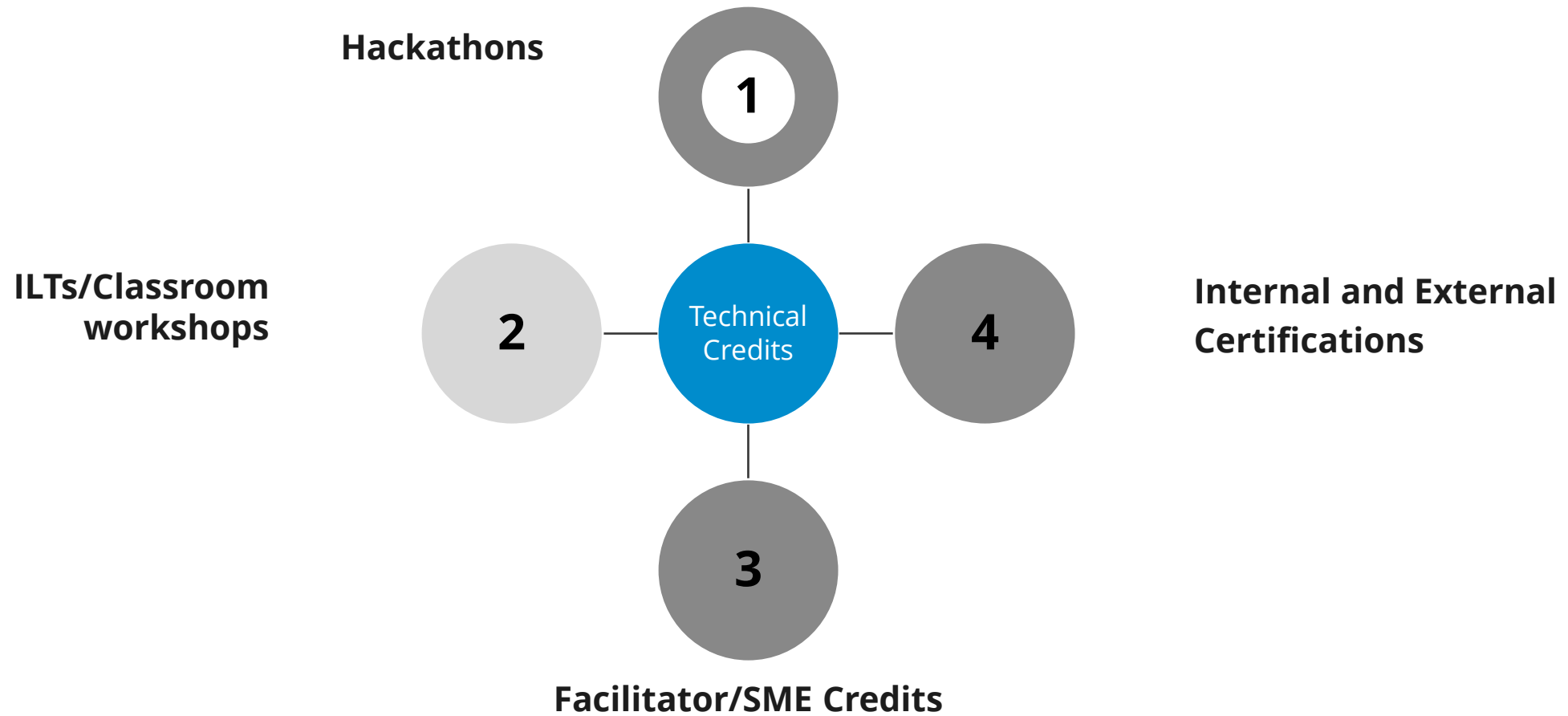fractal

Learning goals for Apex+ (FY 2024-25)

L&OD Team & FAA

01 Technical Learning Credits

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"Learning outcomes that drive Fractal's strategic growth plans.

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Technical learning avenues

Hackathons

1

ILTs/Classroom workshops

2

Technical Credits

4

Internal and External Certifications

3

Facilitator/SME Credits

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Steps to earn **Technical** learning credits

01   **Learn the skill**

02   **Apply your knowledge**

03   **Earn your learning credits**

Earn technical learning credits by demonstrating mastery of key skills

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Avenues to earn **Technical** learning credits

Hackathons

Regular hackathons will be conducted for

- AI and ML

- Gen AI

- Data engineering

- Visualization

Completion and evaluation guidelines will be shared for each hackathon.

Steps to Enroll

1. Register for a hackathon through FAA's emails.

2. Complete the assigned project and submit.

3. Earn **technical** learning credits for successful completion.

Learning credits for each hackathon will be different and shall be published at the time of registration

Credits will be allotted on successful completion of the hackathon & would be as per no. of hours of the hackathon, Click here to check the effort hours vs credits allotted

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Avenues to earn **Technical** learning credits

Classroom Workshops

Calendarized workshops for most in-demand skills will be held regularly.

The calendar schedule will be shared each month by FAA through email.

Pre-requisites for the workshops

- Must be completed before attending the workshops.
- Instructions for the capstone project, and evaluation criteria will be shared for each workshop.

