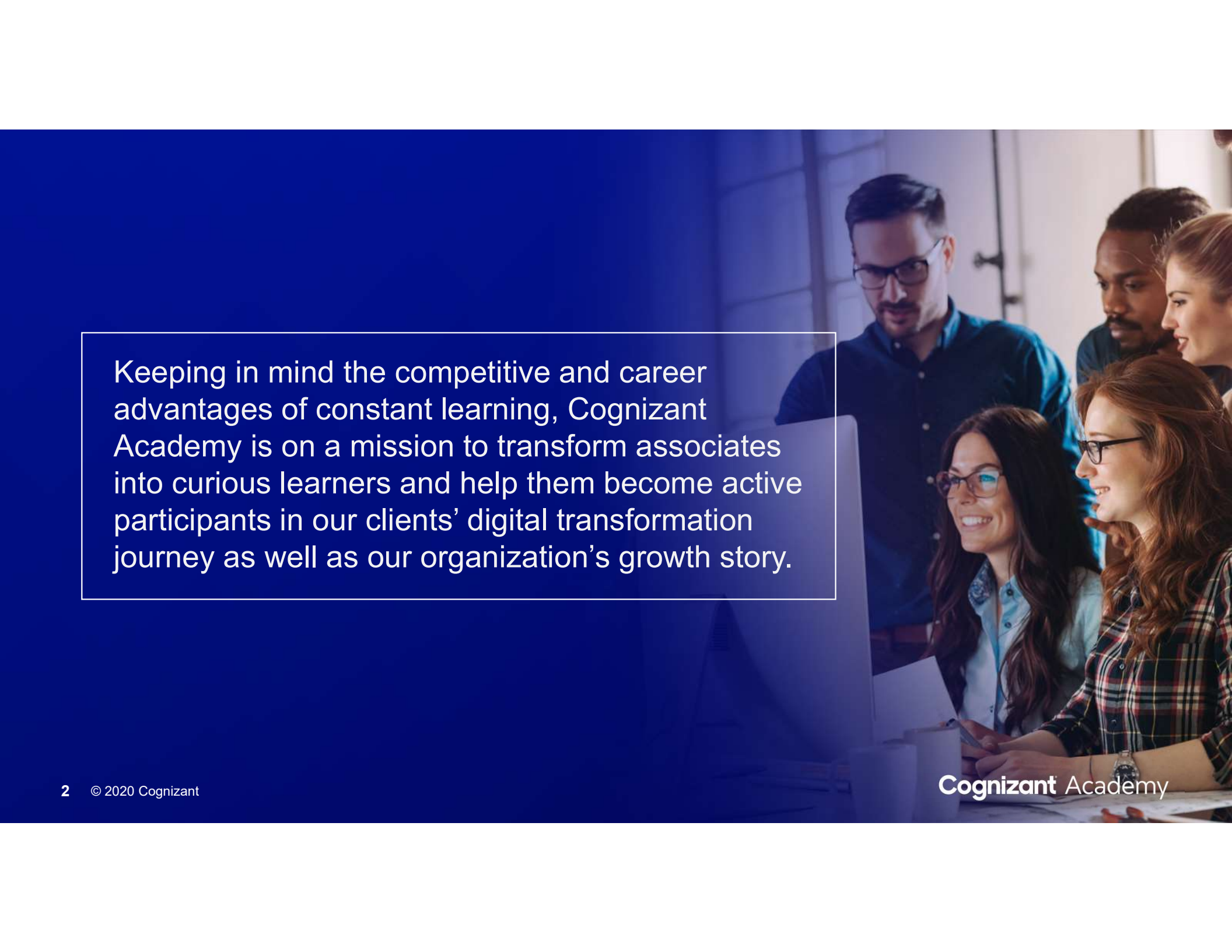


Cognizant[®] Academy

GenC Induction

Academy

August 2020



Keeping in mind the competitive and career advantages of constant learning, Cognizant Academy is on a mission to transform associates into curious learners and help them become active participants in our clients' digital transformation journey as well as our organization's growth story.

Agenda

1. Academy Overview
2. GenC Program Overview
3. Learning from Home / WFH
4. GenC Learning Journey – Solution and Platform
5. Continuous Evaluation and Graduation

Academy Overview

About Cognizant Academy

As Cognizant continues on its path to become '**fit for growth**,' Cognizant Academy contributes towards that goal by enabling associates who would make that happen.

Being the in-house learning and development wing of the organization, Cognizant Academy is focused on making associates **future-ready** through **role-based and business-aligned learning solutions**.

Academy at a glance:



533

L&D professionals



World-wide presence:

India, North America, GGM



Dedicated Capability
Academies



State-of-the-art
learning tools and platforms



Harnessing the power
of curiosity and growth mindset

Our goal is to create a vibrant learning culture and climate

Cognizant Academy embodies the spirit of collaboration between the organization and individual associates to realize one common aspiration

My role

I learn

- Display curiosity – Open. Wonder. Learn
- Take accountability

I contribute

- Share knowledge
- Develop others

I create

- Apply knowledge to solve problems
- Influence clients

I feedforward

- Actively seek feedback
- Provide thoughtful and specific feedback
- Coach/ mentor teams for high performance



Organization's role

Empower you

- Platforms: empowering, agile and flexible
- Policies: supporting openness and celebration
- Process: Hackathons, courses and resources; access and availability

Guide you

- Clarity on skills of the future
- Clarity on learning for the current role, the next role and the one after that

