

# Flapmax xHAIL

## Apprenticeship Program



## xHAIL with Flapmax!

### Establishing new tech careers on-the-job

xHAIL is a global apprenticeship program from Flapmax. Its mission is to recruit, train on-the-job, and empower underrepresented talent for inclusion in the modern workforce.



### Flapmax xHAIL Apprenticeship Program

Flapmax xHAIL apprenticeship program is designed to advance and adapt to the ever-changing labor markets by continuously advancing our training programming and talent search. xHAIL is further enshrined into community guidelines ensuring all the participants including both college and non-college graduates can fully participate and enjoy the program. Being a global product, the apprenticeship program has incorporated a diversity and inclusion program that will ensure there is gender equality, cultural representation, as well as regional outreach.

**Covid-19** pandemic has been one of the most devastating occurrences in the last two years globally. Besides the sad cases of loss of life, there have been rampant cases of loss of livelihoods. The youths specifically the millennials and other professionals of the gig economy have had a tough time adjusting and reinventing themselves as economies around the world reopen. Part of the challenge has been the inaccessibility of the markets as well as untapped talents and skills mainly amongst the youth. Flapmax xHAIL apprenticeship program has been designed to bridge this gap by ensuring there is market visibility amongst the youth as well as improved sourcing and acquisition of skills and talent amongst the unemployed youths. This will help expand struggling economies by bringing persons with the necessary talent, skills, and abilities. The program is further designed to recognize, establish, and expand new economies mainly through AI and other advanced technologies.

“Flapmax gave me the confidence in learning new technologies.”

– Sridhya Surampudi, former intern at Flapmax (now at Apple)



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### Helping unconventional talent

Tackling unemployment requires one to tap into all spheres of talent and skills. One of the overlooked talents is unconventional talent. This is a talent that has been developed outside the traditional academic qualifications and is often illustrated through abilities and skills. At Flapmax xHAIL we believe that experience is a concept that shrinks the employment pool beyond reasonable measures. Most candidates with unconventional talent shy away from job descriptions with strict educational backgrounds and experiences. To overcome this challenge, xHAIL is incorporating methodologies to evaluate skills and talents specific to a job description. This will expand the employable pool ensuring that the best persons that can complete a task effectively and efficiently are employed regardless of their academic qualification.

### Combating low employment rate

One of the main reasons for establishing Flapmax xHAIL is combating unemployment. Unemployment has over the years been fueled by industry hiring practices that have led to diminishing returns amongst different companies thereby lacking the capacity to expand. Such cases where industries are particularly not expanding or/and not being innovative has been overlooked as a contributing factor to unemployment over the years. The steppingstone to these challenges is an apprenticeship program that guides professionals through training, talent exploration, and skills development. Flapmax xHAIL has been designed to reach the underrepresented, provide tutelage and inclusion in critical profile building projects. In part, the apprenticeship seeks to place candidates in different fields where technology plays a big part. This will enable our partners to automate and revolutionize the said industries thereby improving on efficiency and accuracy while tackling unemployment.

### Diversity and inclusion

Different cultural backgrounds influence the different understanding of a problem statement as well as different applicable solutions to the same. While working with teams, all team leaders must ensure there is team comradery as well as teamwork in general. Over the years there has been a misconception that a great team is one that arrives at a solution faster. This however is not accurate. In many cases where a team seems to come up with a solution quickly, it is as a result of a similar perspective on problem-solving methodologies. Flapmax xHAIL teams therefore will be composed of persons with a broad perspective on problem-solving methodologies who are equally key team players. This can be achieved through well-curated pieces of training and certification programs. xHAIL strives to ensure that all its members are always learning both on the job and through certification programs. To fully achieve its diversity and inclusion agenda, xHAIL will further extend part of its training and certification program to the underprivileged in the community.

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### Offer state-of-the-art experience

Flapmax xHAIL provides unique, integrated working and learning experiences with hands-on projects designed by Flapmax AI engineers. The program allows apprentices to learn computing fundamentals and apply those skills to real-world problem solving through peer-to-peer collaboration, in-person or virtual training, hackathons, and other experiential scenarios customized to the needs of the modern workforce.

- Apprentices start on a 16-week collaboration and mentorship with Flapmax engineers and thereafter may advance to a longer-term year-long individual contributor role
- Topical areas of the program include artificial intelligence, cloud computing, data science, Internet of Things, 5G and more



### Youth and K-12

Beyond high-school and college degree levels, Flapmax xHAIL strives to formulate a well-developed curative program for all students from kindergarten to the 12th grade. In order to explore different talents and skills, xHAIL includes programs for youngsters of different ages that are fun and adventure-filled. The programs are meant to ignite interest and passion in technology as well as develop an inquisitive mind which leads to the development of innovative ideas in the many different fields that technology touches on, including AI and robotics. The youth program is perfectly suited to fit into the lives of youngsters who are attending school by enabling them to incorporate some of the skills they learn in school into the program. xHAIL is well designed to guide the youngsters through their childhood, to choosing careers, and navigating the employment or employer world in a rational manner.

### Community Services

While Flapmax xHAIL has been developed to meet community guidelines and serve society, we still believe in developing a community service program where all the members can give back to the community. This can be achieved through several programs that include the development of products and services that aid the public as well as volunteering to other organizations that could use their help. This will aid in developing a sustainable work environment where corporate responsibility is in sync with fundamental social needs.

*Launch your career today and excel with AI technology and training from Flapmax*

Flapmax xHAIL apprenticeship program is part of the Flapmax University Alliance. To learn more, go to <https://university.flapmax.com> or email us at [xhail@flapmax.com](mailto:xhail@flapmax.com).