PLURALSIGHT + innova™
SOLUTIONS

Enhancing innovation through hands-on learning

Discover how Innova Solutions used Pluralsight to level up their tech talent and client service with the power of learning by doing.

The challenge

Chasing innovation and adaptability

True to its name, Innova Solutions puts innovation first. Since its founding 25 years ago, the company has remained adaptable and tech centered for a variety of clients.

But today, tech is advancing at an astounding rate across all verticals. Innova needed to keep pace with the technologies their customers were interested in, particularly data centers and hyperscalers like AWS, Azure, and GCP. They also grappled with artificial intelligence—namely, how to develop practical, safe, and ethical AI solutions that would yield ROI.

Acquiring seven companies in just 15 months added another layer of complexity: Each organization had its own tools and learning platforms. Innova needed a streamlined learning approach that was easy to use and comprehensive enough to contend with a changing technological landscape.

Who we are

Through global delivery centers across North America, APAC, and Europe, Innova delivers strategic IT and business transformation solutions to clients—enabling them to operate as industry leaders.

Headquartered in
Atlanta, Georgia

100+
global offices and delivery centers

Founded in
1998

The solution

Leaders at Innova recognized that keeping ahead of today's tech meant investing in their people. As Akkshada Maniyan, Head of Global L&OD, put it, "Without the right skills, we cease to exist." With Pluralsight, Innova found a holistic solution for their tech upskilling needs, from cloud to AI and beyond.

Pluralsight Skills was launched across key locations in India and Mexico and later scaled across other locations. The skill assessments feature has been a huge benefit, helping leaders better understand their teams' proficiency and tailor upskilling requirements accordingly. At launch, over 200 users took a skill assessment. These users saw 11.5% growth in skill proficiency over an average of just 33 days.

Pluralsight has also become a key part of the campus hire program. Campus hires have had the chance to go through extensive training in basic skills like SQL, HTML, and CSS, and dive into project-specific skills like Java, Angular, Android, iOS, and Ruby, allowing them to understand and use technology beyond the classroom. They also had the ability to measure their progress and saw 76% skill growth over the six-to-eight week program.

The power of hands-on learning

" **You can learn as much as you can through books and training, but you must be able to apply it practically to become an expert.**"

— Robert Toups,
Senior Vice President - Cloud Services
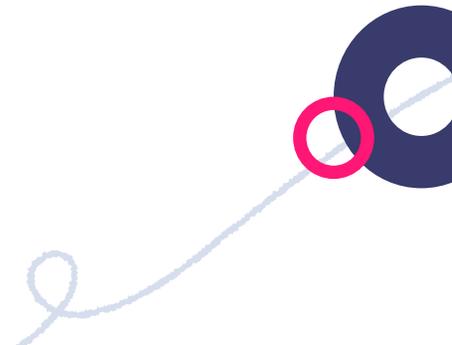
Key benefits of Pluralsight for Innova Solutions

Learning
by doing

Employees use Pluralsight playgrounds and sandboxes to gain hands-on, secure experience and push the business forward.

Greater
skill visibility

Leaders use Skill IQ to gauge employee proficiency and effectively manage upskilling costs.

Certification
success

Employees completed 54 certifications in three weeks, contributing to a 40% improvement in proficiency and enhanced credibility.

Better
adaptability

Innova has consistently adapted to diverse technologies—from AI to data centers to hyperscalers—and improved client service.

Next steps

Forging tomorrow's tech leaders

Going forward, leaders at Innova are poised to keep innovating in employee upskilling and client service—two areas they see as deeply intertwined. As a consultancy, Innova aims to stay ahead of their customers on emerging technologies, which means continuously training employees. The company plans to adhere to a philosophy of continuous learning, and they see Pluralsight as their ongoing partner in making it happen.

Pluralsight is already a go-to resource for campus hires, and Innova aims to continue attracting the best young talent. The company recently hired 100 employees out of college, and they're seeing notable Skill IQ improvements across 24 different tech stacks. These new hires are slated to work with clients within six months.

Innova's partnership with Pluralsight has addressed immediate training needs and positioned the company for sustained success in an ever-evolving tech landscape. Innova will continue to look for more cutting-edge, efficient ways to serve their customers, and Pluralsight will power the learning that makes it possible.

Learning more (and more, and more)

> **Pluralsight stood out to us for its fantastic content that's not stagnant. Every three months, there's something new for everybody to learn."**
>
> — *Akkshada Maniyan, Head of Global Learning and Organizational Development*

Skills pay the bills

" It's all about investing in our people. That's the core of who we are and the value we provide to our clients. Without the right evolving skills, we cease to exist."

— *Akkshada Maniyan, Senior Director, Head of Global L&OD*

Want to increase the speed of innovation at your organization?

Learn more