Listen to you

- Data based analysis
- Empowering the manager

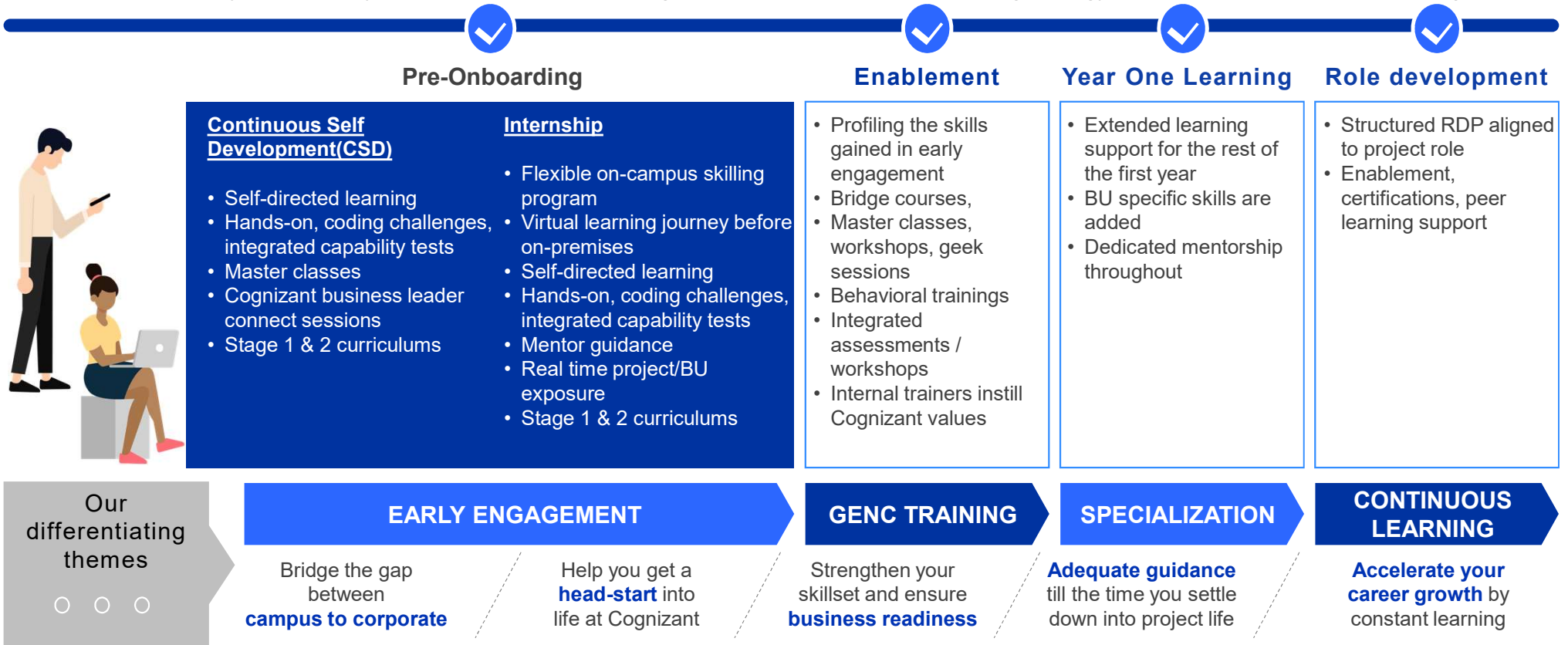
Celebrate you

- Skills and achievements
- Contribution

GenC Overview

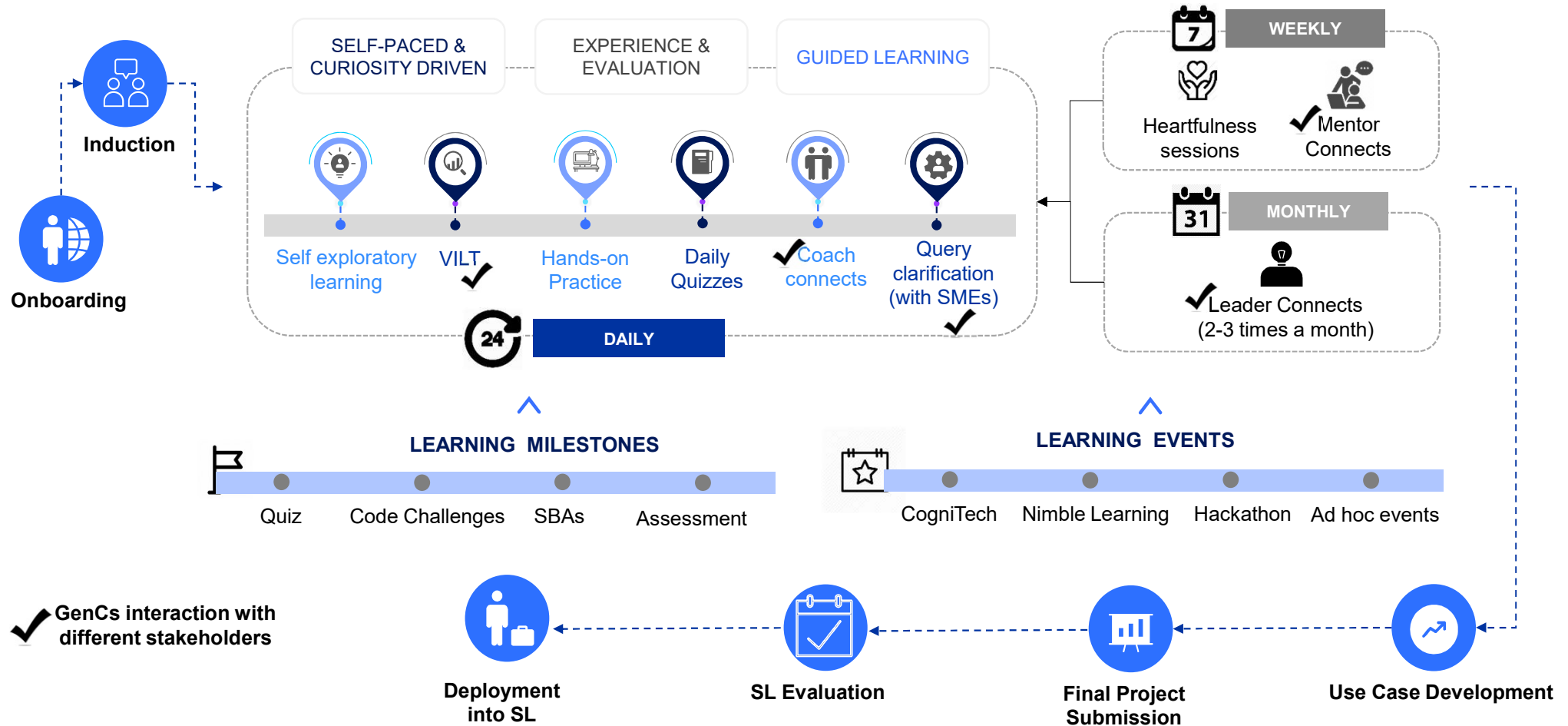
We invest in your learning, growth & transformation

