

Learning & Development Opportunities

Mary Gilbert
Strategic Initiatives, Office of the CAO

2023

Topic Areas

How to find Learning & Development Resources

Skillsoft Percipio Navigation

Additional Technology Training options

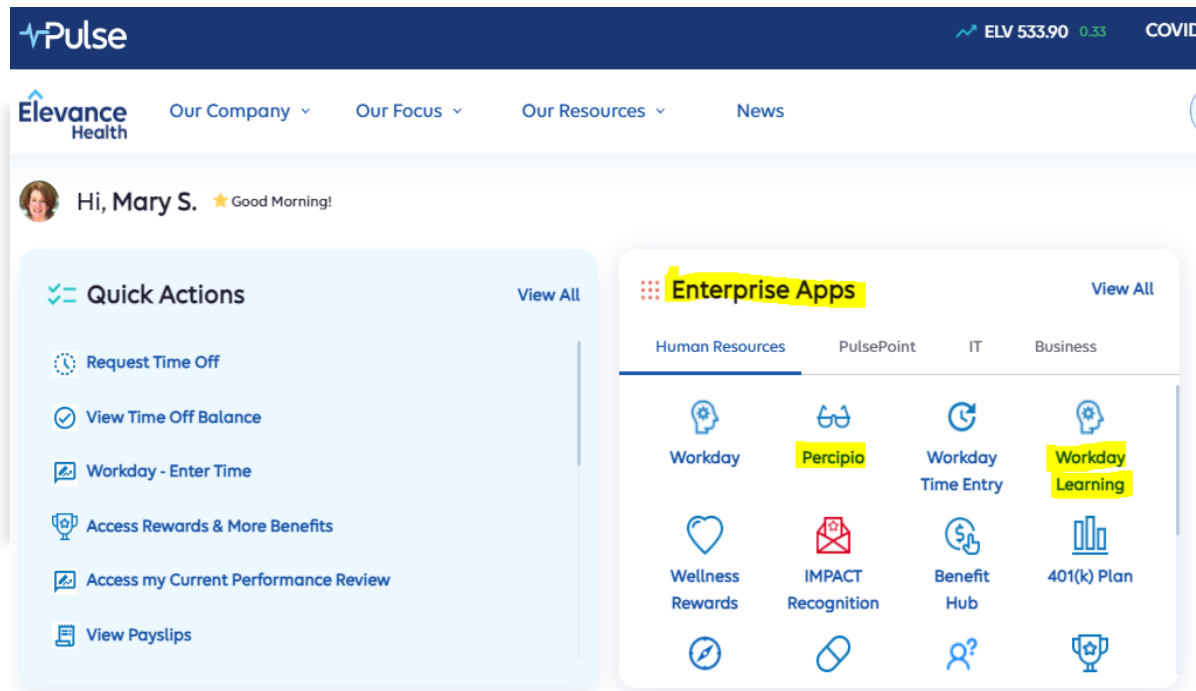
External Training Request process

Certifications: Exams, Renewals, HR Bonus Award process

Where do I start to find Resources to develop my skills?

