

## Data Skills Transformation at an Industry-Leading Agricultural Company

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### The Client

The client is a Fortune 500 agricultural company—a market leader and a pioneer of many modern agricultural and agrochemical innovations. They employ state-of-the-art infrastructure, cutting-edge technologies and industry-leading best practices. The company was one of the first to introduce genetically engineered crop seeds and was among the first to conduct field trials of such seeds.

### The Challenge

The client was transitioning from a genetic and biotech engineering background into building a highly skilled Data Science and Data Engineering team with expertise in multiple technologies. Data Engineers were critical in building information pipelines that would enable Data Scientists, Geospatial Analysts and Research Scientists to pull and analyze petabytes of data collected by various devices on and off the field.

- Data Engineers were expected to be skilled in various tools, including Scala, Kafka, Elasticsearch and Amazon Web Services (AWS).
- Data Scientists were expected to know how to program in Python, as well as to run and deploy key prediction models on AWS cloud environment.

Traditional solution providers failed to meet the challenge in a space where talent was rare and expensive to find. As these are new technologies, very few experts exist in this space. Our solution was to create these experts quickly using our unique approach.

### The Colaberry Approach

At Colaberry, we follow the **Mine-Refine-Deliver** approach to solve critical challenges our clients face. Using this approach for our client, we:

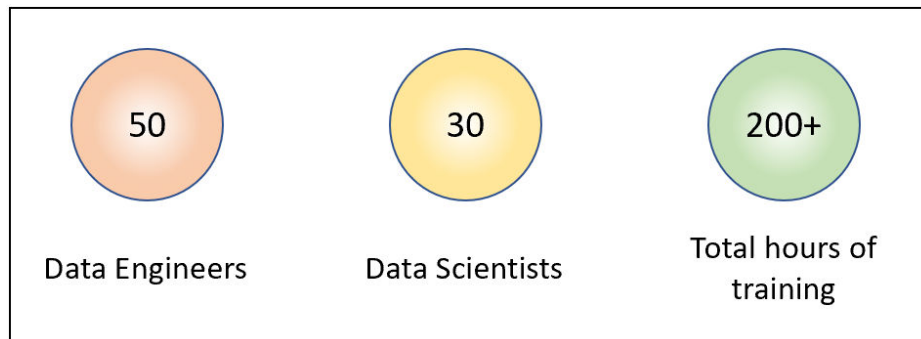
- **Mine:** identify client's expectations and requirements. Through our internal sourcing efforts, we onboard talented scientists who are fast learners.
- **Refine:** identify and bridge the skill gap using our Refactored platform to provide comprehensive and effective training in Python, Scala, Kafka, Elasticsearch, AWS, image processing, and predictive modeling.
- **Deliver:** build a skilled team of consultants and specialists to continue the innovation process for our client.

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### Our Process

We recruited a pool of **30 Data Scientists** and **50 Data Engineers**, and trained them using our talent development platform Refactored. Among the 30 Data Scientists, **11** were the client's **in-house Data Analysts** who were **upskilled** through our intensive data science program. The training consisted of self-learning content as well as instructor-led programs.



**Data Engineer training** – 4-week intensive training on Scala, Kafka and Elasticsearch; 2-week AWS bootcamp.

**Data Scientist training**–2-week modules each on Python, AWS, Supervised Learning, Unsupervised Learning; an intensive 4-week training on image processing for geospatial scientists.

### Our Results

Refactored enabled the creation of a highly skilled pool of talent that was hard to find and hire.

- We reduced time-to-fill from 9 months to about 2 months for each of these positions.
- Refactored enabled Colaberry to achieve over 90% interview-to-hire ratio with the client.
- These resources helped build the Data Science and Data Engineering teams at the client organization and have contributed to innovation there.