



Skill DORA

Skill **D**iscover · **O**nboard · **R**eskill · **A**dvance

The Undergraduate Talent Acceleration Program

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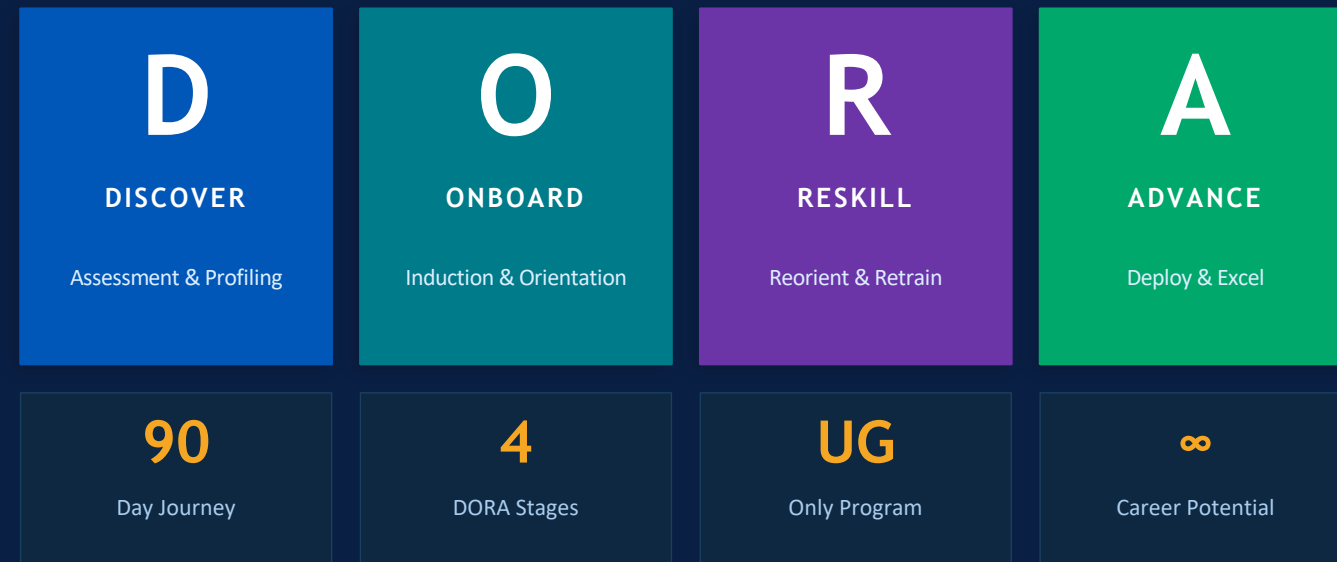
Complemented by SkillNow · www.skillnow.com

The continuous professional learning platform for working professionals

A Virtuos Talentare Initiative

For Springboard Members

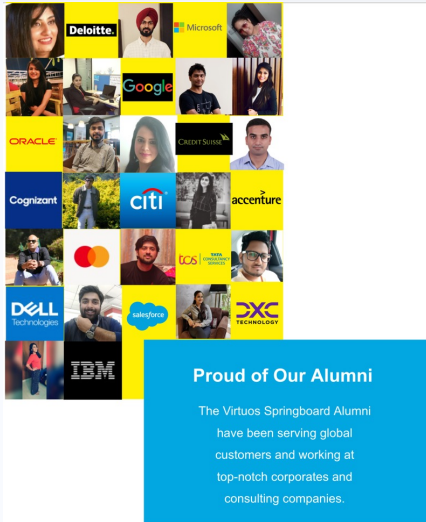
SkillDora is the structured skill acquisition journey exclusively designed for Undergraduates joining Virtuos Digital through the Springboard Program. From the first assessment to final advancement — SkillDora transforms raw academic potential into enterprise-ready capability.



The undergraduate skill transformation engine from Virtuos Digital

SkillDora is Virtuos Digital's exclusive skill transformation program for Undergraduate freshers.

We call our undergraduates "Springboard Members" — and SkillDora is the engine that takes them from campus knowledge to enterprise capability through a structured 90-day DORA journey: Discover, Onboard, Reskill, and Advance.



D

DISCOVER

Comprehensive skill assessment and profiling of every Springboard Member before induction begins

O

ONBOARD

Structured orientation into Virtuos culture, technologies, tools, and client-ready professional standards

R

RESKILL

Reorienting university knowledge into real-world enterprise application — bridging the campus-to-corporate gap

A

ADVANCE

Deploying Springboard Members on live projects and advancing them toward full professional capability

SkillDora is EXCLUSIVELY for Undergraduates (UG) — it is not open to postgraduates or lateral hires. It is the Springboard Member's journey.