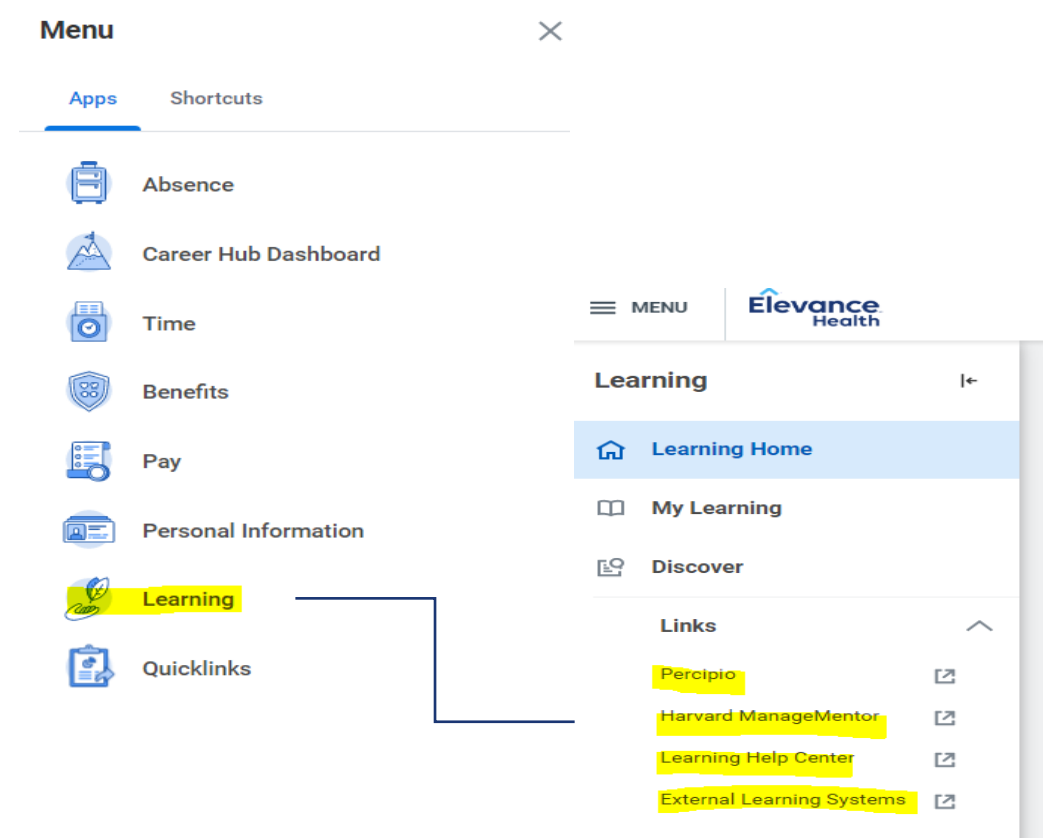
 is the 'Digital Front Door'

- Pull in access to Learning in the Enterprise Apps



 Workday is the HR platform

- Access Learning in left Navigation



Navigate to *Learning & Development* & *Navigate My Career* from 'My HR' in Pulse

Pulse ELV 531.62 -1.9% COVID Updates My HR My Shortcuts

Elevance Health Our Company ▾ Our Focus ▾ Our Resources ▾ News Search for information or people


Home > My HR

My HR

- Start at Elevance Health
- Manage My Information and Pay
- Manage Performance and Goals
- Develop My Career** ▾
 - Learning and Leadership Development**
 - Navigate My Career
- Manage Benefits >
- Retire or Exit Elevance Health
- Associate Relations
- Associate Listening

Human Resources

March 18, 2022 1 min read



Learning and Leadership Development

September 29, 2022

3 min read

Save to Folder

Elevance Health wants to ensure you have every opportunity to continually learn and develop. Here you will find resources and opportunities for learning and development programs, as well as information about reimbursement policies and guidelines for external training.

Table of Contents

- Learning On Demand
- Leadership Development

Learning On Demand

Percipio is our one-stop shop for on-demand learning, boot camps, and live learning events. The site's 45,000 courses, videos, and books meet the needs of a variety of skill levels and can help you prepare for professional certification and continuing education.

You can also find these materials - and suggested learning for your skills and role - in **Workday Learning**. Whether you access the learning content in Workday or in Percipio, all completions appear in your Workday Learning Transcript.

- For more information about logging into and navigating learning, see **Getting Started with Percipio**.
- For information about Job-Related Licensure and Certification review the **Job Related Licensure and Certifications Policy**.
- Explore our **External Training Resource Center** for information about external training resources and processes.
- For more information about our Certification Award Program, which includes monetary awards for first-time completion of approved certifications, visit the **Manage my Information and Pay** page.

Navigate to *Navigate My Career* , continued

Explore the Career Navigator

Wherever you are on your career journey, from mastering your current role to exploring a new career, our [Career Navigator](#) can help. You will find a wide variety of valuable resources and tools, including quick videos, examples, checklists, and conversation guides, to help you develop your talents and achieve your goals:

- Watch [Our Career Development Vision](#) video.
- Learn [The 4 Phases of Career Development Planning](#).
- Visit the [Associate Guide to Career Development](#) to get started with your career development.
- Take the short course [How to Build Your Career Development Plan](#), then use the [Career Development Actions Library](#), [Resource Center](#) and [Career Hub](#) to help create your plan.