The **GenC (Generation Cognizant) Program** stretches across the entire timeline of a campus hire's learning journey from the time he/she accepts the offer letter from the company - to the first year of his/her tenure in the organization. There is a robust learning strategy put in place across each of the stages:

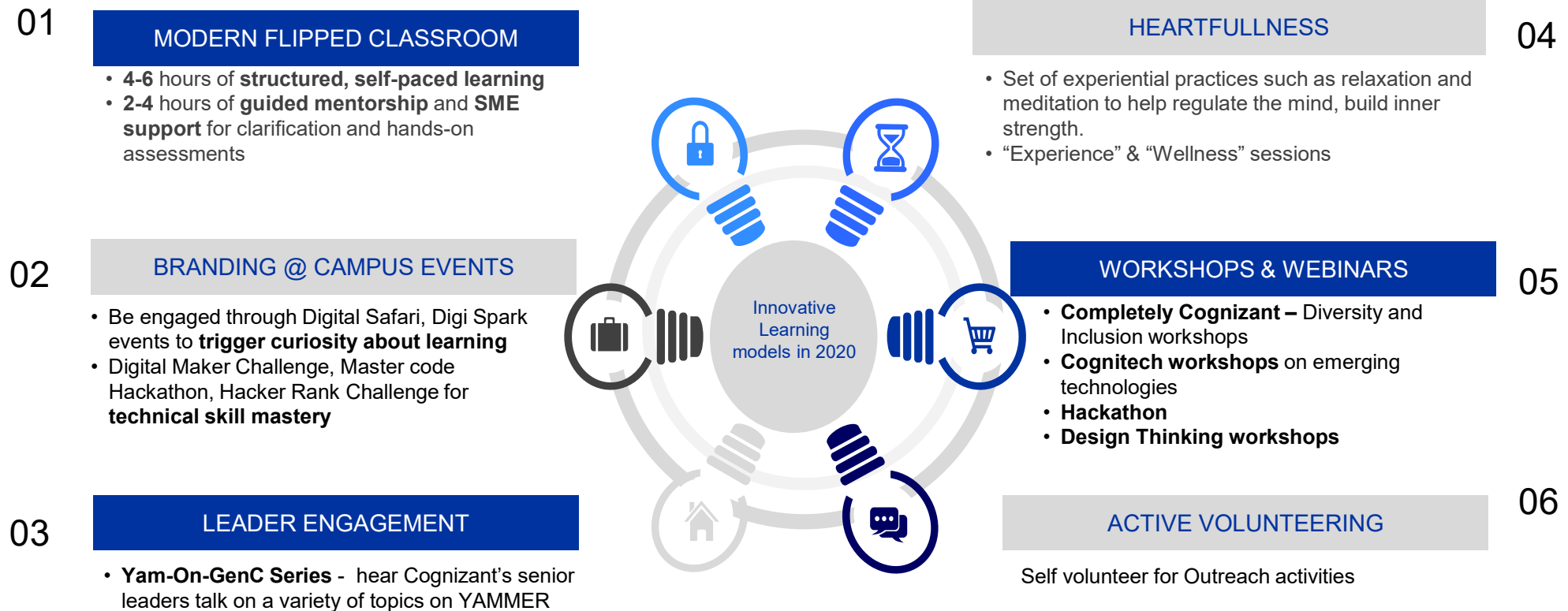


CSD* - All non-interns are enrolled in the Continuous Skill Development (CSD) program

The typical GenC journey



Immersive, holistic learning experience for GenCs & Interns



Leads & Coaches SL wise



Learning from Home / WFH

Best practices during this time

1. Maintain regular hours
2. Establish a routine/set ground rules
3. Ask for support needed
4. Identify a dedicated workplace
5. Use your VPN
6. Socializing with colleagues
7. Seek face time
8. Taking advantage of training
9. Become proficient with email
10. Take a break

<https://be.cognizant.com/sites/cognizant-academy/SitePage/767082/remote-working-best-practices>

Learning Resources to Access from Home

Cognizant LEARN
Powered by **sumtotal**

 **degreed.**


Udemy
for Business

<https://cognizant.kpoint.com/app/video/gcc-c5adaf48-296a-44d6-894e-bccab4199a68?vsrc=shm>

