



Learning & Development



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Persistent University (Continuous Learning & Career Growth) is dedicated to promoting ongoing skill enhancement across the organization, ensuring alignment with both company objectives and personal career goals. Our programs cover a wide range of areas including Technical, Domain Behavioral, and Project/Program management for various levels and eligibility requirements, catering to fresh graduates, lateral hires, as well as current employees and contractors.

Higher Education Initiatives

Our higher education policy sponsors Master's programs for at renowned universities for employees in India, Europe and the Americas. These programs are planned with Business Units to meet business needs and help employees enhance their academic profiles and achieve personal goals.

All full-time employees with minimum 1 year of experience with Persistent and a good performance track record are eligible for higher education policy.

We sponsor M.Tech in Cyber Security and M.Tech in Data Science through COEP Tech University for India-based employees. Founded in 1854, the College of Engineering, Pune (COEP) is a respected leader in technical education, known for its dedication to advanced technology solutions. In FY 25 we have announced higher education policy for M.Tech AIML, Cloud Computing and Data Science through BITS, Pillani. Under India policy full fees reimbursement is done for India based employees over three years' period from the date of admission till completion.

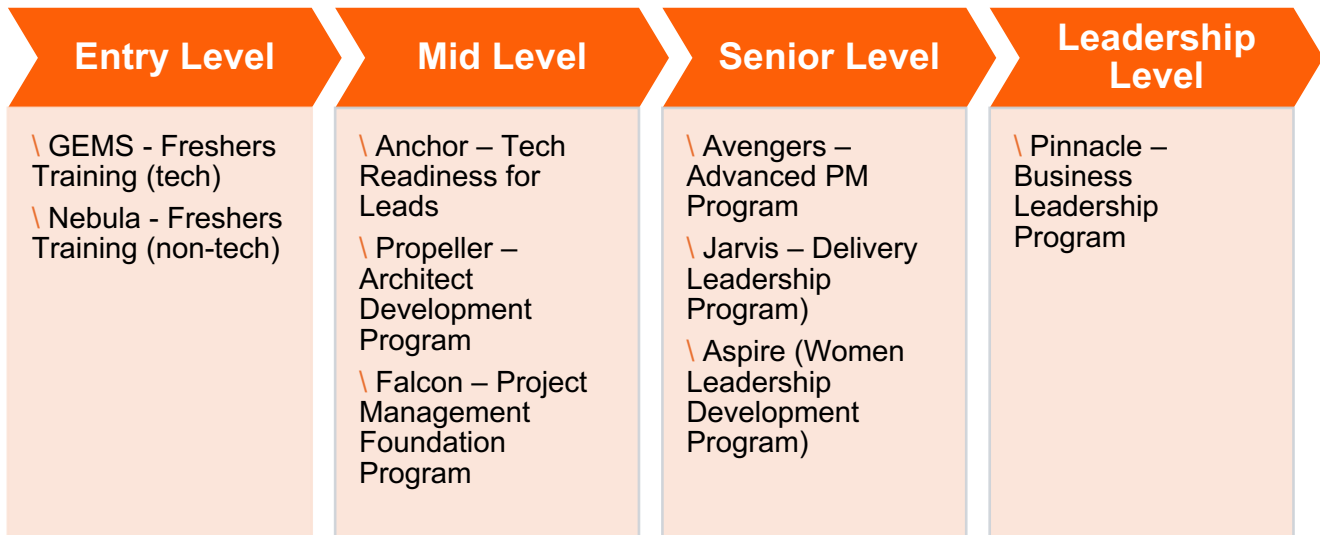
We sponsor three online MS programs from Georgia Tech University for employees in the Americas and Europe - MS in Analytics, MS in Computer Science (specializing in Machine Learning), and MS in Cyber Security. Georgia Tech, a top public research university, offers these programs fully online at an affordable cost, allowing for flexible study schedules. These programs also provide opportunities to expand professional networks. Employees are highly encouraged to explore these MS program options. Under Americas and Europe higher education policies partial fees reimbursement is done over three years period.

Career Progression Framework

As we grow and expand, we realize the need for a continuous upskilling to meet the newer challenges in a dynamic and complex business scenario. Persistent University is committed to facilitate new and engaging means for a continuous upskilling for maintaining a highly skilled workforce which can operate in challenging situations, multi-disciplinary teams in a highly cross-functional environment. All our training programs are hands-on, featuring real-time problem-solving scenarios and action-learning projects across Technical, Domain, Power Skills, Leadership, and Project Management competencies.

