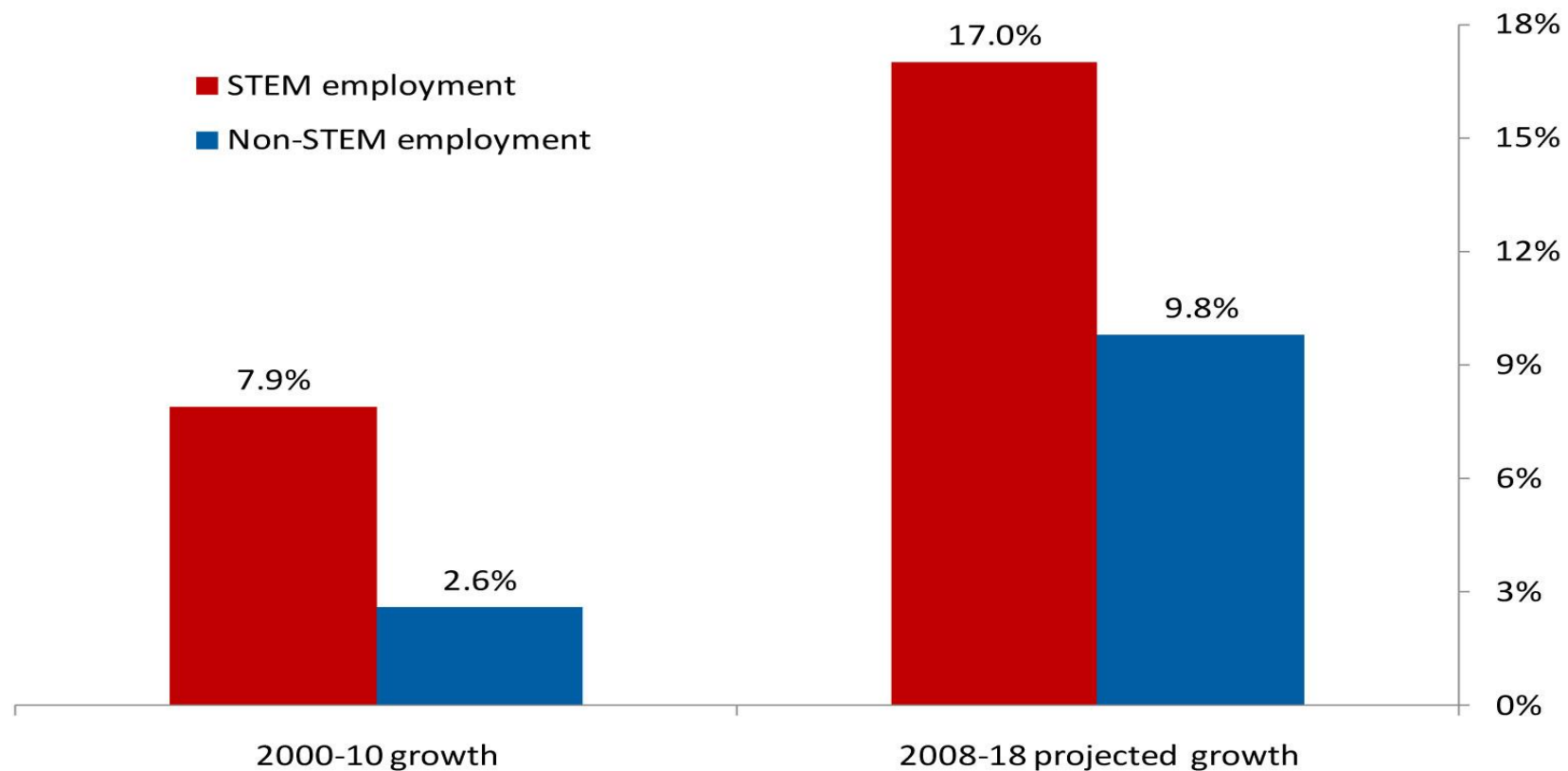
* Source: The US Bureau of Labor Statistics, August 2016



Opportunities

- Increased demand for Science Technology Engineering and Mathematics (STEM) qualified workforce