WFH - Ensuring a secure workplace environment

Do's

- Always compliance with Cognizant's policies
- Lock you system when not in use and safe guard your equipment
- Password confidentiality
- If you notice any suspicious behavior or activity in your system, please inform to csirt@cognizant.com

Don'ts

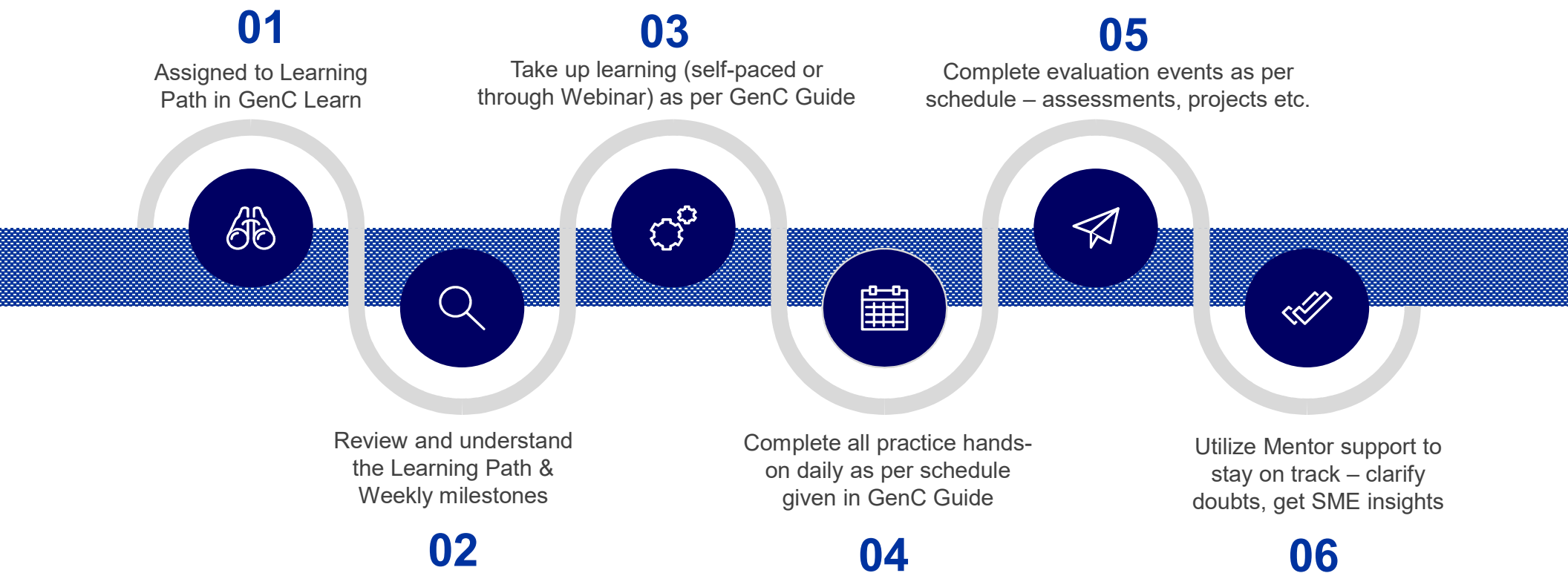
- Do not save Cognizant's or client information
- Do not leave your equipment unattended
- Please be more cautious if you are using personal device for official work

<https://cognizant.kpoint.com/app/video/gcc-c1946a3f-8f91-49b3-b608-d74ff5f5ab8b?vsrc=shm>

GenC Learning Journey – Content and Platform

GenC Learning approach

Milestone based learning with self-paced components, robust practice hands-on and continuous evaluation, all supported through the Gen C platform



GenC – Learning journey – A milestone based approach

Unique Track Name	W1	W2	W3	W4
Java - Basics and Advanced (BU Internship)	<p>WebUI- HTML/CSS/ JavaScript<TT>, ANSI SQL<TT> Behavioral training</p> <hr/> <p>CL-HandsOn <WebUI- HTML/CSS/ JavaScript><TT>: 4 CL-HandsOn <ANSI SQL><TT>: 14 Assess – Type – 1 <WebUI- HTML/CSS/ JavaScript><TT> : 2</p>	<p>ANSI SQL<TT> Core Java<TT></p> <hr/> <p>CL-HandsOn <ANSI SQL><TT>: 14 CL-HandsOn <Core Java><TT>: 31 Assess – Type – 1<ANSI SQL><TT> : 4</p>	<p>Core Java<TT> Behavioral training</p> <hr/> <p>CL-HandsOn <Core Java><TT>: 33 Assess – Type – 1<Core Java><TT>: 8</p>	<p>Mock ICT<CoreJava, JDBC,ANSI SQL> Spring Core, Maven<TT></p> <hr/> <p>CL-HandsOn <Spring Core, Maven><TT>: 3 Assess – Type – 2<WebUI - HTML/CSS/JavaScript><ICT><ATHJE084103><TT>, Assess – Type – 2 <Core Java,Jdbc, ANSI SQL><ICT><ATHJE084103><TT></p>
	<p>Spring Core, Maven<TT> Unit Testing, Agile<TT> Behavioral training</p> <hr/> <p>CL-HandsOn <Spring Core, Maven><TT>: 3 CL-HandsOn <Unit Testing><TT>: 2 Assess – Type – 1<Spring Core, Maven><TT>: 1</p>	<p>Spring MVC using Spring Boot<TT> Unit Testing, Agile<TT></p> <hr/> <p>CL-HandsOn <Unit Testing><TT>: 2 CL-HandsOn <Spring MVC Using Spring Boot><TT>: 4 Assess – Type – 1<Unit Testing><TT>: 1</p>	<p>Spring MVC using Spring Boot<TT> Mock ICT<Spring Core,Maven, Spring MVC><TT> Project<BU></p> <hr/> <p>Assess – Type – 1<Spring MVC using Spring Boot><TT>: 1 Assess – Type – 2 <Spring Core, Spring MVC using SpringBoot><ICT><ATHJE084104><TT></p>	<p>Project<BU></p>

