

# Cognizant Academy

## Generation Cognizant (GenC) Program Brochure (Dotnet Track)



### Why do we need this GenC learning Program?

Gen C learning program engages young talents with a comprehensive learning pathway, giving the millennials an opportunity to interact with Subject Matter Experts (SME), understand the corporate environment, and groom themselves.

Cognizant emphasizes on Learner Autonomy where students take charge of their own learning, with the available tools and resources. More focus is on “learning” than “teaching”. Get ready to embark your own learning adventure!

### Program at a glance

Learning consisting of 2 Stages and Business Aligned Project:

- Stage 1 – Core Programming Fundamentals (5 weeks)
- Stage 2 – Deep Dive (5 weeks)
- Business Aligned Project (2 weeks)

### Program Highlights

- The complete learning journey is formalized using adult learning principles, where problem solving and applying the skills gained are given more importance than conceptual learning.
- Learner Autonomy is encouraged via Flipped Classroom, where the learning platform offers world class learning resources, and students would not be constrained by tutelage of an instructor.
- Get mentored by SME, whose motivation and guidance will help you accelerate in the learning journey.
- This program is applicable to Interns as well as GEN Cs.

# Learning Journey with Flipped Classroom

This program encourages you to be more autonomous learners during guided self-learning hours, completing the learning objectives on your own pace and style, and get ready for the hands-on practice time.

The complete learning path is set in the [GEN C Learn Platform](#), which you can login with SSO.

## Flipped Classroom

### Self-Learning Time

- Go through the Learning Objectives
- Try to accomplish the learning objectives by accessing learning resources

### Practice Time

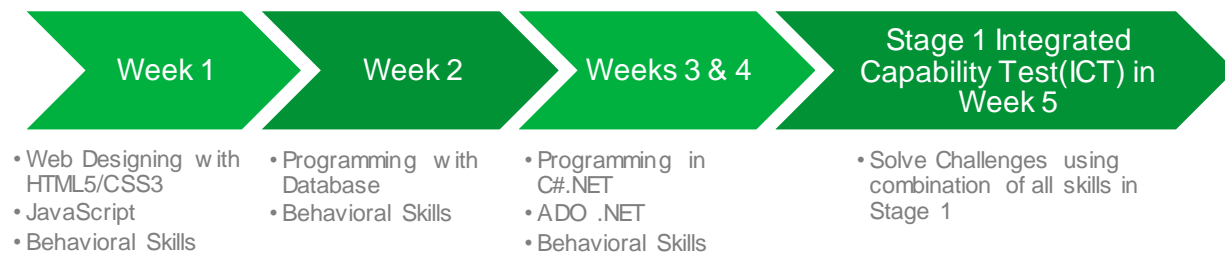
- Get guidance from Subject Matter Expert
- Deep dive on to the learning concepts and solve a problem statement

## Recommended Program Sequence

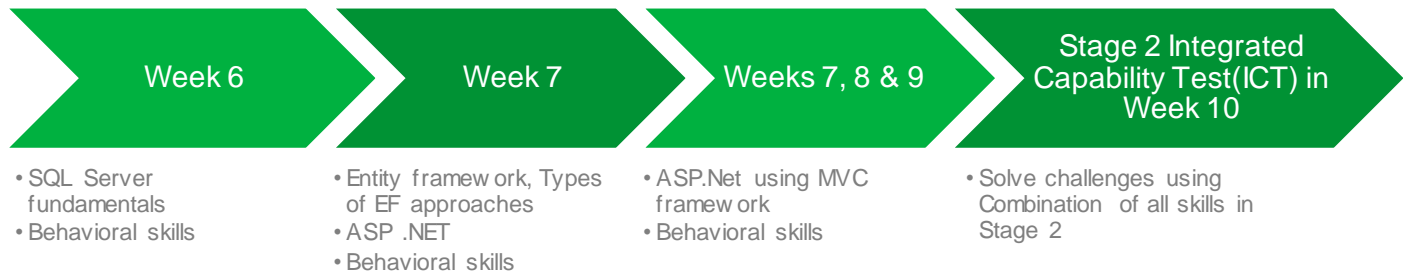
The learning journey contains 2 stages, followed by a Business Aligned Project.