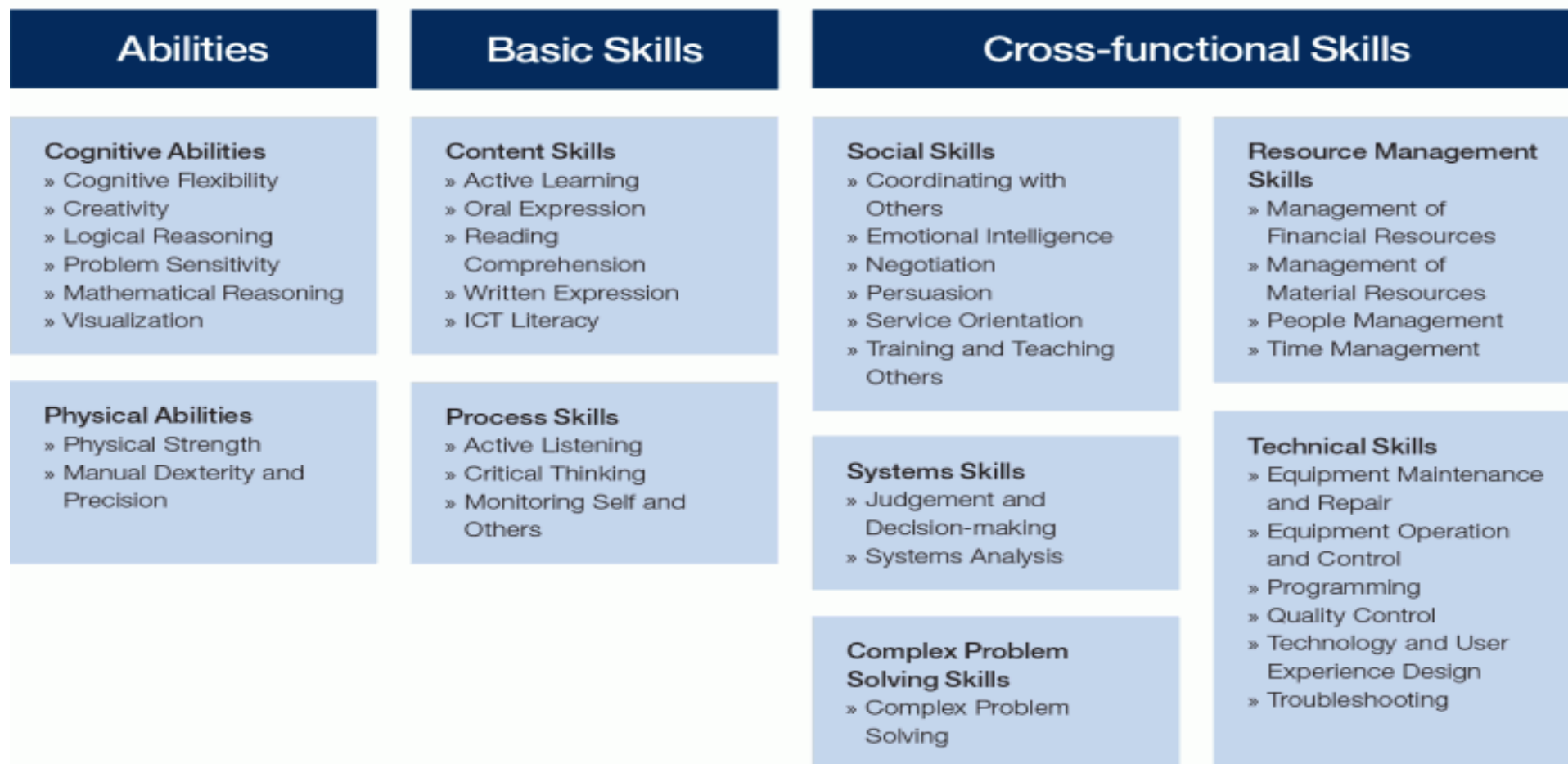
Figure 1. Recent and Projected Growth in STEM and Non-STEM Employment



Source: ESA calculations using Current Population Survey public-use microdata and estimates from the Employment Projections Program of the Bureau of Labor Statistics.

Our Offerings

- Our On-Job Support Services help individuals attain core work related skills



Source: World Economic Forum, based on O*NET Content Model.
Note: See Appendix A for further details.

