Persistent

Talent Pipeline Development Strategy

Formal Talent Pipeline Development Strategy

Persistent Systems employs a robust and forward-looking talent pipeline development strategy, meticulously designed to forecast hiring needs and actively cultivate new pools of talent. This strategy is integral to ensuring the timely fulfillment of talent demands and maintaining a competitive edge in the technology services industry.

1. **Forecasting Hiring Needs**
   Persistent Systems leverages data-driven approaches to accurately forecast future hiring needs. This involves close collaboration with business units to understand their evolving requirements and anticipated growth trajectories.

   - **Internal Market Insights**: Using its proprietary internal job marketplace, Persistent continuously analyzes internal movement, skill gaps, and on time closure of business requirements for upcoming project needs ensuring that the right talent is available at the right time
   - **External Market Trends**: Persistent actively monitors industry trends, competitor activities, and emerging skill requirements to anticipate external hiring needs. This proactive approach helps the company stay ahead in the competitive talent landscape.

2. **Developing New Talent Pools**
   To meet both immediate and future talent needs, Persistent Systems has implemented a multi-faceted approach to developing new pools of talent.
   - **Internal Talent Development**: Persistent fosters a culture of continuous learning and upskilling among its employees. Through targeted training programs and career development initiatives, the company builds a ready pool of deployable talent, maintaining a readily available workforce for immediate internal fulfillment.
   - **External Talent Pools**: Persistent actively engages with external talent through various channels, including strategic partnerships with educational institutions, and industry-specific talent communities. These initiatives help cultivate a diverse and dynamic talent pool that aligns with the company's future needs.

3. **Talent Pipeline Metrics**
   Persistent Systems regularly measures the effectiveness of its talent pipeline strategy through key performance indicators (KPIs). These include:
   - **Time to Hire**
   - **Direct Hiring Ratio**
   - **Readily Available Talent• On Time Closure of Business Requirements for Upcoming Project Needs**

4. **Continuous Improvement**
   Persistent Systems continuously refines its talent pipeline strategy based on feedback, industry trends, and internal performance metrics. By doing so, the company ensures that its talent acquisition efforts remain agile, responsive, and aligned with both immediate and long-term business goals.

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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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