Learning is now linked to Growth @ Fractal

HC Team

May, 2022

Learning Eligibility Criteria Capability & Consulting

Grade	Oct 2022 Cycle	Apr 2023 Cycle	FY24 Onwards
Grade 10-9 and 9-8	Learning goal compliance for FY22 to be considered	o Complete EmPower-I or 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Technical Training : 4 courses	o Complete EmPower-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Technical Training (career track wise)
Grade 8-7		o Complete EmPower-II or 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Technical Training : (3 courses + 1 certification)	o Complete EmPower-II and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Technical Training (career track wise)
Grade 7-6		o Complete People Smart-I o Technical Training : (3 courses + 1 certification)	o Complete PeopleSmart-I, Business Essentials-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Technical Training (career track wise)
Grade 6-5		o Not Applicable	o Complete PeopleSmart-II, Business Essentials-II and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Technical Training (career track wise)

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Learning Eligibility Criteria – Sales and GCF

Grade	Oct 2022 Cycle	Apr 2023 Cycle	FY24 Onwards
Grade 10-9 and 9-8	Learning goal compliance for FY22 to be considered If learning goal wasn't part of goal sheet then atleast 5 hours of training completed	o Complete EmPower-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade)	o Complete EmPower-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Complete 1 course from Functional Track*
Grade 8-7		o Complete EmPower-II and 1 course from EmPower Skills Learners' Choice (applicable to your Grade)	o Complete EmPower-II and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Complete 1 course from Functional Track*
Grade 7-6		o Complete People Smart-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade)	o Complete PeopleSmart-I, Business Essentials-I and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Complete 1 course from Functional Track*
Grade 6-5		o Not Applicable	o Complete PeopleSmart-II, Business Essentials-II and 1 course from EmPower Skills Learners' Choice (applicable to your Grade) o Complete 1 course from Functional Track*

*Functional Tracks for Sales & GCF will be announced soon

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What is Technical Learning for Consulting & Capabilities

WHAT COURSES AM I ELIGIBLE FOR?

- ❑ All classroom workshops (as and when planned) are communicated from FAA id (faa@fractal.ai).
- ❑ E-learnings are always available on HIVE and for MooCs – pre-paid licensed access can be gained by registering on the monthly surveys for digital platform access.
- ❑ One should choose courses relevant to the project and career track.

HOW CAN I ACCESS THESE COURSES?

- ❑ FAA offers learning in all forms – classroom, e-learning and via MOOCs which can be accessed on [Hive](#).
- ❑ For your ease, these offerings have been curated and stacked into various learning paths, available on the [Sway page](#)
- ❑ Refer the Learning Grid [(Learning Grid 2022-23 (office.com)](#) and pick the recommended courses to cover the skill gap following the learning path.

HOW MANY COURSES SHOULD I DO?

- ❑ Pick your career track and traverse through the proficiency levels.
- ❑ Refer to the Learning Eligibility slide to know how many courses are required to become eligible for promotion considerations.

HOW DO I TRACK MY LEARNING?

- ❑ You will be able to view the learning progress and completion on HIVE

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What is Empower Skills Learning?

WHAT COURSES AM I ELIGIBLE FOR?

- ❑ Life skills have been revamped as Empower Skills to focus on behavioural skills and attitudinal competence
- ❑ Grade E, 10 & 9 : EmPower 1 is recommended
- ❑ Grade 8 – EmPower II is recommended
- ❑ Grade 7 & 6 – People Smart I & II is recommended.
- ❑ Additionally Curated set of Courses for each grade from which learners can choose (learner's choice)
- ❑ Refer to Sway page for list of courses

HOW CAN I ACCESS THESE COURSES?

- ❑ Percipio assignments can be availed by registering on the MS form on this link. License and assignment allocation every Wednesday.
- ❑ Blended courses are invite-based learning events. You will receive an email to register for the available sessions every month.
- ❑ The courses on MOOC platform (Udemy and Coursera) can be availed only if you have the licenses technical learning paths. Please ask for EmPower Skills in your license application

HOW MANY COURSES SHOULD I DO?

- ❑ Refer to the Learning Eligibility slide to know how many courses are required to become eligible for promotion considerations.

HOW DO I TRACK MY LEARNING?

- ❑ You will be able to view the learning progress and completion on HIVE

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What is People Smart & Business Essentials Series?

WHAT COURSES AM I ELIGIBLE FOR?

- ❑ G7 : PeopleSmart-I; Business Essentials-I
- ❑ G6 : PeopleSmart-II; Business Essentials-II
- ❑ G5 : PeopleSmart-III; Business Essentials-III
- ❑ Program Duration : 3-4 weeks (~18 hours of learning)

HOW CAN I ACCESS THESE COURSES?

- ❑ Participation to these 2 series is invite-based. All eligible Fractalites will receive invites for their respective courses over the next 2 quarters.
- ❑ Fractalites who get promoted into the Grades 5,6,7 will be invites within 3 months of their promotion

HOW MANY COURSES SHOULD I DO?

- ❑ PeopleSmart Journeys are curated journeys with a suite of virtual learning sessions. Details are appended in the following slides.
- ❑ Once you have complete all modules within the assigned journey and passed the HIVE assessment, it is considered complete
- ❑ Business Essentials Series are single virtual learning sessions/ online content. Attendance of the module is considered for completion.

HOW DO I TRACK MY LEARNING?

- ❑ You can check your completion status on HIVE
- ❑ For PeopleSmart Series you will receive a certificate of completion as well

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Thank You

HC Team   Feb, 2022