Our Prospects

- We plan to expand the same program to over 300 counties in the United states.
- On reaching full capacity, we will be training 30,000 students each month (3,000 batches 10 students each)
- We will be helping around 15,000 students find better employment opportunities every month
- We will employ one qualified IT professional to offer on-job support for five working professionals
- We wish to cater into new technologies and offer on-job support across all verticals in IT.
- A huge potential of employment creation in Sikkim to accomplish the tasks



Free BA Training Programs - A Random Sampling



Salvation Army (Batch II) Germantown, MD

- 9 Students 06/07/2014 to 06/28/2014



SASDAC (Batch VII) Silver Spring, MD

- 8 students 07/12/2015 to 08/12/2015



GNFA (Batch IX) Silver Spring, MD

- 13 students 09/20/2015 to 10/18/2015



BAPS (Batch X) Silver Spring, MD

- 16 Students 11/23/2015 to 12/20/2015



Salvation Army - Silver Spring, MD.

06/07/14 to 06/28/14



Students Attending Instructor Led Classroom Training @ Salvation Army - Silver Spring, MD.

06/07/14



SASDAC - Silver Spring ,MD.

07/12/15 to 08/12/15



Students Attending Instructor Led Classroom Training @ SASDAC - Silver Spring ,MD.

07/12/15



Gururanak Foundation Of Northern America (GNFA) - Silver Spring, MD

09/20/15 to 10/20/15



Students Attending Instructor Led Classroom Training @ GNFA - Silver Spring, MD

09/20/15



SSM BAPS - Silver Spring, MD

12/12/2015 to 12/20/2015



Students Attending Seminar @ BAPS SSM – Silver Spring, MD

11/21/15



Students Attending Instructor Led Classroom Training @ HRD, Inc. Corporate Office – Glenn Dale, MD

10/18/14



Students Attending Instructor Led Classroom Training @ SSM - BAPS, MD

12/20/15



A Copy of the Certificate Template Awarded to Students After Successful Completion of the Training Program

Business Analysis Competencies

**HRD, Inc. Sponsored Business Analysis Training
in Collaboration with MIBRT (a Non Profit)**

**THE HEAD OF TEACHING AND LEARNING
FOR THE DIVISION OF INFORMATION TECHNOLOGY AND THE TRAINING**

hereby acknowledges the 50 hours hands-on participation & valued
Contribution of

he / she has successfully completed prescribed requirements and is here by
Designated by HRD, Inc & MIBRT as a

CERTIFIED BUSINESS ANALYST (CBA)

October, 2015

Agni Jandhyala
Vice President, HRD, Inc.

Ramita Modi
Trainer

Elisba D. Pulivarti
President, MIBRT

Student Receiving Certificate of Graduation from the President of HRD, Inc. @ Glenn Dale, MD

09/20/14



Student Receiving Certificate of Graduation from the President of HRD, Inc. @ Glenn Dale, MD

09/20/14



Students Posing for a Photograph After Receiving Certificates of Graduation @ Gurudwara, MD