From Campus to Career – The 90-Day SkillDora Transformation

01



DISCOVER

Days 1–15

- Skill Assessment Test
- Aptitude + IQ + EQ profiling
- Domain fitment mapping
- Technology preference analysis
- Gap identification report

02



ONBOARD

Days 15–30

- Virtuos culture induction
- ExperienceJob orientation
- Tool & platform access
- Mentor assignment
- Communication standards

03



RESKILL

Days 30–75

- Reorient academic learning
- Enterprise platform training
- Oracle CX / Salesforce / Creatio
- No-code platform mastery
- Project simulation exercises

04



ADVANCE

Days 75–90+

- Live project deployment
- CXDesk onboarding first
- Client interaction readiness
- Certification preparation
- Performance evaluation

Reorienting University Knowledge into Enterprise Capability



WHAT UNIVERSITY GIVES

- ✓ Theoretical computer science fundamentals
- ✓ Generic programming concepts
- ✓ Academic project experience
- ✓ Textbook knowledge of databases
- ✓ Limited enterprise tool exposure
- ✓ No client-facing experience
- ✓ Siloed domain knowledge



WHAT SKILLDORA BUILDS

- ✓ Enterprise CX/CRM platform proficiency
- ✓ Oracle · Salesforce · Creatio · Agiloft
- ✓ Real client project experience
- ✓ No-code platform engineering
- ✓ Professional communication standards
- ✓ AI-augmented workflow capability
- ✓ Billable-project-ready skill set

SkillDora
BRIDGE

WHY RESKILLING MATTERS

60% of university curriculum in India is already outdated by graduation

Only 12% of engineering graduates in India are directly employable

SkillDora closes the gap in 90 days — not 2 years

Reskilling is not remedial — it is reorientation for excellence

Preliminary Period → Probation → Confirmation – The Three Phases

PRELIMINARY PERIOD

First 90 Days · Training & Assessment

- Self-paced e-learning program
- Cohort coaching on selected technologies
- Intensive 60–90 day training
- Skill assessments & checkpoints
- Mentor-guided learning path
- SkillDora RESKILL stage execution

Total Virtuos Investment: ₹1,50,000

Reimbursable if member exits during this period

PROBATION PERIOD

Months 4–21 · Deploy & Validate

- Live project deployment (CXDesk first)
- Client interaction under supervision
- Performance KPI tracking
- Certification preparation (Oracle/Salesforce)
- 360-degree feedback reviews
- SkillDora ADVANCE stage execution

18 months post-training commitment

Extended if progress is unsatisfactory

CONFIRMED EMPLOYEE

Month 22 onward · Full Career Launch

- Full billable project responsibility
- Career elevation assessment
- Senior mentorship opportunities
- CTC upgrade to confirmed structure
- Longevity & Learning bonuses active
- Alumni network access

CTC: Up to ₹6,00,000+ Per Annum

Performance-linked growth trajectory

World-Class Platforms. Real-World Training. Industry-Recognised Certifications.

SkillDora Springboard Members train on the exact same enterprise platforms deployed by Fortune 500 companies. These are not simulations — these are production-grade tools with real certifications.

Oracle

Gold Partner Since 2011

Fusion CX · Sales · Service · HCM · ERP
Oracle CX Certification pathway

Salesforce

Implementation Partner

Sales Cloud · Service Cloud · Marketing
Salesforce Certified Administrator path

Creatio

Platinum Partner

No-Code CRM · BPM Platform
Creatio Certified Developer path

Agiloft

Authorized Partner

Contract Lifecycle Management
Agiloft CLM Certification path

Microsoft

Solution Partner

Power Apps · Dynamics 365 CRM
Microsoft PL-900 / MB-910 path

Asana

Certified Partner

Work Management Platform
Project & Portfolio management

Smartsheet

Partner

No-Code Work Management
Automation & Collaboration tools

AI Platforms

Cutting-Edge Models

GPT · Claude · Gemini ecosystems
AI-augmented enterprise workflows

Four Career Tracks. One SkillDora Foundation.