Discover the Career Hub

The [Career Hub](#) helps you create and manage your career development plan. It uses artificial intelligence (AI) to provide personalized development suggestions that you can add to your plan. The Career Hub AI takes the skills, work experience, and other data you enter in your profile to suggest jobs, projects, learning, connections, and mentorships for you to consider.

You can use the Career Hub to:

- Explore personalized, regularly updated lists of development options, including potential mentors, connections, projects and learning content.
- View suggested job opportunities that match your skills and interests.
- Document your career development plan and add any of the AI-recommended career development items to it.
- Access supporting tools and resources such as general information, FAQs, the Career Pathways tool, mentoring tips, activity and manager reports, and more.

Since the Career Hub's AI will improve over time, the best way to receive new suggestions is to keep your profile and skills up to date. We encourage you to visit the site often as new opportunities become available.


View Elevance Health Job Opportunities

Use your skills, experience, and passion to take the next step. Explore open roles where you can make an impact as you continue to build a

[See All](#) ↓

Skillsoft Percipio Platform

Navigate to Percipio



FEATURED COURSE

Optimizing Your Workplace Well-being

Especially in times of disruption and change, your health and wellness – both physical and mental – can sometimes take a backburner to urgent and pressing needs. Prioritizing your well...




Learn more

My Learning **Role** Recent Learning Live Learning Skill Benchmarks Playlists Goals Guide Me


Mary, welcome to the learner role experience!

Your current role is set to **Learning and Development Consultant**

[Change role](#)




Your Percipio Resources



LINK

Live Course & Bootcamp Schedule


29



LINK

Guide to Project Management


44



LINK

PMI Learner Kit Information


5



LINK

Install the Percipio Mobile App

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Search for Topic, then filter on preferred method to consume content: Subject area, Expertise level, Duration, and more

The screenshot shows the Elevance Health Learning Library interface. At the top, the search bar contains the word "Python", which is highlighted with a yellow circle. Below the search bar, the results are displayed as a list of items. On the left side, there is a filter panel with several categories: "Filter by" (highlighted in yellow), "Type", "Subject" (highlighted in yellow), "Content Source", "Expertise" (highlighted in yellow), "Duration" (highlighted in yellow), and "Training Credits". The "Type" filter shows a list of content types with their respective counts: Aspire Journey (15), Audiobook (14), Book (496), Channel (14), Course (362), Lab (105), Live Course (9), Skill Benchmark (68), and Video (2,461). The "Subject" filter is currently expanded, showing a list of subjects with their respective counts: Python (2,461), Data Science (105), and Machine Learning (9). The "Content Source" filter shows a list of sources: Skillsoft (1096), Coursera (2318), and Udacity (238). The "Expertise" filter shows a list of expertise levels: Beginner (1096), Intermediate (2318), and Advanced (238). The "Duration" filter shows a list of durations: 1-2 hours (1096), 3-4 hours (2318), and 5-6 hours (238). The "Training Credits" filter shows a list of credits: 1 credit (1096), 2 credits (2318), and 3 credits (238). The main content area displays 3,544 results for "Python". The results are sorted by "Best Match". The first result is a "CHANNEL" titled "Architect: Python" by Anthem Academy. The second result is an "ASPIRE JOURNEY" titled "Pythonista to Python Master" by Skillsoft. The third result is an "ASPIRE JOURNEY" titled "Programming Python in Action" by Skillsoft. The fourth result is an "ASPIRE JOURNEY" titled "Python Novice to Pythonista" by Skillsoft. The fifth result is a "CHANNEL" titled "Python" by Anthem Academy. The sixth result is a "CHANNEL" titled "Python Fundamentals Bootcamp" by Skillsoft.

