



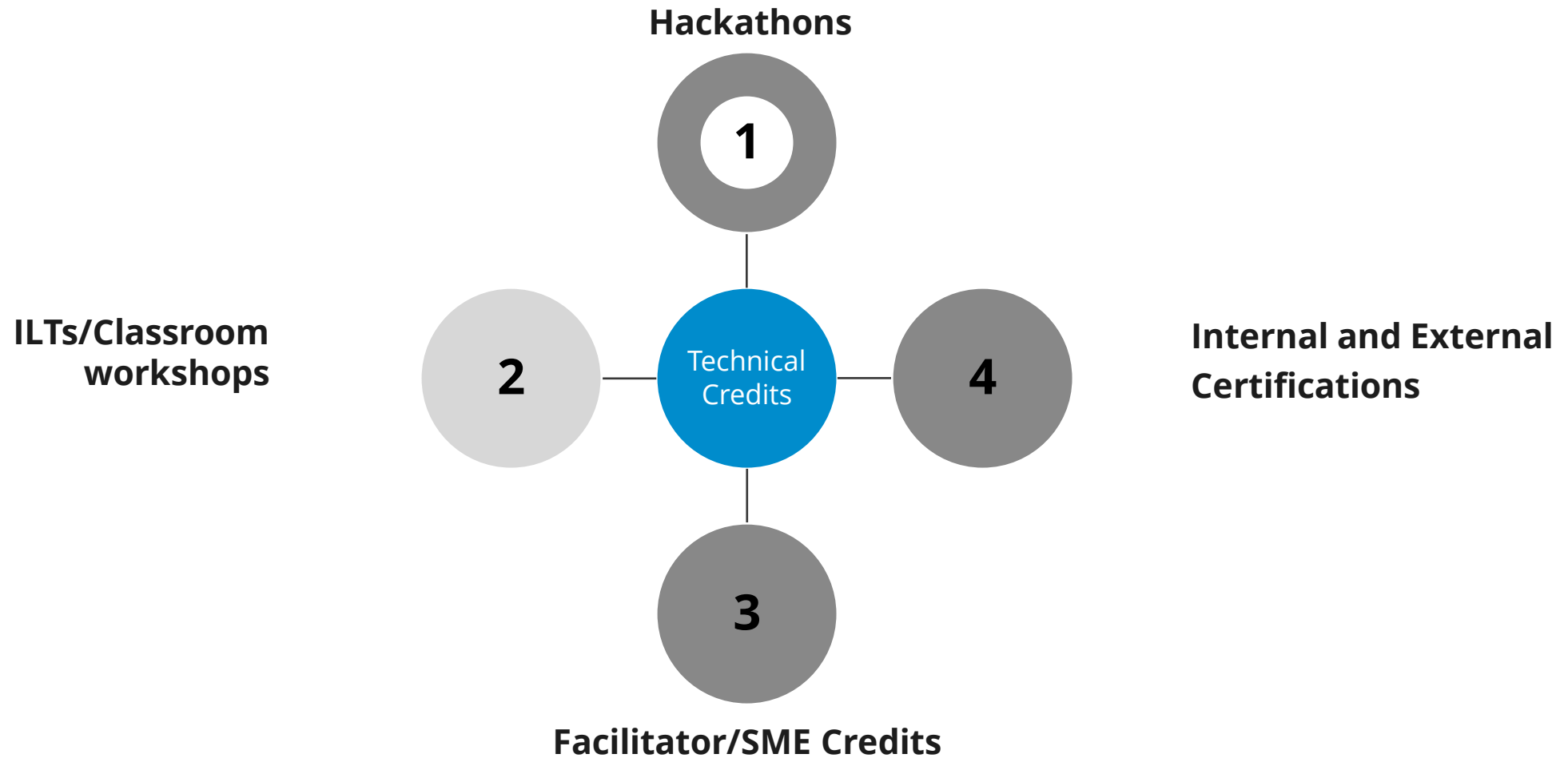
Learning goals for Apex+ (FY 2024-25)

L&OD Team & FAA

01 Technical Learning Credits

“**Learning outcomes that
drive Fractal’s strategic
growth plans.**”

Technical learning avenues



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

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](#)*

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](#)*

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](#)***

Avenues to earn **Technical** learning credits

Certifications (2 credits capping)

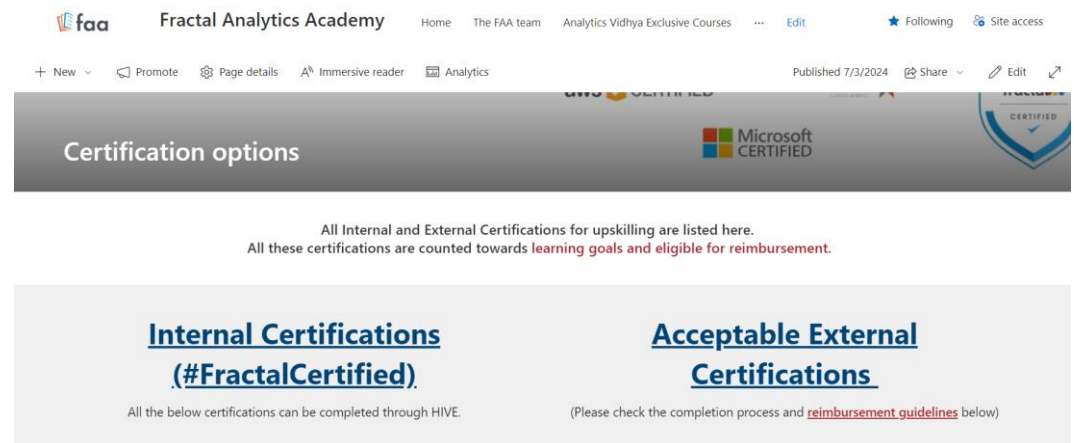
External and selected internal certifications qualify for learning credits.