Java Learning path for representation purpose only**

Daily learning goals outlined

Milestones and Dates					FN		AN	
Date	Week #	Day #	Milestone Name	Skill	9 am - 11 am	11 am - 1 pm	2 pm - 4 pm	4 pm - 6 pm
	1	1	User Interface Design	HTML5, CSS3	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	1	2	User Interface Design	HTML5, CSS3	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	1	3	User Interface Design	JavaScript	Mentor Connect	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	1	4	User Interface Design	All Skills of Milestone	Practice case study	Practice case study	Assess-Type-1 (Code Challenge)	Assess-Type-1 (Code Challenge)
	1	5	User Interface Design	Behavioral	Behavioral Training	Behavioral Training	Behavioral Training	Behavioral Training
	2	1	SQL Programming	ANSI SQL	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	2	2	SQL Programming	ANSI SQL	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	2	3	SQL Programming	ANSI SQL	Mentor Connect	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	2	4	SQL Programming	All Skills of the Milestone	Practice case study	Practice case study	Assess-Type-1 (Code Challenge)	Assess-Type-1 (Code Challenge)
	2	5	SQL Programming	Behavioral	Behavioral Training	Behavioral Training	Behavioral Training	Behavioral Training
	3	1	Java Programming	Core Java	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	3	2	Java Programming	Core Java	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	3	3	Java Programming	Core Java	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	3	4	Java Programming	Core Java	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	3	5	Java Programming	Core Java	Mentor Connect	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	4	1	Java Programming	Core Java, JDBC	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	4	2	Java Programming	Core Java, JDBC	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	4	3	Java Programming	Core Java, JDBC	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	4	4	Java Programming	Core Java, JDBC	Conceptual Facilitation	Self-Paced Learning	Guided Hands-on	Guided Hands-on
	4	5	Java Programming	Core Java, JDBC	Mentor Connect	Self-Paced Learning	Assess-Type-1 (Code Challenge)	Assess-Type-1 (Code Challenge)
	5	1	Java Programming	All Skills of the Milestone	Practice case study	Practice case study	Practice case study	Practice case study
	5	2	Java Programming	All Skills of the Milestone	Practice case study	Practice case study	Practice case study	Practice case study
	5	3	Java Programming	All Skills of the Milestone, Behavioural	Self-Paced Learning	Self-Paced Learning	Behavioral Training	Behavioral Training
	5	4	Java Programming	All Skills learnt so far	Mentor Connect	Self-Paced Learning	Mock Assess-Type-2(Mock Integrated Capability Test)	Mock Assess-Type-2(Mock Integrated Capability Test)
	5	5	Java Programming	All Skills learnt so far	Self-Paced Learning	Self-Paced Learning	Assess-Type-2 (Integrated Capability Test)	Assess-Type-2 (Integrated Capability Test)

GenC Learn platform features

Access to world class content

Dedicated practice labs, fine grained Auto Evaluation of Hands-on Exercises & Assessments

Visual Dashboards and Reports for Actionable Insights


Gamification & Ranking Mechanism that facilitates Competitive Learning

Periodic feedback from Mentors over the duration of the journey

Facilitates implementation of Continuous Evaluation Based Learning



GenC Home Page





Cognizant | Gen C LEARN

You are not logged in. ([Log in](#))

Cognizant GenC Learn


A one-stop shop for all your learning needs






Cognizant Academy's Internship Program

Watch participants from Cognizant Academy's Internship Program 2019 talk about their experiences. Cognizant's Internship program provides campus hires, like yourselves - an exposure to real-life customer challenges and solutions, and will ensure their business readiness at the time of onboarding to



Cognizant Core Values

Familiarize yourself with Cognizant's core values and our well-established set of cultural values

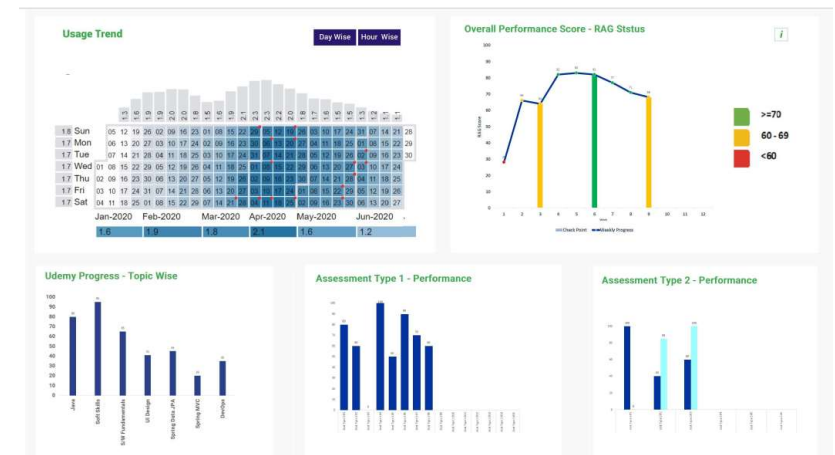


Careers at Cognizant

The beginning of your career lays the foundation for a lifetime of milestones and accolades. Choose a company that nurtures talent. Choose Cognizant