Elevance Health Library

Python

English (US) MG Mary Gilber

CONTENT LEARNING ANALYTICS

Home

Filter by

3,544 results for "Python" Sort by: Best Match

Type

- ☐ Aspire Journey 15
- ☐ Audiobook 14
- ☐ Book 496
- ☐ Channel 14
- ☐ Course 362
- ☐ Lab 105
- ☐ Live Course 9
- ☐ Skill Benchmark 68
- ☐ Video 2,461

Subject

- Python 2,461
- Data Science 105
- Machine Learning 9

Content Source

- Skillsoft 1096
- Coursera 2318
- Udacity 238

Expertise

- Beginner 1096
- Intermediate 2318
- Advanced 238

Duration

- 1-2 hours 1096
- 3-4 hours 2318
- 5-6 hours 238

Training Credits

- 1 credit 1096
- 2 credits 2318
- 3 credits 238

CHANNEL

Architect: Python

Explore Python, the general purpose high-level programming language focused on code readability and efficiency.

Anthem Academy

ASPIRE JOURNEY

Pythonista to Python Master

In the past few years, Python has earned its own reputation. With an increase in data analysis, machine learning and web application development, many developers utilize Python for its robust and rich libraries, easy-to-learn syntax, ...

Skillsoft

ASPIRE JOURNEY

Programming Python in Action

Python is the fastest-growing, well-known high-level general-purpose dynamic programming language that's flexible, prevalent, reliable, and simple to learn. Python offers robust standard libraries that give it an advantage over other L...

Skillsoft

ASPIRE JOURNEY

Python Novice to Pythonista

Python continues to be one of the fastest growing programming languages in the market today. Because of its ease of use and numerous supporting frameworks, it's widely used in web development, writing scripts, automating tasks, d...

Skillsoft

CHANNEL

Python

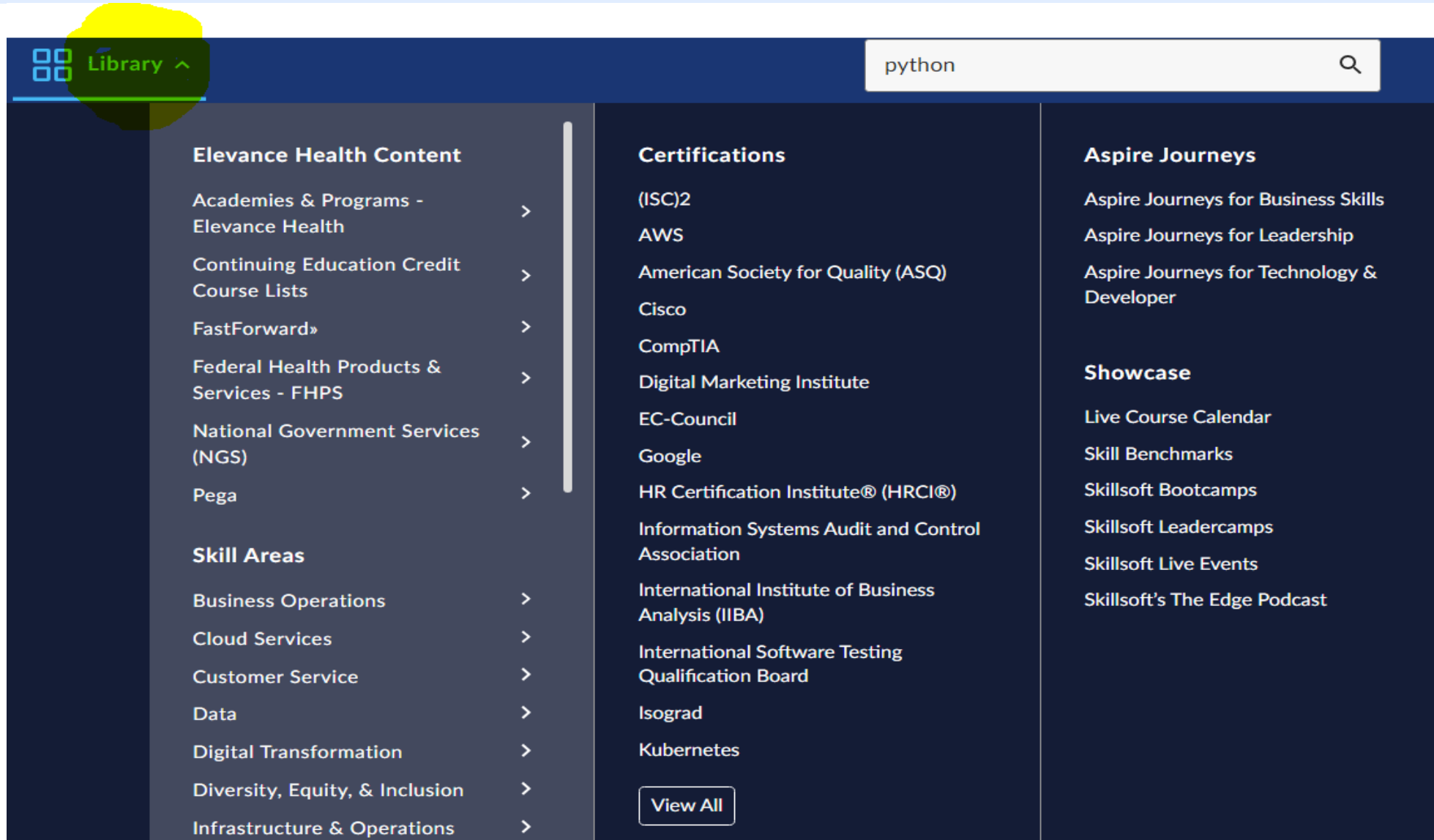
Explore Python, the general purpose high-level programming language focused on code readability and efficiency.