- Stage 1 – Refresher on Core Programming Fundamentals
- Stage 2 – Deep Dive into Skill Frameworks
- Business Aligned Project will provide you an experience of real time problem solving in Agile methodology.

### Stage 1 - Core Programming Fundamentals



### Stage 2 - Deep Learnings



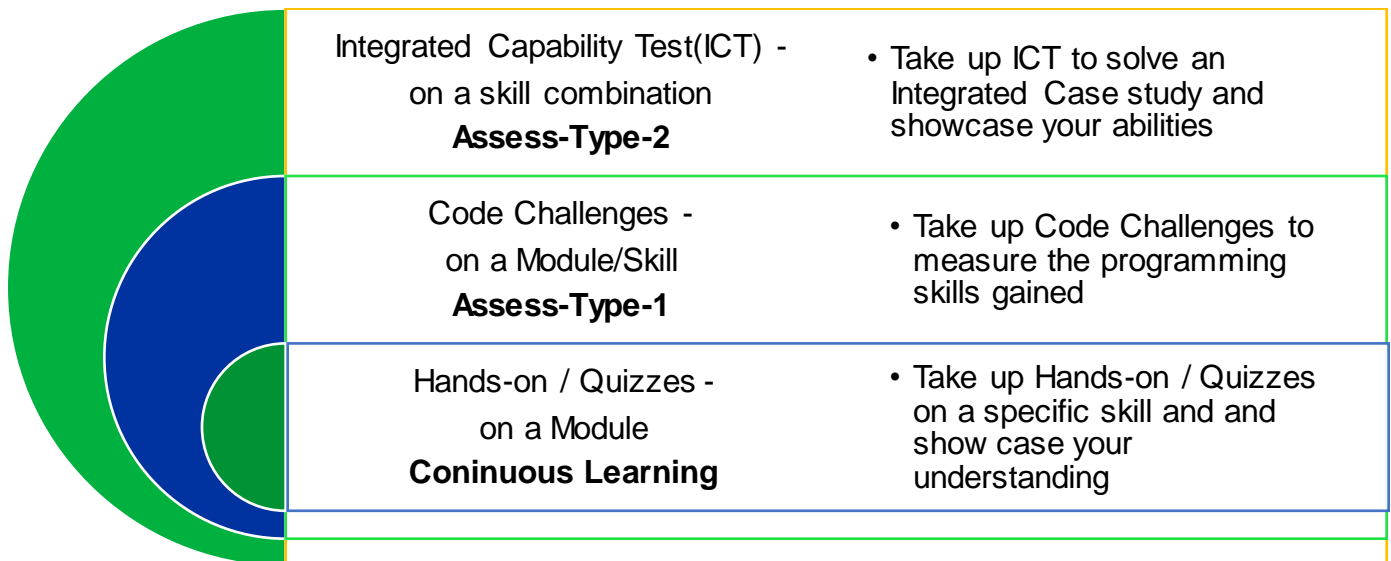
## Key Learning Components of the Program

Cognizant has collaborated with UdeMy to provide world class learning videos for the evolving future of work. These UdeMy programs are woven in to a learning path, empowering you to plan and learn at your style.

The program also connects you with Subject Matter Experts to get the professional guidance on your queries in the learning journey.

The program continuously evaluates if you are able to apply those self-learnt skills to solve a business problem. Depicted below are the three key learning components, which are distributed across the learning journey for the purpose of continuous evaluation.

You have to score a minimum of 70% in each of the key components.



## Scheduling of Learning Components

The overall duration of this program is 12 weeks. From the day 1 of the program, every day will have some learning components to be completed by the GEN C.

A day-wise plan with the time-table for everyday will be provided. This will provide a holistic idea of the learning schedule.

The detailed student handbook will have the learning recommendation for every day. All the learning components have to be completed as specified in the day-wise schedule. These components will be auto-scheduled in your specific learning paths as per the given schedule.

The day-wise plan along with the handbook provides complete detail on the learning schedule.

## Program Completion Criteria

Complete all the mandatory Coding Challenges and ICTs with benchmark of 70% in both the stages. Your health score will be calculated based on the below parameters.