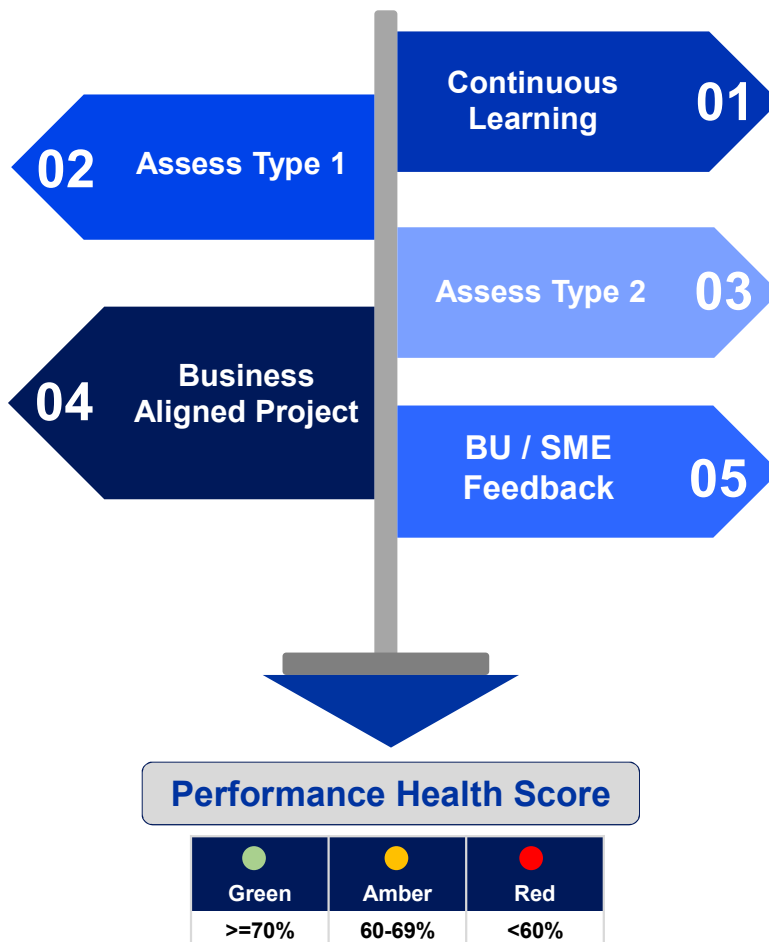
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Learner dashboard view



Continuous Evaluation & Graduation

Weekly continuous evaluation



01

Continuous Learning includes Hands-On exercises that would be a part of regular learning

Weightage: ~5% on your Performance health score
Mandate: 100% Hands On completion

02

Assess type 1 predominantly includes Coding Challenges

Weightage: ~10% on your Performance health score
Prerequisite: 100% Hands On completion for the week
Mandate: Pass mark is 70% for completion

03

Assess type 2 includes Integrated Capability Test, Knowledge Based assessment (KBA), Skill Based Assessment(SBA)

Weightage: ~30% on your Performance health score
Prerequisite: 100% Hands On completion, attempted all Type1 and Type 2 assessments until this point
Mandate: Pass mark is 70% for completion. 1 Reattempt allowed

04

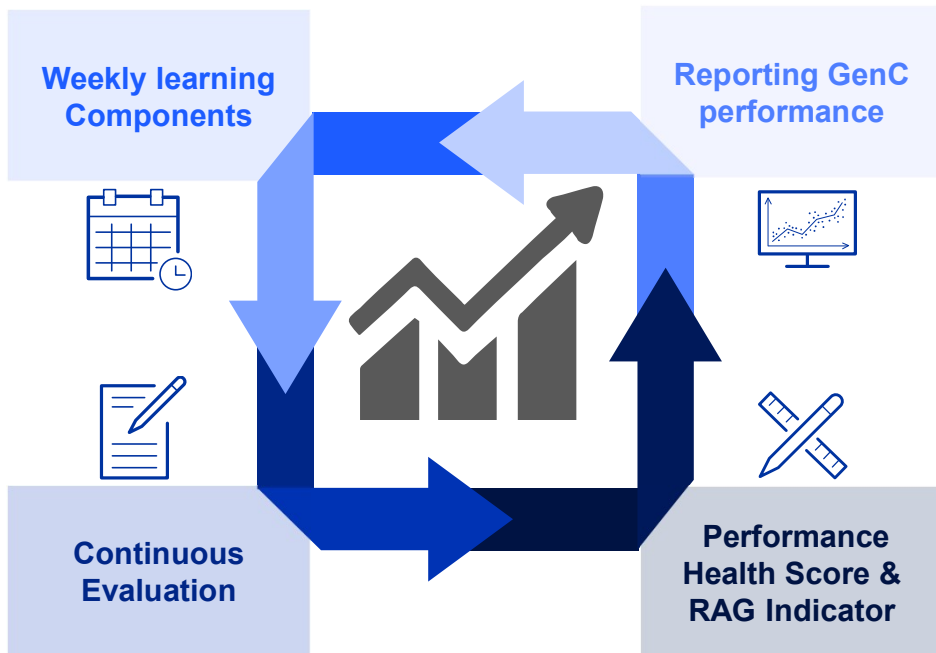
Business Aligned Project: End to end technical capability and Agile concepts will be covered

Weightage: ~40% on your Performance health score
Prerequisite: Mandate : Pass mark is 70% for completion

05

Business /SME Feedback – Interim feedback from BU SME on GenC performance in terms of meeting the learning expectations

Weekly cycle chart and checkpoints



Performance Score at Check point Week		Implication
●	Green	On Track
●	Amber	Improvement Recommended
●	Red	Critical Focus required

What does RAG @ checkpoint weeks indicate?