Persistent University serves as the central strategic arm dedicated to rapidly scaling talent across the organization. Our primary focus is on fostering an active learning culture that prioritizes continuous skill development to remain competitive in today's fast-paced market. Through our initiatives, we continuously facilitate employee upskilling aligned with organizational goals, project requirements, and individual aspirations.

Persistent has a well-defined framework that fosters leadership development at all levels. The organization runs a variety of programs like ASPIRE for empowering mid-senior women leaders to JARVIS and Pinnacle which grooms future Delivery Partners and Delivery Heads. For those building their people management skills, we offer programs like “Be an Awesome Manager” which includes modules for new team leaders and experienced people managers. To further equip senior leaders, we collaborate with external consultants for specialized executive programs.



Anchor: Tech Readiness Program 2.0 (Tech Track)	Propeller: Architect Development Program	FALCON – Foundation PM Program
Program Description 2.0 This initiative equips technical leads with the skills necessary to assume architect roles, covering topics such as digital transformation, architectural design principles, non-functional requirements, DevOps etc.	Program Description This program is crafted to develop skilled Architects and emphasizes on cultivating a consulting mindset.	Program Description This Program is designed to give new project managers a comprehensive understanding of different aspects of project management, helping them apply this knowledge to improve governance across projects.
Focus Area <ul style="list-style-type: none"> • Upskill employees, who are aspiring to become technical experts • Support employee with learning and certification so that they are ready for next level • Educate employees on roles & responsibilities of technical experts • To become multi skill on solutioning beyond one’s own specialized area of technology 	Focus Area <ul style="list-style-type: none"> • Core Architecture competencies, Digital technologies, Cloud Native & Modernization. • Professional competencies - Business acumen, communicating architecture to a tech audience vs business stakeholder, developing perspectives and Thought leadership Strengthening our hold on contract, proposal, and risk management. • Leadership competencies - Nurture excellence, Coach & groom juniors for excellence and performance. 	Focus Area <ul style="list-style-type: none"> • Scope management starting with vision of the program going up to the level of user stories. • Planning aspects around estimation, prioritization, dependency management • Articulating and managing risks aptly. • Introduction to JIRA, Azure DevOps • Persistent Processes & Tools • Power skills
Management Level: Junior Applicability: FTE	Management Level: Middle Applicability: FTE	Management Level: Junior Applicability: FTE
Avenger – Advance Project Management Program	JARVIS Delivery Leadership Program	PINNACLE Business Leadership Program
Program Description This program allows Project Managers to transition into the role of Program Manager for overseeing large deals and complex undertakings. It emphasizes the following aspects	Program Description This program aims to prepare current and prospective Delivery Partners to effectively handle the changing demands of their role. It seeks to enhance their comprehensive understanding of Persistent Systems services and to further develop their abilities in connecting, communicating, and collaborating to drive business growth and ensure delivery excellence.	Program Description This initiative is designed to prepare high-potential Delivery Leaders (DH and DH (-1)) to enhance their skills, character, and abilities to function effectively as business leaders, creating a competitive edge for Persistent.
Focus Area <ul style="list-style-type: none"> • Exhibiting strong leadership, management skills, and credibility to influence stakeholders • Gaining knowledge of tools, processes, and best practices relevant to the organization's environment • Enhancing proficiency in contract, proposal, and risk management • Ensuring the overall integrity and coherence of the Project/Program by concentrating on Benefit realization • Maintaining a broader perspective while delivering elements of the Project/Program 	Focus Area <ul style="list-style-type: none"> • Tenacity & Determination • Customer Focus • Change Management • Coach & Develop • Collaboration • Business Acumen 	Focus Area <ul style="list-style-type: none"> • Financial Acumen • Strategic Thinking & Digitalization • Customer Centricity • Delivery Leadership
Management Level: Middle Applicability: FTE	Management Level: Senior Applicability: FTE	Management Level: Senior Applicability: FTE