CHANNEL

Python Fundamentals Bootcamp

Welcome to the Python Fundamentals Bootcamp channel! This course introduces you to the basics of programming in Python. The course will prepare you for intermediate courses and more advanced uses of the Python programming l...

Search by using the Drop Down in the Library to browse: Skill Areas, Certifications, Aspire Journey collections, Bootcamps...



The screenshot shows a web interface for a library. At the top left, there is a 'Library' icon (a 2x2 grid of squares) and the word 'Library' with an upward arrow. A yellow highlight is placed over this icon. To the right of the icon is a search bar containing the text 'python' and a magnifying glass icon. Below the header, the interface is divided into three main columns. The left column is titled 'Elevance Health Content' and lists several items with right-pointing chevrons: 'Academies & Programs - Elevance Health', 'Continuing Education Credit Course Lists', 'FastForward', 'Federal Health Products & Services - FHPS', 'National Government Services (NGS)', and 'Pega'. Below this list is a section titled 'Skill Areas' which also lists items with chevrons: 'Business Operations', 'Cloud Services', 'Customer Service', 'Data', 'Digital Transformation', 'Diversity, Equity, & Inclusion', and 'Infrastructure & Operations'. The middle column is titled 'Certifications' and lists various certification bodies: '(ISC)2', 'AWS', 'American Society for Quality (ASQ)', 'Cisco', 'CompTIA', 'Digital Marketing Institute', 'EC-Council', 'Google', 'HR Certification Institute® (HRCI®)', 'Information Systems Audit and Control Association', 'International Institute of Business Analysis (IIBA)', 'International Software Testing Qualification Board', and 'Isograd'. At the bottom of this column is a 'View All' button. The right column is titled 'Aspire Journeys' and lists 'Aspire Journeys for Business Skills', 'Aspire Journeys for Leadership', and 'Aspire Journeys for Technology & Developer'. Below this is a section titled 'Showcase' which lists 'Live Course Calendar', 'Skill Benchmarks', 'Skillsoft Bootcamps', 'Skillsoft Leadercamps', 'Skillsoft Live Events', and 'Skillsoft's The Edge Podcast'.