10/20/15

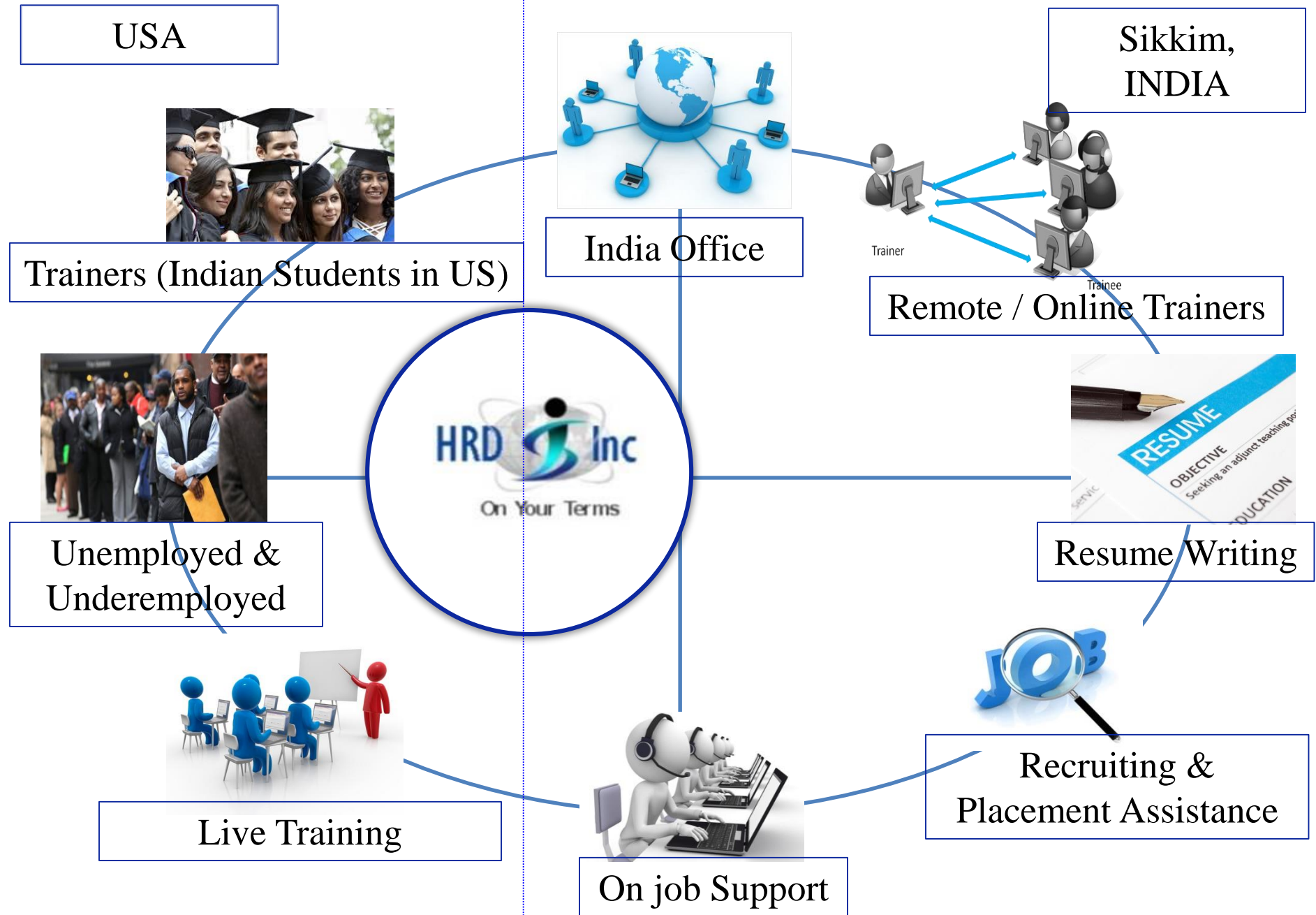


Students Posing for a Photograph After Receiving Certificates of Graduation @ SSM - BAPS, MD