ASPIRE, Women Leadership Development Program	Higher Education Initiatives
<p>Program Description</p> <p>ASPIRE, the Women Leadership Development Program, is a 4-month structured learning journey designed to amplify the unique strengths of high-potential female employees at the mid-senior level. The curriculum is crafted to equip these talented professionals with essential skills, strategies, and confidence needed for career advancement.</p>	<p>Program Description</p> <p>Our higher education policy sponsors Master's programs at renowned universities for employees in India, Europe and the Americas. These programs are planned with Business Units to meet business needs and help employees enhance their academic profiles and achieve personal goals.</p> <p>COEP Tech University Program for India-based employees</p> <ul style="list-style-type: none"> • M. Tech in Cyber Security • M. Tech in Data Science <p>Georgia Tech MS Programs: We sponsor three online MS programs from Georgia Tech University for employees in the Americas and Europe:</p> <ul style="list-style-type: none"> • MS in Analytics • MS in Computer Science (specializing in Machine Learning) • MS in Cyber Security
<p>Focus Area</p> <ul style="list-style-type: none"> • Overcome Barriers: Address internal obstacles to maximize potential • Cultivate Personal Brand: Establish a distinct and compelling personal brand • Expand Professional Network: Build relationships conducive to professional growth • Foster Trust and Support: Encourage the success of fellow women colleagues • Navigate Complexity: Engage in difficult dialogues to tackle complex situations • Drive Change: Develop strong business acumen to lead effectively. 	<p>Focus Area</p> <ul style="list-style-type: none"> • To provide a global and diverse platform for higher studies. • To encourage employees to take up higher studies for career advancement. • To gain knowledge and skills about using the latest tools and technologies. • To enable research, innovations, research paper publications, and Intellectual Property Rights (IPR) practices at Persistent. • To apply acquired knowledge in client projects to improve customer satisfaction scores. • To enhance the company's knowledge base, corporate image, and brand reputation
<p>Management Level: Middle Applicability: FTE</p>	<p>Management Level: All Levels Applicability: FTE</p>

Hyperscaler Certification Programs:

AWS – Hyperscaler Certification	Azure – Hyperscaler Certification	Salesforce – Hyperscaler Certification
<p>Outcome</p> <ul style="list-style-type: none"> • 12 years: AWS Premier Consulting Partner • 10: Competencies & Service Delivery Designations • 150+: Active AWS Customer Engagements • 2500+: AWS Practitioners and Delivery Professionals • 1450+: Certifications – AWS Professional, Specialty, Associate, and Cloud Practitioner 	<p>Outcome</p> <ul style="list-style-type: none"> • 32+: Years of 360o Partnership • 15+: Marketplace Offers • 4500+: Microsoft Certifications • 50+: IPs and Assets 	<p>Outcome</p> <ul style="list-style-type: none"> • 2,800+: Salesforce Engineers • 8,800+: Salesforce Certifications • 150+: GenAI certifications • 300,000+: Trailhead Badges
<p>Management Level: All Level Applicability: FTE & Contractor</p>	<p>Management Level: All Level Applicability: FTE & Contractor</p>	<p>Management Level: All Level Applicability: FTE & Contractor</p>

GCP – Hyperscaler Certification	IBM – Hyperscaler Certification	Data , Security, Automation, others Partner Certification
<p>Outcome</p> <ul style="list-style-type: none"> • 10+ years: Google Partner • 625+: Google Cloud Practitioners & Delivery Professionals • 1,500+: Certifications – Professional, Specialty, Associate, and Fundamental • 50+: Google Cloud Partner Expertise 	<p>Outcome</p> <ul style="list-style-type: none"> • 20+ years: Partnership began in 2002 • 2,000+: Engineers dedicated to IBM work 	<p>Outcome</p> <ul style="list-style-type: none"> • We have invested into various partner program and certification which are aligned to project delivery objectives. To name a few the investment is in • Databricks, DataStax, Snowflake, TIBCO, Zscaler, TMForum, IBA, API Automation, APPIAN, LCNC platforms, ITIL, ServiceNow etc.
<p>Management Level: All Level Applicability: FTE & Contractor</p>	<p>Management Level: All Level Applicability: FTE & Contractor</p>	<p>Management Level: All Level Applicability: FTE & Contractor</p>
GenAI – Hyperscaler Certification		
<p>Outcome</p> <ul style="list-style-type: none"> • One of the key areas was to embrace the GenAI technology and be ready to manage this change by upskilling the employees to support our customers to build solutions using Gen AI tools • Around 1700+ external certifications in AI/ ML/ GenAI across partners have been completed so far. Further, we have invested in https://www.persistent.com/ai/persistent-genai-hub/ that focuses in developing our own tools and framework to leverage GenAI technology as well as we have partnered with our customers to implement few of our tools and framework to accelerate GenAI adoption and scale up at enterprise level 		
<p>Management Level: All Level Applicability: FTE & Contractor</p>		

About Persistent

With over 23,000 employees located in 21 countries, Persistent Systems (BSE & NSE: PERSISTENT) is a global services and solutions company delivering Digital Engineering and Enterprise Modernization. As a participant of the United Nations Global Compact, Persistent is committed to aligning strategies and operations with universal principles on human rights, labor, environment, and anti-corruption, as well as take actions that advance societal goals. With 268% growth since 2020, Persistent is the fastest-growing Indian IT Services brand according to Brand Finance.

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