NexaCore Solutions Training & Development Plan (2025-2026)

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1. Vision and Strategic Focus

The T&D plan is directly aligned with NexaCore's mission. Our focus is on maintaining a competitive edge by **upskilling our workforce in advanced AI and cloud technologies** while ensuring strong operational and regional cultural competency.

2. Core Training Programs

2.1. AI/Automation Technical Proficiency (Mandatory for IT, Product, Sales)

Program	Target Audience	Key Modules
Foundations of Generative AI	All Employees	Ethics, use cases, prompt engineering basics.
Advanced Cloud Certification Path	Engineering/IT	Certification sponsorship for AWS/Azure/GCP (choice based on role).
MLOps & Deployment Pipelines	Engineers	Automated testing, monitoring, and scaling of production models.
Data Governance & Privacy	Legal/Product/Engineers	Focus on GDPR, CCPA, and regional data handling laws.

2.2. Professional and Leadership Development

Program	Target Audience	Key Modules

Cross-Cultural Communication	All Employees	Focus on effective remote and regional communication (e.g., UAE, KSA, Egypt business etiquette).
Agile & Workflow Management	Product/Operations	Scrum master certification and effective sprint management.
Sales Negotiation in SaaS	Sales/Account Mgmt	Value-based selling, handling large enterprise procurement cycles.
Management Essentials	New Managers	Coaching, performance feedback, and distributed team leadership.

3. Training Delivery Methods

- **NexaCore Academy (LMS):** Online self-paced modules for compliance and foundational knowledge.
- **External Certifications:** Full sponsorship for pre-approved, role-critical external certifications (e.g., PMP, Cloud Architect, Data Scientist).
- **Lunch & Learns:** Monthly internal knowledge sharing sessions led by technical experts.
- **Mentorship Program:** Formal pairing of senior leaders with high-potential junior employees for 6-month cycles.

4. Budget Allocation (FY 2025-2026)

Total T&D Budget: **[USD $X]**

Category	Allocated Percentage	Notes
Cloud/AI Certifications	40%	Highest priority investment.
Professional Skills (Soft Skills)	25%	Includes management and cross-cultural training.
External Conference Attendance	20%	For key technical and sales leadership roles.

Internal LMS & Content Creation	15%	Maintenance and creation of NexaCore-specific content.

Employees must discuss their individual development paths with their manager during the annual performance review process.