- **GREEN:** "On Track"; At Final checkpoint it signifies candidate is "Fit for deployment to Business"
- **AMBER:** "Improvement Recommended" – Focus to complete any backlogs present and move to Green. If re-attempts on any components not available, focus on doing well in current and subsequent modules. At Final checkpoint, it signifies "Remedial Phase" is required.
- **RED:** "Learning is Off-track" - Critical effort and focus is required to get back on track and move to Green. If re-attempts on any components not available, focus on doing well in current and subsequent modules. At Final checkpoint, it signifies "Remedial Phase" is required.
- **Remedial Phase:** *Additional 2 weeks post the Planned Graduation date provided to any GenC to complete the pending components (backlog including evaluation of reattempts and interviews). Consequence management activities start based on the Performance score at the end of this remedial phase.*
 - **If GenC underperforms at end of remedial phase**, he/she could be tagged to **Alternate service line** (with a lower profile role and compensation, as applicable) based on demand/availability in that service line.
 - **If GenC fails to get tagged to Alternate service line** within a timeline of 2 weeks post the end of remedial phase, GenC would not be eligible to continue in the Organization, as GenC is liable to be tagged as '**Not Fit for Business**'.

There could be exception to the deployment clause, at the discretion of the Service Line leader

Expectations

- ▶ All assessments are expected to be taken up by the GenCs in all sincerity
- ▶ ZERO Tolerance for Plagiarism or any malpractice
- ▶ There will also be instances where the assessments taken by the GenCs will be recorded & governed by Cognizant

Mal-Practice Impact

- ▶ The type of disciplinary action(s), based on multiple factors, could range from issuing Warning Letters to adverse effect on career progression and/or incentive.
- ▶ *Incidents with high severity may call for immediate termination of employment*

Virtual Assessment – What constitutes Mal-Practice?

- Trying to [capture and leak questions and/or answers](#), in ANY mode – mobile pictures, screenshots, streaming etc.
- [Copying code or answers](#) from ANY source
- [Informing any other parties](#) about the details of the questions and answers, either before or after the assessment through any medium, including verbal or electronic.
- Having [someone else take the test](#) for you or help you with the answers in any way or mode.
- [Running a parallel test](#) session to gauge questions.
- Attempt to take [assessments in groups](#)
- Using any [electronic devices to capture](#) exam related data or look for answers through any channels.
- [Fabrication of results or evidences](#)
- [False declaration](#) of authenticity in relation to the submission of coursework to become eligible for a test.
- [Wasting an attempt](#) to just look at or capture questions
- [Spurious complaints](#) about system or infra related issues to explain failed attempt
- Any [attempt to compromise the integrity](#) of the exam through any electronic or non-electronic method