Library

python

Elevance Health Content

- Academies & Programs - Elevance Health >
- Continuing Education Credit Course Lists >
- FastForward» >
- Federal Health Products & Services - FHPS >
- National Government Services (NGS) >
- Pega >

Skill Areas

- Business Operations >
- Cloud Services >
- Customer Service >
- Data >
- Digital Transformation >
- Diversity, Equity, & Inclusion >
- Infrastructure & Operations >

Certifications

- (ISC)2
- AWS
- American Society for Quality (ASQ)
- Cisco
- CompTIA
- Digital Marketing Institute
- EC-Council
- Google
- HR Certification Institute® (HRCI®)
- Information Systems Audit and Control Association
- International Institute of Business Analysis (IIBA)
- International Software Testing Qualification Board
- Isograd
- Kubernetes

[View All](#)

Aspire Journeys

- Aspire Journeys for Business Skills
- Aspire Journeys for Leadership
- Aspire Journeys for Technology & Developer

Showcase

- Live Course Calendar
- Skill Benchmarks
- Skillsoft Bootcamps
- Skillsoft Leadercamps
- Skillsoft Live Events
- Skillsoft's The Edge Podcast

Register for Live ‘Bootcamp’ Classes

Scroll down to ‘Your Percipio Resources’

Live learning

Explore online and in-person options to get the training you need and the flexibility you want. Choose from convenient delivery formats to get the training you and your team need - where, when and how you want it.

Search for Live Learning

Filter by

Location

Type

Content Source

☐ LIVE COURSE

☐ LIVE EVENT

☐ Global Knowledge

☐ Live Bootcamp

4

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0

3

<< Apr 2023

< May 14 - 20, 2023

> Jun 2023 >>

KEEP MOVING ONWARD AND UPWARD WITH PMP

LIVE COURSE

Project Management Professional (PMP) ATP Bootcamp: 8 Day UK Cohort

Live Bootcamp online available

SKILLSOFT BOOTCAMPS LIVE & ON-DEMAND

LIVE COURSE

Classification with Python

Live Bootcamp online available

Your Percipio Resources

LINK
Getting Started with Percipio

82

LINK
Live Course & Bootcamp Schedule

16

LINK
Guide to Project Management

30

HELP GUIDE
Install the Percipio Mobile App

70

Scroll on date range to search the timeframe **you are interested in, or search** name of course. You may also filter on Live Course vs. Event

Click link for Course,
Click on Details about Course
& Register

10

Live Course Registration Process continued,

After you click on Register, you'll receive a pop-up message confirming your registration. You then click on "Add to Calendar" in the lower right .

If you need to cancel your registration at any time, navigate back to this page and click on "Cancel".

When adding the course to your calendar, you will receive .ics invites for all dates. Download and "Save" to your calendar.

The link to "Join" the sessions are included in the email invitation.



The screenshot shows the course details for 'Classification with Python'. It includes a 'LIVE COURSE' badge, a 'Not Started' status, and a '12h' duration. Below this, there are sections for 'About this Live Course' and 'Additional Information'. The 'Upcoming sessions' section is visible, showing a calendar for May 16th with sessions from Tuesday to Friday, May 16th to 19th, 2023, from 11:00AM to 02:00PM EDT. A 'Register' button is highlighted in yellow at the bottom right of the session list.



The registration form includes a 'Save & Close' button, a title field, and fields for 'Start time' (Fri 5/19/2023, 11:00 AM) and 'End time' (Fri 5/19/2023, 2:00 PM). There are checkboxes for 'All day' and 'Time zones', and a 'Make Recurring' link. A 'Location' field is also present.

Classification with Python

This course covers advanced topics in classification, including classification model parameter tuning and ensemble learning methods, correct methods and parameters based on the problem at hand.

Target Audience: Students who are comfortable using Python to manipulate data and creating basic visualizations, and have a foundation in machine learning.

Technologies: Python & Anaconda

To Join: https://share.percipio.com/cd/XH_-3g2tX

Please join a few minutes before the class starts so we can get going right away. The Join Now button will be available 15 minutes before the class starts.

Technology Training Resources

Limited License Training Subscriptions*

[\(Request a license\)](#)



- 500 licenses for Cloud upskilling
- Rotated for maximum scale
- Study Groups set up for groups if desired
- Associates self report cert to Mngr/Cloud COE
- 50/500 managed in India for offshore team



- 250 licenses for technical training
- Content deeper than Percipio in some areas
- Live classes, Videos, Learning Paths, 40k+books, Case Studies, Expert Playlists, Interactive Scenarios/Sandboxes

- 100 licenses
- Content deeper than Percipio in some areas
- Assessments, Learning Paths
- Software Development, Security, Data Science, Machine Learning, and more

- 125 licenses-focus on AI-Data Science-ML
- University partner led training
- Specializations, Master tracks, certificates
- Goes deeper in some areas than Percipio



PLURALSIGHT

coursera

Request External Training*

* Please Note: US team process



How to request, and be approved for External learning options

What do you Need?