Solution Engineer

REQUIREMENTS

- Deep solution engineering & programming
- Frontend + backend implementation
- Configuration + coding skills
- Strong logic and design mindset
- Coding skills essential

KEY SKILLS

Oracle CX/Fusion

Salesforce

JavaScript/APIs

Solution Architecture

Solution Developer

REQUIREMENTS

- Solution engineering + functional config
- Backend implementation
- Strong analytical + logic skills
- Solution mindset
- Problem-solving orientation

KEY SKILLS

CRM Configuration

No-Code Platforms

Data Integration

Business Logic

Solution Analyst

REQUIREMENTS

- Software configuration
- Basic coding + good logic
- Data management skills
- Exceptional communication
- Logical structured mindset

KEY SKILLS

Business Analysis

CX Analytics

Documentation

Client Liaison

QA Systems Engineer

REQUIREMENTS

- Logic-driven application testing
- Code-level debugging skills
- Attention to detail + accuracy
- Structured testing methodology
- Quality mindset

KEY SKILLS

Test Automation

QA Frameworks

Bug Tracking

Regression Testing

SkillDora + SkillNow – A Lifelong Learning Continuum

SkillDora · www.skilldora.com

For Undergraduates ONLY

SkillDora is the entry-point — the transformation engine that takes raw UG talent and builds enterprise-ready professionals through the DORA journey.

- ✓ Assessment & profiling from Day 1
- ✓ 90-day structured DORA program
- ✓ Technology platform certification track
- ✓ Enterprise reskilling — not just training
- ✓ Springboard Member exclusive program
- ✓ Leads to confirmed employment at Virtuos

PHASE: Beginning of Career

SkillNow · www.skillnow.com

For Working Professionals

SkillNow is the continuous professional learning platform — picking up where SkillDora leaves off. It serves working professionals seeking to upskill, reskill, and advance throughout their careers.

- ✓ Continuous upskilling for working professionals
- ✓ Advanced certifications post-Springboard
- ✓ AI, CX, CRM advanced learning tracks
- ✓ Microlearning & cohort-based programs
- ✓ Industry-recognised credentials
- ✓ Seamless continuation from SkillDora journey

PHASE: Throughout Career

Augments & Complements

Why SkillDora Springboard Members Are 7-8x More Career-Ready

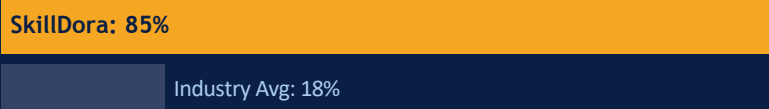
7-8x

More capable, confident and future-ready than peers with 2+ years at top IT firms

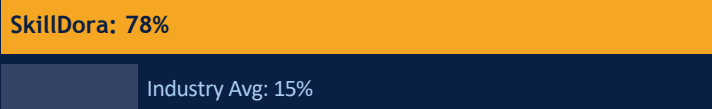
Based on primary research: 1,000+ candidate interviews

SkillDora vs Industry Average (2-year experience)

Skills Growth



Client Readiness



Platform Proficiency



Communication Score



90

Day Program

17+

Years of Excellence

500+

Global Brands Served

100%

Commitment Required

Three Pillars of SkillDora's Proven Learning Architecture



SELF-PACED & ONLINE

Learn at your rhythm, apply in real-time

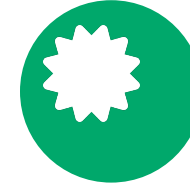
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- Structured e-learning modules by discipline
 - Practical application to real-world challenges
 - AI-curated learning paths per fitment
 - Video, interactive, and case-based content
 - Progress tracking and milestone assessments



COHORTS & PEERS

60–90 day cohorts across technical backgrounds

-
- Peer-to-peer learning and cross-pollination
 - Cross-domain team projects
 - Group problem-solving sessions
 - Mentor-guided cohort discussions
 - Shared certification preparation groups



CERTIFICATION

Industry-recognised proof of accomplishment

-
- Virtuos internal certification upon completion
 - Partner certifications: Oracle, Salesforce, Microsoft
 - Creatio, Agiloft, Power Platform tracks
 - Credentials recognised by global enterprises
 - Portfolio of certified skills for career launch

The People Behind Your Transformation Journey



Shaloo R

VP HR

Overall Program Leadership



Amarinder Singh

Senior Director Delivery

Technical Track & Delivery



Ayushi Chandra

Sr. HR Associate · Key Contact

Member Onboarding & Support



Gagan Bhatia

Program Manager

Program Execution & Cohorts

MAIN OFFICE

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Grade A+ Prestigious Building · Emaar Digital, Gurugram

CONNECT WITH US

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Skills www.skilldora.com and ww.skillnow.com

Careers: vdc.com/careers



Discover · Onboard · Reskill · Advance

The exclusive undergraduate skill transformation program from Virtuos Digital — taking Springboard Members from campus to career in 90 days.

Powered by

VIRTUOS DIGITAL · vdc.com

Also visit SkillNow · www.skillnow.com

Continuous professional learning for the road ahead

Take the First Step

Your SkillDora journey begins with a single decision — to grow beyond the classroom.

01

Apply

Submit your profile at vdc.com/careers

02

Assess

Complete the SkillDora assessment

03

Induct

Join as a Springboard Member

04

Transform

Complete your DORA 90-day journey