

## Built a 1000 People Company of Dropouts in 5 years

There are several issues related to young students and professionals that the planners and corporate sector collectively overlook. One of such factors is dropouts' career development and growth from some of the toughest courses. No student enters a course with the objective of dropping out at later stages.

However, a few curriculums are too complex or difficult for a student to pass. Hence, there are a large number of dropouts. With a success rate of less than 16%, the Chartered Accountancy course is one of the toughest exams in the country. Every year, around 100,000 students enroll in the course, but only a few clear it due to the tough curriculum.

This means that there are more dropouts from the course than successful candidates. These students spend up to 3 years of internship, countless hours of classes, and efforts to crack the course. So many professionals miss out on passing by a whisker. Unfortunately, there are few opportunities available for such professionals, both from getting a job or having a professional degree.

This is where an organization like Entigrity comes to rescue such aspirants. The organization was founded in early 2016 by the Parikh brothers: Shalin (Shawn) and Valay. They started their journey from a home office in Ahmedabad, India. Both are qualified Chartered Accountants who know and understand the course's vigor. Being qualified CAs themselves, the founders know the exact challenges that dropout professionals often face, whether it is related to finding a relevant job or related to career progression.

The founders also realize that there is a minor difference between the successful students and the dropouts. They also acknowledge the level of diligence, preparation, and perseverance of the dropout students. Hence, a decision was made to incorporate these dropouts into the Entigrity team and the results are for everyone to see.

### The 'Entigrity' Approach and Empathy for Dropouts



The organization has a natural empathy for dropouts for all valid reasons. Besides spending the best years of their lives pursuing a course, these aspirants invest a lot of energy in learning skills related to finance and accounting. Since the margin for error in the course is too small, the results do not sometimes justify the overall level of knowledge and skills an individual might have.

There is also a role of luck that cannot be written off. This is why Entigrity does not believe in only the professionals or aspirants who have a 'Pass' grade in their resume. Entigrity emphasizes why employers are deeply discarding the skill set of CA dropouts and they should reconsider. And also it's a humble request to all CA aspirants who have given many attempts. Give yourself a timeline and it's more to life beyond chartered accountancy.



*"I always believed that everything we did in Entigrity was practice, learning, and experience. Putting an emphasis on education rather than a degree. You don't necessarily need to go to college and obtain a degree to gain an education, but you do need to be competent at your talents and knowledge to have a successful profession"*

*- Shawn Parikh - CEO, Entigrity Solutions LLC*

Shawn Parikh, founder, and CEO of Entigrity believes that the skills and knowledge of an individual go beyond the mark sheets. He has been honored by CPA Practice Advisor with the Top 20 under 40 Influencer Award For 2020 & 2021(Two year in a row) for 'Helping the Accounting Profession with Advancement'. As he says, ***“Usually, you see in startups, founders and co-founders are dropouts but in Entigrity it's different, founders aren't but most of the team members are dropouts. You know what's funny about the course, you have done a 3 years articleship which is as good as a full-time job, but you are still counted as fresher when you go to the job market. At Entigrity we value those three years of articleship and focus on the work ethics, knowledge, and motivation to confer productive outcomes. I have seen their dedication and motivation to bring the best to the table. Since they don't have a degree, they always think of going an extra mile.”***

Hence, unlike various other companies, Entigrity has no such criteria for selecting students with good grades, a lesser number of attempts (for passing the exam), or even passing the exam. The founders emphasize taking account of each candidate on merit, and an entire team is made out of dropouts who further service different clients around the world. Hence, despite having the so-called failures in the teams, Entigrity has shown how these dropouts leave behind their 'successful' counterparts.



Entigrity offers these dropouts an opportunity to earn better than industry standards and pay as per their professional experience and skills, and not on the basis of their degree or mark sheet grades. Landing a job with Entigrity could help them kick start their career on a high. Since the pandemic outbreak, **Entigrity has hired more than 700 professionals from their career dropout**. On comparable compensation as qualified CAs, hence the overall passion to work increases even further.

### **Career Development Opportunities**

Entigrity ensures that getting a job is not the final achievement for the dropout professional. With the support of Entigrity, the professionals can not only think of a successful career after dropping out of the CA course but can also add higher certifications such as CPA and EA to their resume with the exposure and support from the organization.

The company sponsors and pays for pursuing further courses such as CPA (US equivalent of CA) and EA (tax qualification in the US). Hence, Entigrity does not just believe in providing employment opportunities to the dropouts but also ensures comprehensive career growth which stays permanently with the employees. Therefore, the overall outlook of the enterprise is pretty broad as the founders have

made sure that the long-term career development of the employees is the priority for the organization. <https://www.entigrity.com/>

### Future looks promising



We know that failure in life is never easy to handle, especially in a country like India where there is a social stigma around any kind of failure. There are **more than half a million semi-qualified/dropout CA** in the market and Entigrity is on a mission to break this stigma and set an example for other employers to change their perception of these **semi-qualified CA or dropouts workforce**. Going forward too, Entigrity has aggressive recruitment plans and will be **hiring 3000-4000 people** in the **next 3-4 years**. The company will keep on empathizing with CA dropouts and semi-qualified CA recruitment to provide them with progressive work opportunities.

### Summing up

The existing stereotypes and perquisites that accounting, audit, and financial services firms have towards CA professionals are finally broken by Entigrity. By building a successful working group of CA dropout professionals who now lack the skills or knowledge to meet the highest standards of financial services, Entigrity has been able to create new benchmarks in the industry.