Does the Team or organization require a Group Training Class?*

Did the internal options not provide training for the technology/software you need?

Do you need to attend a Conference for the purpose of 'learning'?

Enterprise Training Fund (ETF) Pre-Approval Process

When to use the ETF?

When you are looking for training opportunities outside of Elevance Health, follow the Pre-Approval process in **Chrome River** to request approval for funding through the ETF (managed by HR). Please note-The request should be made before registering or paying for event/training.

- This applies to requests for individual or group* external training and development opportunities that are not met through Talent Management or training content and resources in Percipio.
- These requests may include conference attendance.

Questions?

For additional questions, please contact AnthemTrainingAuthorization@anthem.com. Visit the External Training Resource Center (ETRC) to start your request, [ETRC](#). Or reach out to Mary Gilbert directly for assistance.



Pre- Approval Request Process (Chrome River)

How to Complete Pre-Approval Request

Go to Chrome River (Expense Management) Click “New Pre-Approval”

1. Complete the header page:
 - a. Training start and end date
 - b. Click **the IT/Digital check box** for correct routing (all technology teams)
 - c. Training Type
 - d. Payment Type
2. Select expense type
 - a. General Knowledge** is used when attending a conference
 - b. Technical Training** for development of skills in technology or software/system
 - c. Pre-Certification** if taking a prep course, exam not covered
3. Complete all fields
4. Submit request
5. After receiving your approval by email, register for your course!

Expense Pre-Approval

(Important to note- If approved, your cost center is not charged, the HR ETF budget will cover. The purpose of the expense report is to tie the training requests to the backend reports in the Expense Management system.)

How to Expense Pre-Approval

Expense Tips

Things to remember when completing your expense report:

1. “Import” your Pre-Approval
2. Select the training line and edit any details, then Save
3. Merge Corp AMEX card information (drag and drop from right to left)
4. Submit

Import from Pre-Approval	<input type="button" value="IMPORT PRE-APPROVAL"/>
Report Name	<input type="text" value="I"/>
Pay Me In	<input type="text" value="USD - US Dollars"/>
Report Type	<input type="text" value="-- Select --"/>
Wave/APM ID	<input type="text" value="-- Select --"/>
Notify Expense Owner	<input type="checkbox"/>



[Video How to “Import” Pre-Approval into Expense Report](#)

Certification Exams & Awards

How to Expense certification exams/annual renewals

The Enterprise Training Fund does not cover the cost of certification exams or annual renewals; therefore, Pre-Approval is not required. If Manager agrees to fund the cost, associates follow these steps to Expense.

1/ Go to **Chrome River**

2/ **New Expense Report**

3/ choose **Associate** tile

4/ choose **Training & Related Cost** to expense exam,
choose **Memberships** to expense annual renewal fees

5/ **Please add this comment to the Expense report:** *Per ETF-No Pre-Approval required, ETF does not cover IT certification exams or annual renewal costs. Covered by default cost center with Manager approval.*

For Managers: How to Issue Certification Awards

Certification Awards Policy

Elevance Health provides associates with monetary awards for the first-time completion of approved certifications.

This policy provides recognition and rewards associates for mastering competencies in an expertise relevant to their current position, or mastering skills that would enable them to take on new roles that benefit the company.



- Associate provides Manager with proof of certification achievement
- Manager submits One Time Payment Request in Workday
- Select: Certification Award
- Certification Code: use code next to certification name on [Certifications List](#) in the [policy](#)
- Associate will receive award on subsequent paycheck



How to Add Certifications to List:

- Mngr. Complete [Add Cert Form](#)
- May take 10 days+ to add

“

Live as if you were to die tomorrow. Learn as if you were to live forever.

Mahatma Gandhi

Thank You!

For questions,
please reach out to [Mary Gilbert](#) in MS Teams, or
[Request a license](#)