Steps to Enroll

1. Register for a workshop
2. Complete the assigned capstone project and submit
3. Earn learning credits for successful completion

*Learning credits for each ILT/classroom workshop will be different and shall be published at the time of registration

*Credits will be allotted on successful completion of the training & would be as per no. of hours of the session, Click here to check the effort hours vs credits allotted

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Avenues to earn **Technical** learning credits

Facilitator and SME credits

Inclusions

- Conducting classroom workshops
- Hackathons
- Participating as an SME for MOOC content created by FAA

Exclusions

- KOPs/Learning Hour sessions
- Any FAAs workshop **without a hands-on assessment** component

Click here to apply for becoming a facilitator

Credits will be calculated based on the effort invested

A maximum of only 2 credits can be earned as facilitator credits. Click here to check the effort hours vs credits allotted

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Avenues to earn **Technical** learning credits

Certifications
(2 credits capping)

External and selected internal certifications qualify for learning credits.

*Completion of each certification carries 2 technical credits.

*A maximum of only 2 technical credits can be achieved either internal or external certifications or both.

Steps to Enroll

For details see <u>Certification options (sharepoint.com)</u>

Avenues that will **NOT** be considered to earn "technical" learning credits

Exclusions

1. College or Master degrees

2. Any course without hands on (ILTs/workshops, certifications, hackathons)

3. Any self-paced courses (Analytics Vidhya/Coursera/Udemy/MOOC courses)

4. Any completions before **1st April 2024**

Points to note

Businesses with certain specific training requests relevant to their teams can contact FAA
(eg. PM, SCRUM, Consulting skills, domain skills, Design, PMO, EAs)

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02 Leadership/Functional Learning Credits

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Avenues to earn **Leadership** learning credits

Self-Paced

- Percipio
- Coursera
- HIVE
- Udemy

Audience

- All Apex+

Steps to Enroll

1. For Percipio license- Please fill up this form

2. For Coursera license- Please reach out to FAAHelpdesk@fractal.ai

3. For HIVE pathways- Please click here

4. For Udemy courses, refer to the reimbursement policy shared by FAA team- Write to FAAhelpdesk@fractal.ai for completion credits

5. Earn learning credits* for successful completion

*Number of learning credits on Leadership learning are calculated based on the duration of learning. Please refer to the credit calculation annexure for details.

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Avenues to earn **Leadership** learning credits

Instructor-Led Trainings

- Manager development sessions *(APEX+)*

- Curated learning journeys
  (specific to teams- need based)

* Calendar schedule shared each month by FAA through email

* Workshop specific mails from L&OD team via People ID

Steps to Enroll

1. Register for a workshop

2. Attend & Participate in the session

3. Earn learning credits for successful completion

Number of learning credits on Leadership learning are calculated based on the duration of learning. Please refer to the credit calculation annexure for details.

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Avenues to earn **Leadership** learning credits

Webinars

- Percipio LIVE webinars
- Wellbeing webinars
- DEI webinars

Audience

- All Fractalites

Steps to Enroll

1. For Percipio Live webinars, check out the Leadership Learning page- Please click here

2. For Wellbeing updates, watch out for the Wellbeing newsletter

3. For DEI webinars and updates, watch out for the mailers from FractalForALL

Number of learning credits on Leadership learning are calculated based on the duration of learning. Please refer to the credit calculation annexure for details.

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Avenues to earn **Leadership** learning credits

Mentoring

- Classic mentoring
- Speed mentoring

Audience

- All Fractalites

Steps to Enroll

1. For Mentoring updates, watch out for the mailers from People ID

2. Earn 2 credits for completion of Classic mentoring (8 meetings of 1-hour each)

3. Earn 0.5 credits for each Speed mentoring meeting (20-30 mins each)

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Avenues to earn **Functional** learning credits (GCF/Sales/Growth

Self- Paced

- All Functional courses as defined for GCF, Sales and Growth teams

- Any external departmental/ functional learning

Audience

- All Apex+ in **GCF, Sales and Growth** teams

Steps to Enroll

- For pre-defined Functional learning- Please click here

- For other functional learnings (external), reporting manager's approval required

- Earn learning credits* for successful completion

- For Udemy courses, refer to the reimbursement policy shared by FAA team- Reporting manager's approval required. Write to FAAhelpdesk@fractal.ai for completion credits