12/20/15

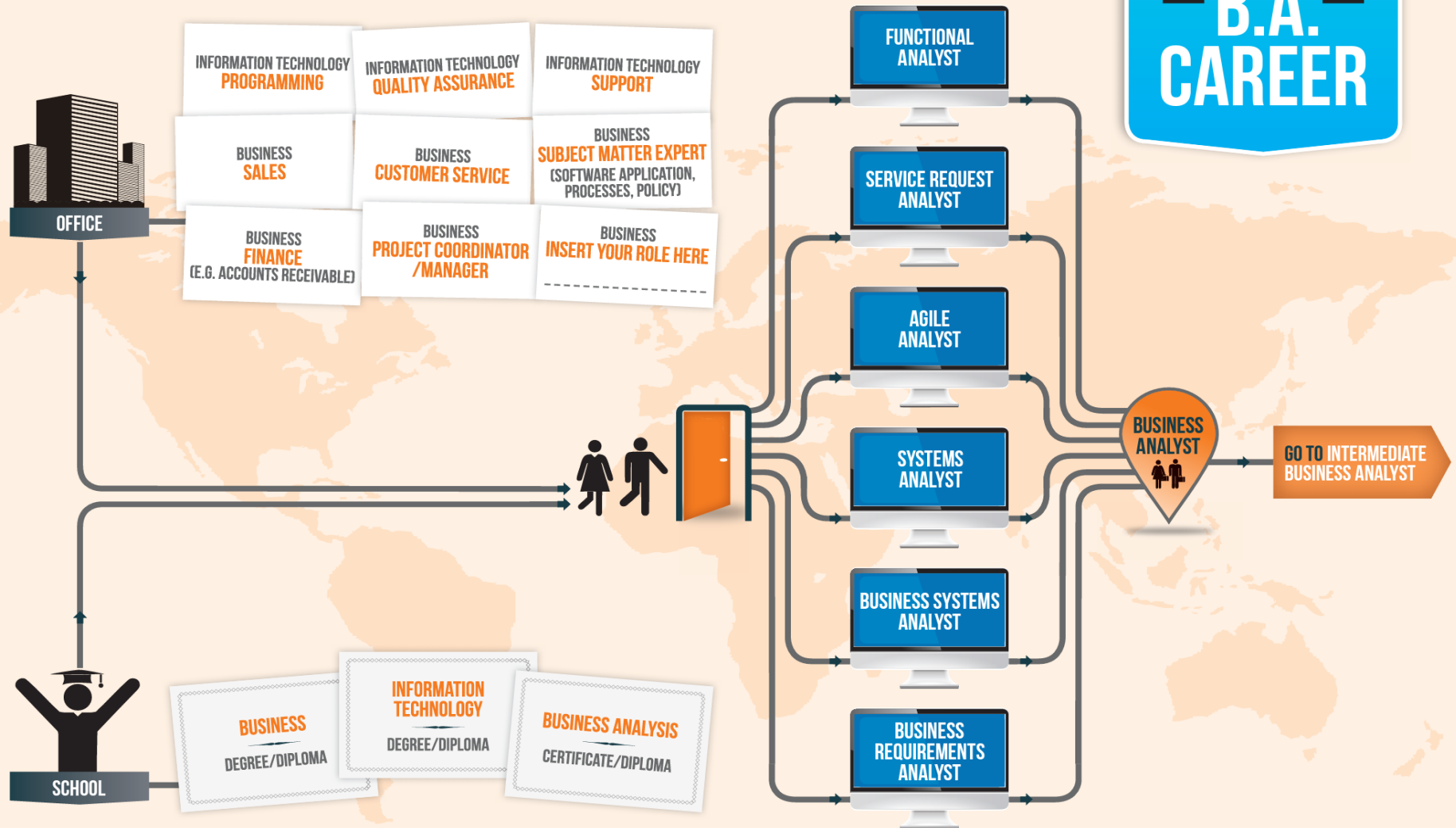


Promoting Training Program to National Level



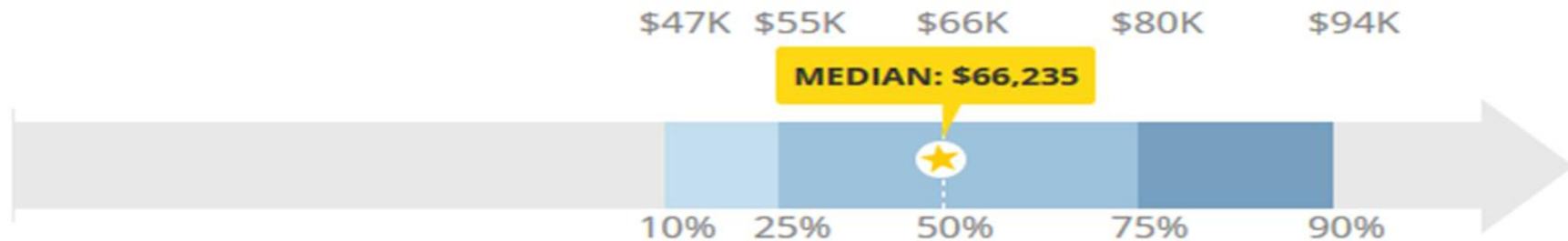


Driving your
— B.A. —
CAREER



Business Analyst, IT Salary (United States)

The average salary for a Business Analyst, IT is \$66,236 per year. People in this job generally don't have more than 20 years' experience.