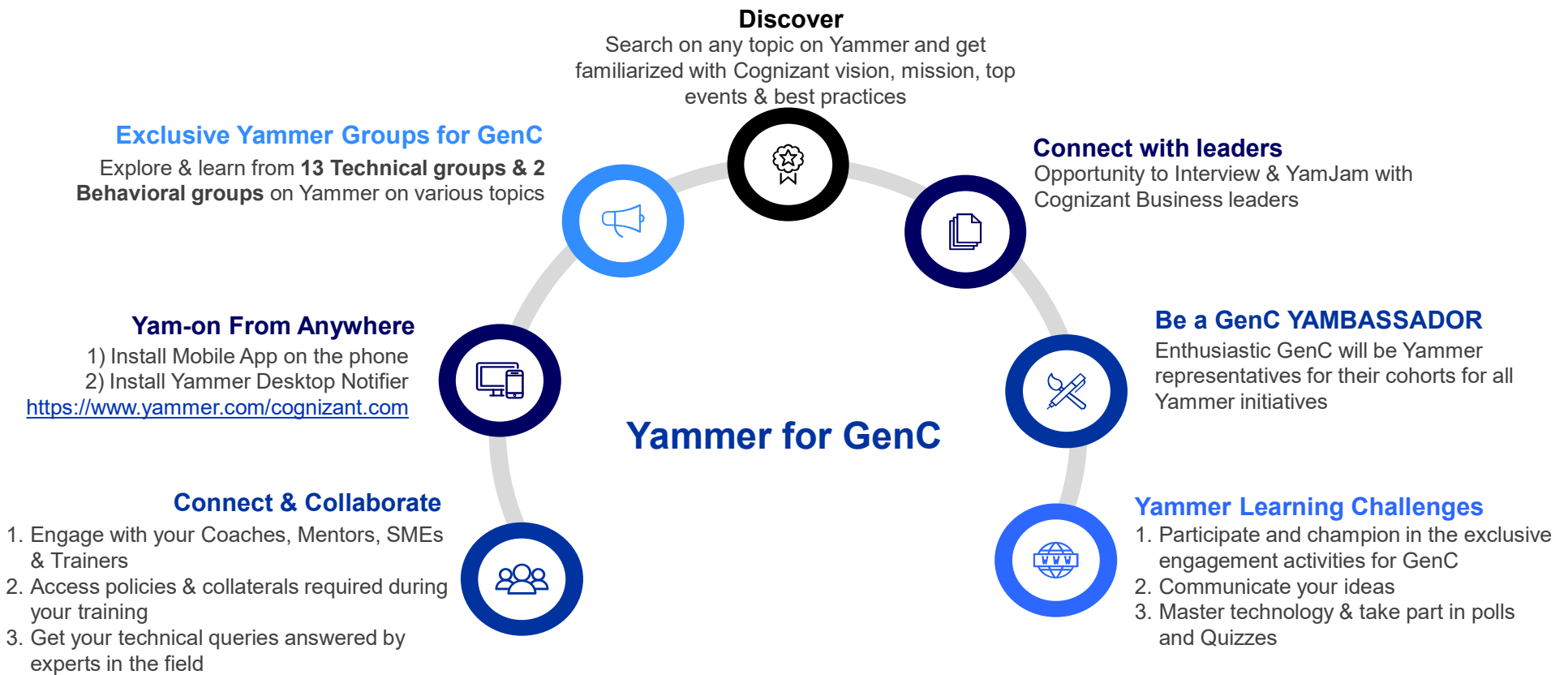
Cognizant[®] Academy

Thank you

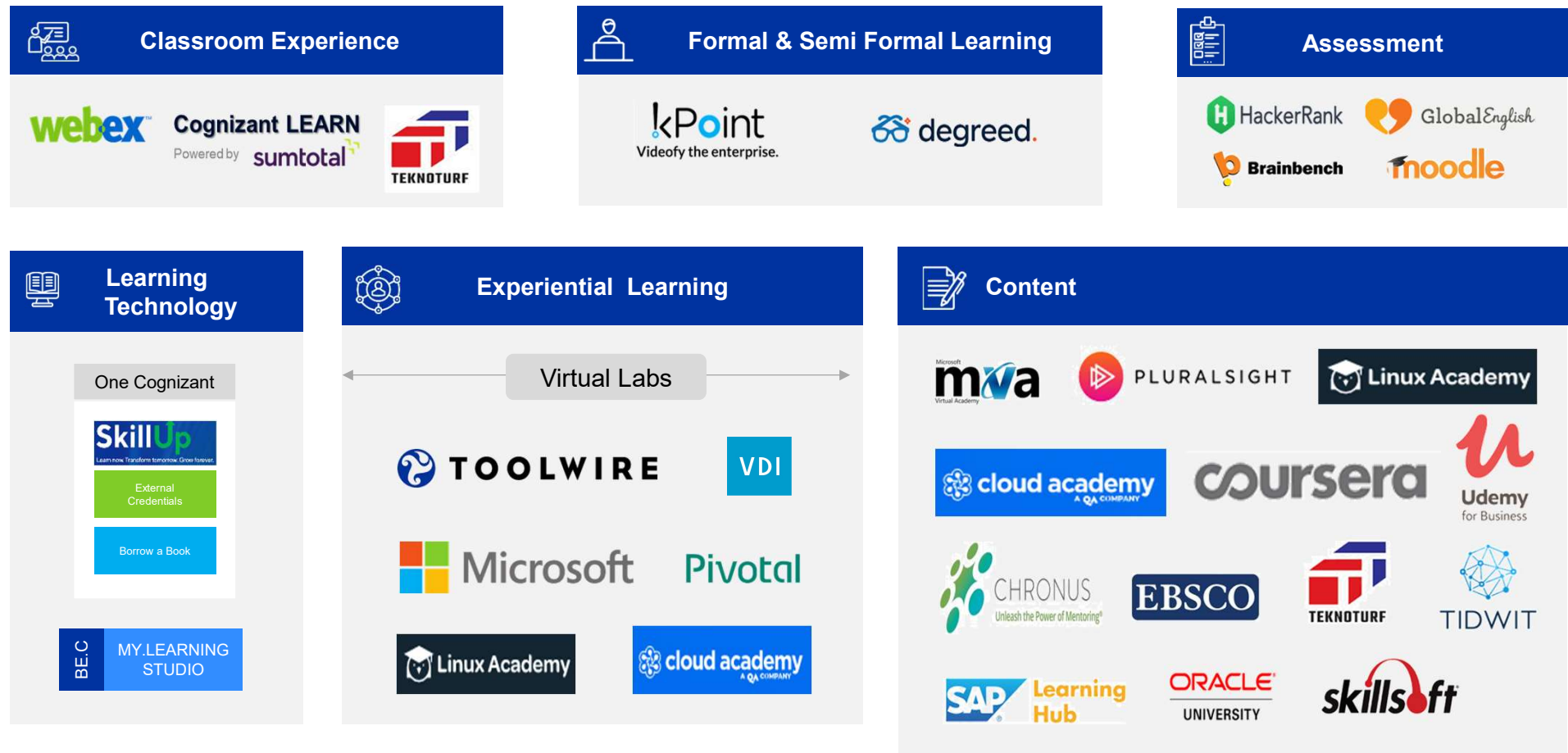
Appendix

Yammer for GenC









Yammer is Cognizant's approved business social networking platform



Current Learning Technology Ecosystem



Graduation guideline and consequence management

Checkpoint frequency	Performance Indicator	Consequence Management	Reattempt	Outcome
Checkpoint 1	Green	On Track for Graduation	Not required	On Track for Graduation
	Red /Amber	Re-attempt + Performance mailer trigger	Pass with Revised Health Score $\geq 70\%$  Fail 	On Track for Graduation Reattempt
Intermediate Checkpoints (not applicable for 2 checkpoint model)	Green	On Track for Graduation	Not required	On Track for Graduation
	Red /Amber	Re-attempt/ + Mailer trigger	Pass with Revised Health Score $\geq 70\%$  Fail 	On Track for Graduation Reattempt
Final Check point	Green	On Track for Graduation	Not required	Ready for BU deployment
	Amber	Reattempt. If candidate clears re-attempt within the timeline as defined, with $\geq 70\%$ then GenC will be tagged OnTrack else Alternate Service line/ Exit (Refer Notes below)	Pass with Revised Health Score $\geq 70\%$  Fail 	Ready for BU deployment Remedial Phase
	Red	Alternate Service line / Exit (Refer Notes below)	a. Attempt or timeline exhausted  Pass with Revised Health Score $\geq 70\%$ 	Remedial Phase Ready for BU deployment