*Number of learning credits on Leadership learning are calculated based on the duration of learning. Please refer to the credit calculation annexure for details.
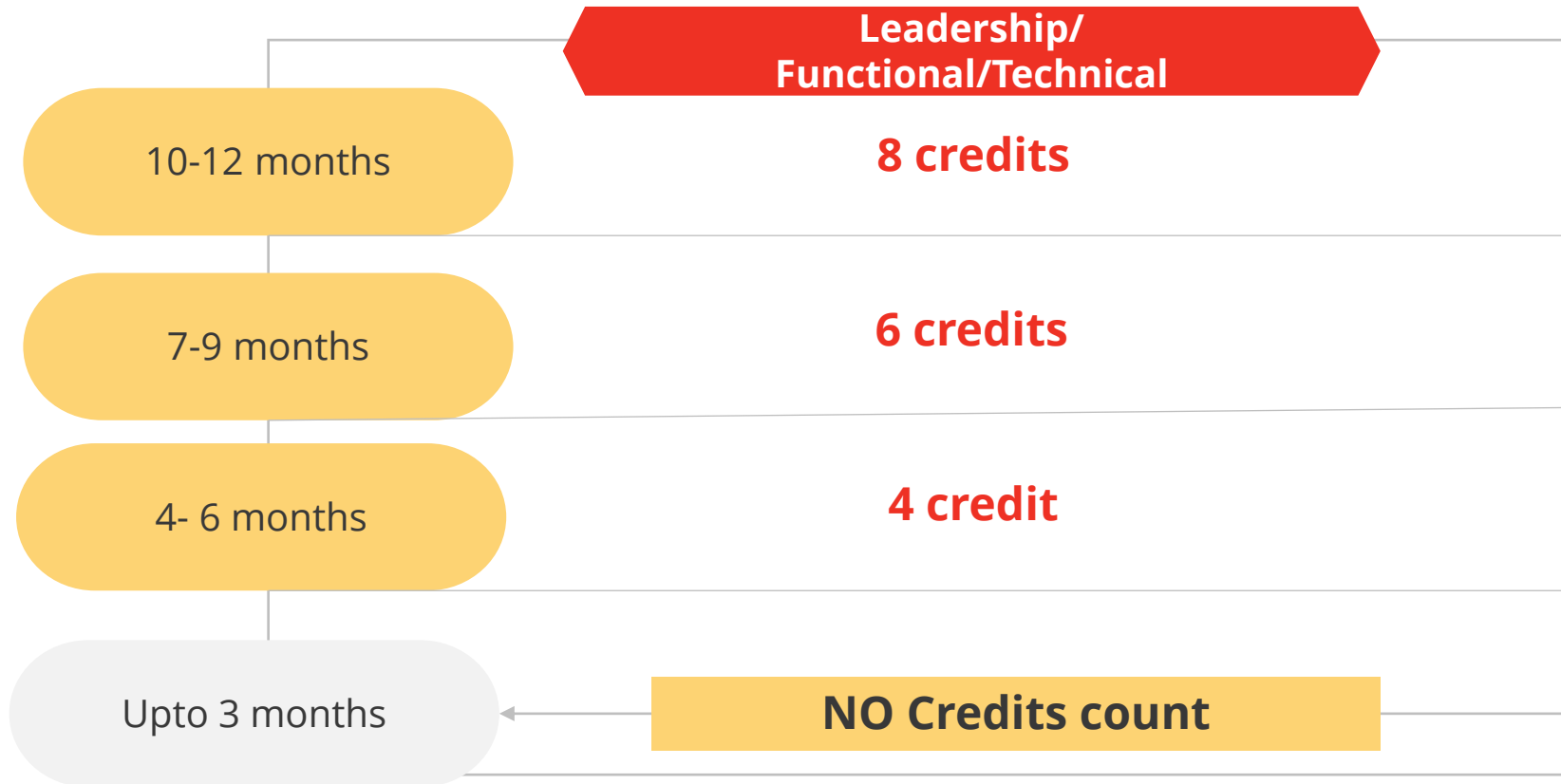
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03 Credits framework & structure

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Framework- Consulting & Capability

Tenure* in performance year 24-25

	Technical	+	Leadership
Over 10 months	**6 credits**		**2 credit**
7-9 months	**4 credits**		**2 credit**
4- 6 months	**2 credit**		**2 credit**
Upto 3 months	**NO Credits count**		

*Fractalites' tenure in the organization will define how many credits they need to complete

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Framework- GCF

Tenure* in performance year 24-25

Leadership/Functional/Technical

Tenure	Credits
10-12 months	**8 credits**
7-9 months	**6 credits**
4- 6 months	**4 credit**
Upto 3 months	**NO Credits count**

Note: The technical credits can be achieved through:
- Smarter Everyday [GenAI for GCF] (sharepoint.com)
- Any other relevant certifications
- Any other technical learning avenue

*Fractalites' tenure in the organization will define how many credits they need to complete

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Credits Structure for Technical learnings (except certifications)

Duration	Credits	Details
1-4 hours	1 credit	Upto 4 hours 59 mins
5-8 hours	2 credits	Upto 8 hours 59 mins
9-12 hours	3 credits	Upto 12 hours 59 mins
>13 hours	4 credits	13 hours and above

Credits Structure for Leadership/Functional learnings

Duration	Credits	Details
<1 hour	0.5 credits	Upto 1 hour
1-4 hours	1 credit	Upto 4 hours 59 mins
5-8 hours	2 credits	Upto 8 hours 59 mins
9-12 hours	3 credits	Upto 12 hours 59 mins
>13 hours	4 credits	13 hours and above

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Thank You.

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A strategic partner to the most admired Fortune 500®
companies globally, we help power every human decision
in the enterprise by bringing advanced analytics & AI,
engineering and design.