The below given Learning Components will be available in the learning path and also in the detailed student handbook provided to you.

Parameters	Learning Components (Individual Component Benchmark: 70%)	Weightage
Continuous Evaluation	Hands On	5%
Assess - Type – 1	Coding Challenges in each skill, in each stage	10%
Assess - Type – 2**	Integrated Capability Test (ICT), in each stage	30%
Business Aligned Project and	Business Aligned Project Demo and Viva Voce	20%
Technical Interview**	Technical Interview by BU SMEs	20%
Business feedback	For Every learning stage	15%
	Total (GEN C Health Score)	100%

**\*\* Mandatory for calculating overall certification score. These mandatory learning components will have 2 attempts.**

**Table 1 – Weightage Distribution**

The below table explains the learning components, its evaluation methods and the details of re-attempts.

Component	Description	Details
Learning Components	The broad parameters that will be applicable for all types of enablement, based on which the continuous evaluation and graduation criteria would be determined.	<ul style="list-style-type: none"> <li>Continuous Learning</li> <li>Assess - Type – 1</li> <li>Assess - Type – 2</li> <li>Business Aligned Project &amp; Evaluation</li> <li>Business feedback</li> </ul>
Evaluation Components	The enablement aligned components that a GenC would be subjected to undergo during the learning journey.	<b>Completion based :</b> <ul style="list-style-type: none"> <li>Hands-on</li> </ul> <b>Score Based (Benchmark – 70%):</b> <ul style="list-style-type: none"> <li>Assess - Type – 1</li> <li>Assess - Type – 2</li> </ul>
Number of Attempts	Any GenC who has not obtained the pre-defined minimum percentage to clear the Evaluation components will be eligible for re-attempt, as applicable. The number of reattempts would be as defined for respective evaluation components in the learning path.	The Assess-Type-2, Presentation of Business Aligned Project and Technical Interview will have re-attempts.  Rest of the learning components will have only 1 attempt.

**Table 2 – Evaluation and Re-Attempts**

## Performance Health Score / RAG Indicator

Performance Health score will be calculated based on the performance of the GenC in the various Learning components and corresponding weightages, as indicated in the table # 1.

The RAG indicators of the health score would be arrived at based on the Performance Health score calculated, for each GenC, as indicated below. Scores in decimals will be rounded up to the next nearest whole number.

### Performance Health score RAG indicator

<b>GREEN</b>	<b>&gt;=70%</b>	<b>AMBER</b>	<b>Between 60% and 69%</b>	<b>RED</b>	<b>&lt;60%</b>
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## Key Check Point Intervals in the Learning Journey

During the learning journey, your progress will be measured. On the below check point intervals, your overall Performance Health Score will be calculated as on date, and the RAG status will be arrived.

Checkpoint frequency	Interpreting Status
<b>Checkpoint 1</b>	<ul style="list-style-type: none"><li>- <b>Green</b> - On Track for Graduation</li><li>- <b>Red /Amber</b> - Re-attempts will be given for learning components based on table 1.</li></ul>
<b>Intermediate Checkpoints</b> <i>(not applicable for 2 checkpoint model)</i>	<ul style="list-style-type: none"><li>- <b>Green</b> - On Track for Graduation</li><li>- <b>Red /Amber</b> - Re-attempts will be given for learning components based on table 1.</li></ul>
<b>Final Check point</b>	<ul style="list-style-type: none"><li>- <b>Green</b> - On Track for Graduation</li><li>- <b>Red /Amber</b> - Re-attempts will be given for learning components based on table 1.</li></ul> <p><b>Note:</b> If student fails after the applicable re-attempts, they will be considered as “Not-Graduated”.</p>

**Table 3** – Check Point Intervals

## FAQ

1. Who can participate in this program?

Students who have enrolled for Full Internship Program (or) the Cognizant on-boarded GEN Cs can participate in this program.

2. Is there any pre-learning I should do?

No. This program is open to all students from any academic discipline.

3. How will I know my RAG status?

It will be shown to you in the GEN C learn Platform, in your Home Page.

4. Whom do I reach out in case of any queries?

Coach is your point of contact.