Add this chart to your site: [640px](#) [300px](#)

+ city

+ experience

+ skill

+ employer

job

Show Hourly Rate

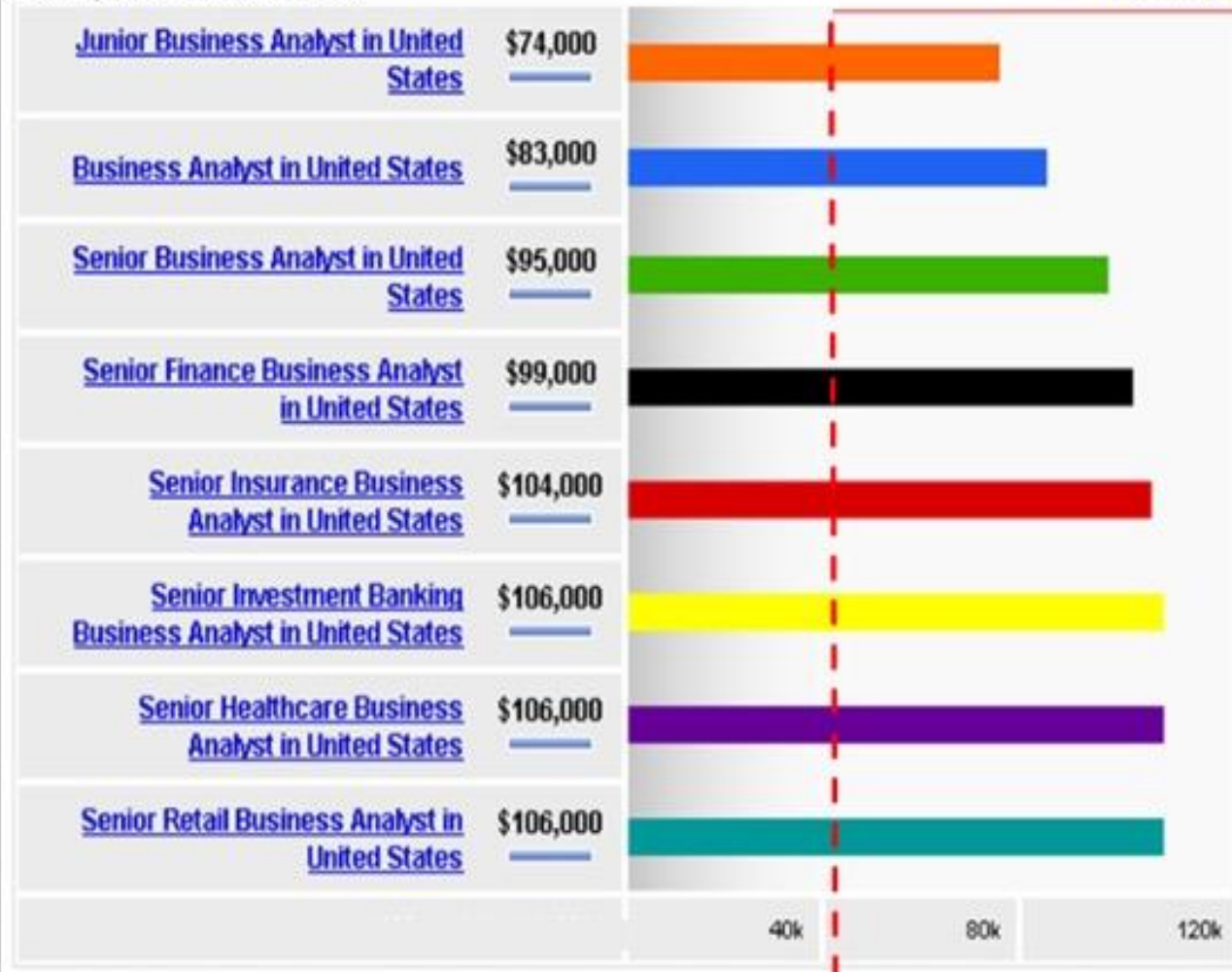
	National Salary Data (?)	\$0	\$50K	\$100K	\$150K
Salary	\$46,517 - \$94,091				
Bonus	\$0.00 - \$10,045				
Profit Sharing	\$293.61 - \$6,819				
Commission	\$0.00 - \$5,896				
Total Pay (?)	\$46,268 - \$101,650				