**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 [Certification options \(sharepoint.com\)](#)



The screenshot shows a SharePoint page for the Fractal Analytics Academy. The page title is 'Certification options'. It features a Microsoft Certified logo and a blue shield icon. The main content area contains the text: 'All Internal and External Certifications for upskilling are listed here. All these certifications are counted towards learning goals and eligible for reimbursement.' Below this, there are two columns: 'Internal Certifications (#FractalCertified)' and 'Acceptable External Certifications'. The internal certifications section notes that all listed certifications can be completed through HIVE. The external certifications section notes that users should check the completion process and reimbursement guidelines below.

Internal Certifications
(#FractalCertified)

All the below certifications can be completed through HIVE.

Acceptable External Certifications

(Please check the completion process and [reimbursement guidelines](#) below)

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)

02 Leadership/Functional Learning Credits

Avenues to earn **Leadership** learning credits

Self-Paced

- Percipio
- Coursera
- HIVE

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. 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.

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.

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.

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)

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

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

03 Credits framework & structure

Framework- Consulting & Capability

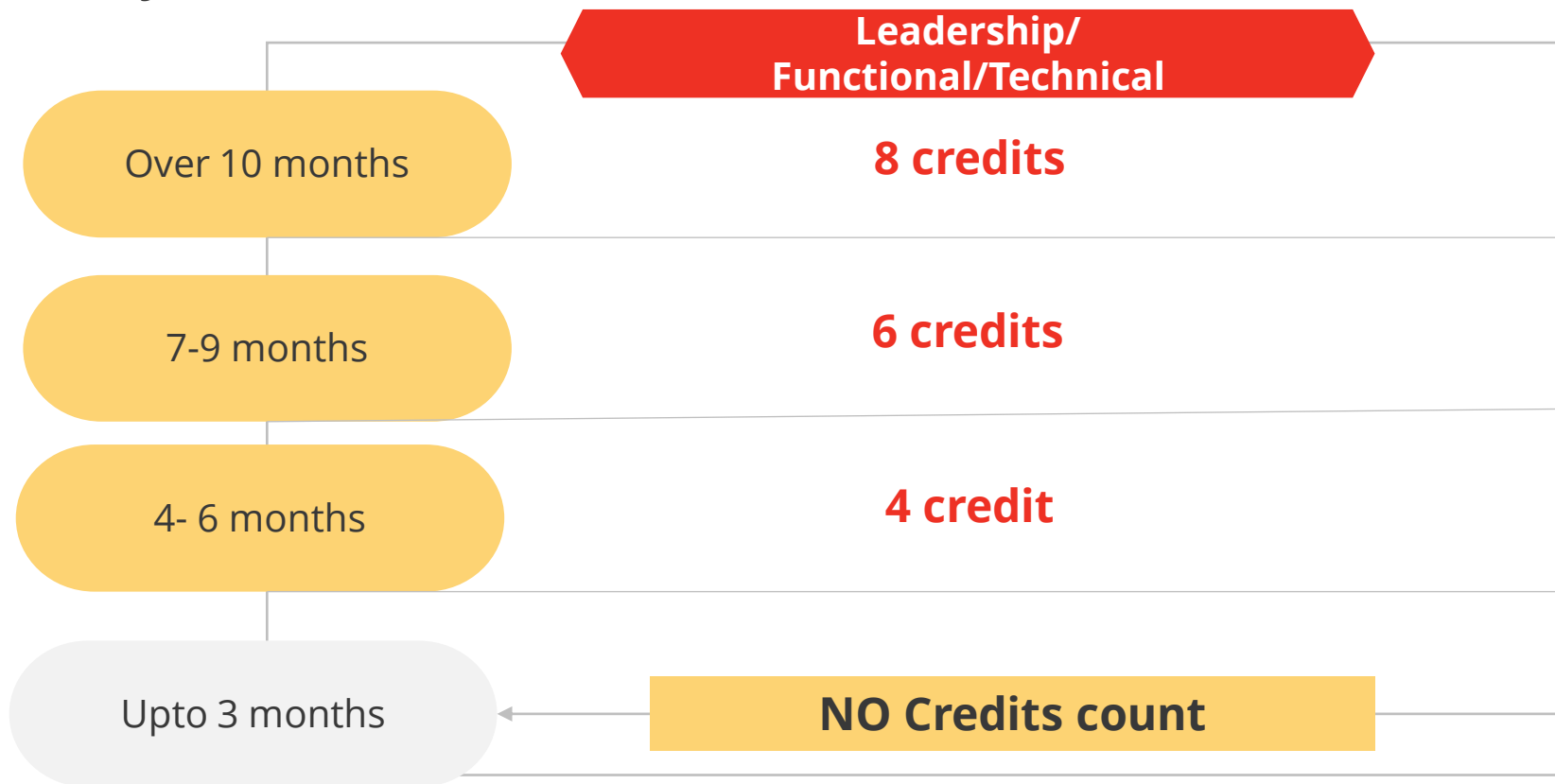
Tenure* in performance
year 24-25

	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

Framework- GCF

Tenure* in performance
year 24-25



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

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

Thank You.



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