Country: United States | Currency: USD | Updated: 2 Jul 2015 | Individuals Reporting: 7,563

© PayScale, Inc. @ www.payscale.com

BA Average Salaries

Junior Business Analyst, Business Analyst, Senior Business Analyst
Salary in United States



Compare with
national average
of **42K**

(Source: SSA)

Average National
BA Salaries are
14% higher than
all job postings
nationwide

(Source: Indeed.com)

Free Business Analysis (BA) Training

The course is ideal for:

- ★ Unemployed
- ★ Under employed
- ★ Fresh Graduates
- ★ High School / College Drop Outs



To be specific, there are no specific pre-requisites for becoming a BA

- ★ Any job can lead to a business analyst job
- ★ Might already be in one of the BA related job roles
- ★ Experience in any industry / domain is an added advantage
- ★ American employers will need **876,000** Business Analysis (BA) related professionals by **2020**.
(Source: U.S. Bureau of Labor Statistics, Employment Projections Program)
(<http://www.iiba.org/Careers/Business-Analyst-Career-Road-Map.aspx>)



Experienced professionals in any domain can *TRANSLATE*..

Experience in a industry / domain is needed in it's IT development / automation

Agriculture	Cosmetics	Private Equity
Accounting	Department Stores	Publishing
Advertising	Education	Real Estate
Airline	Electronics	Retail & Wholesale
Apparel & Accessories	Entertainment & Leisure	Securities & Comm. Exchanges
Automotive	Financial Services	Service
Banking	Food, Beverage & Tobacco	Software
Broadcasting	Grocery	Technology
Brokerage	Health Care	Telecommunications
Biotechnology	Internet Publishing	Television
Call Centers	Investment Banking	Transportation
Chemical	Legal	Trucking
Computer	Manufacturing	Venture Capital
Consulting	Pension Funds	Others
Consumer Products	Pharmaceuticals	

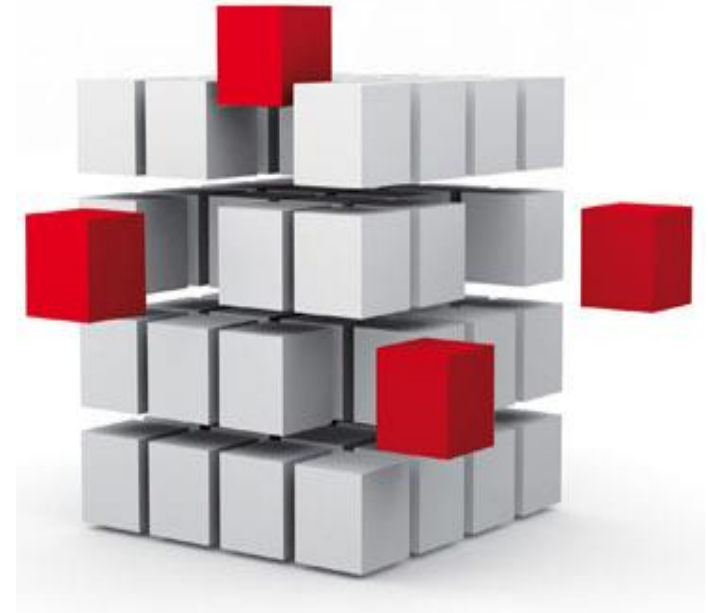
Business Analyst

BA is a translator between Information Technology experts (TECHNICAL) and Domain Subject Matter experts (FUNCTIONAL)

DIFFERENT DOMAINS (FUNCTIONAL)	←-----→		DIFFERENT IT SKILLS (TECHNICAL)
Accounting	* T R A N S L A T O R S *	B U S I N E S S A N A L Y S T S	Designing
Banking			Programming
Finance			Report generation
Healthcare			Database
Mortgage			Web Designing
Retail			Internet
.....		
.....		
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Pharmacy			ERP
Automobile			QA & Testing
Telecommunications			Software Maintenance

Highlights of the Free Training Program

- ★ Program inspired by the guidelines set by the DOL Employment and Training Administration (ETA)
- ★ Limited Students (10) – Interactive Sessions
- ★ Classroom and Virtual Training Solutions
- ★ IT Overview Courses
- ★ 22 Classroom Sessions
- ★ 22 Online Sessions



BA Course Curriculum

Module I – Understanding Requirements	Module II - Understanding of Quality
★ Basics of Requirements & Modeling	★ Basics of Quality
★ How to Write Requirements	★ Verification and Validation Definitions & Fundamentals
★ Communication	★ How quality fits into requirements and analysis
Module III - Planning for Testing, Verification and Validation	★ Use cases and Test cases
★ Lifecycles	★ Quality Risk Analysis
★ Project Plans and Schedules for Requirements	Module IV - Testing Conformance to Requirements
★ Estimation	★ Requirement Based Tests
★ Scheduling Mistakes to Avoid	★ Test Oracles
★ System requirements Vs. User Interface requirements	★ Equivalence Partitioning
★ Requirement Change Challenges	★ Boundary Value Analysis
★ Managing Scope and Quality	★ Decision Tables
Module V - Collaboration with Test Teams	Professional Development Skills (Optional)
★ Test Planning	★ Information about CBAP
★ Test Results Reporting	★ Resume Preparation Basics
★ Handling Changes	★ Interview Skills

Random Testimonials by Trainees



Sherry Mitchell

"First of all the it's very useful tool, specially if you have been in the industry for a long period of time. It's a great blueprint can use all aspects of your experience. Help any company you are strong in. But you can transition to a new industry..... It's not a course where you are spoon fed. If you are in a job and need to do a task, ... tool to do the task. I would rate it a 10 on a scale of 1-10. Already recommended it to at least 7 people."



Yasser Ansari

"The difference between under graduate courses and professional courses is that the instructor gives real life examples.. very hands-on.... group exercises, from theoretical to practical s.... of different age groups. This BA course is helpful..... 1 year exp. to 15 year exp. a good transition... I would recommend this course to.... wants a transition..... 8-9 on a scale of 1-10. should attend this course.... need to know about business analysis."



Tonya Magee

"As far as the content, instructor and level of teaching is concerned, I am quite satisfied. It gives me a new path to the world..... I think it is going to provide lot of additional opportunities... in the future. I think this course is the next logical step..... I would rate it 9.99 out of 10. I would recommended this course."

Free BA Training Program Status

- ★ HRD is successfully conducting the Twenty First batch of Business Analysis (BA) program
- ★ Program is open to unemployed Workforce (Unemployed and Under Employed)
- ★ Our Business Analyst skills give a wider job market
- ★ Most of the students are highly experienced but unemployed for 3 months to 18 months
- ★ Around 50 trainees have been employed as a result of our training in the salary range of \$45,000 to \$100,000

HRD, Inc.

- ★ Established : 1994
- ★ A MDOT and SBA certified Women Owned Minority Small Business
- ★ *Workforce Development*
 - ✓ Offers customized solutions in Training, Placements, Consulting and IT Services
 - ✓ High-quality training delivered by experienced instructors
 - ✓ Helps individuals equip tactical and strategic skills
 - ✓ Trained and placed consultants with nearly 100 corporations including Fortune 500
- ★ Managed by professionals worked with NASA, NOAA, Pentagon, Oracle, etc.
- ★ Please visit our website www.hrdinc.com

Workforce Development

★ An idea that could change the fortunes of Unemployed and Under Employed has inspired the management to start training programs exclusively for Maryland Workforce:

★ As part of Workforce Development, we offer the following services:



★ Career Counseling

★ Job Market Analysis

★ Job Skills Assessment

★ *IT & Job Skills Training*

★ Reference Material and Virtual Support

★ Interview Specific Workshops

★ Resume Writing

★ Resume Marketing /Placement Assistance

★ On Job Support

★ Others

Workforce Development – IT & Job Skills Training

A few of the Trainings We Offer:

- ★ *Business Analysis (BA)*
- ★ Health Informatics Technology(HIT)
- ★ Quality Assurance (QA)
- ★ Master Data Management (MDM)
- ★ Salesforce
- ★ Hadoop
- ★ .NET
- ★ SAP
- ★ Oracle
- ★ Microsoft
- ★ IT Fundamentals

