



# Enabling digital talent at scale

## Enhancing skills and amplifying human talent

Infosys continues to make strategic investments in the competency development of its talent. We have always believed it is important to nurture a learning ecosystem. Fiscal 2023 saw an increase in the learning consumption within Infosys and an overwhelming adoption in the community too.



Experience centre at Bengaluru for an immersive experience of industry solutions and offerings

### Employees

We endeavor to provide employees with new learning experiences and future-ready skills through two large interventions— the foundation program and the continuous education program.

The foundation training program is designed to mold newly onboarded entry-level engineering and science graduates into corporate professionals. The continuous education program aims at upskilling or reskilling existing employees and sets the tone for lifelong learning.

### Foundation education program

The Infosys Foundation Education Program is a 16 to 19 weeks residential training program, to enable the entry-level engineering and science graduates transition into the corporate world. This program focuses on IT foundation skills and one of the many technologies based on business requirements and includes process training as well as professional and behavioral skills training.

We hired 50,000 freshers in the year. Trainees can also choose learning paths in Lex, our internal learning platform, based on their interest areas, and equip themselves with internal certifications to move faster in their careers. In the recent past, generative AI and prompt engineering-related topics have been

introduced in the foundation program to provide entry-level graduates an exposure to the latest technologies.

### Continuous education program

Lex, our versatile learning platform, helps our employees keep abreast of the latest technologies by learning anytime and from anywhere. With the remote-first approach, Lex also provides technology playgrounds to practice, and get certified using the in-house

**A virtual learning assistant** on Lex, provides personalized guidance tailored to an individual's unique learning needs.

'Infosys Assessment Platform' leveraging its 'virtual video proctoring' mechanism. The platform is also being improved using generative AI technologies.

We have forged academic partnerships with an aim to develop top future-ready talent and to collaborate on emerging and niche technologies. We conducted various workshops in AWS, Azure, GCP and Metaverse in collaboration with our partners to provide

**14,800** Lex courses

employees with hands-on exposure to cloud technologies. Some of these interventions include Microsoft Cloud Pro, a mega Microsoft Cloud Certification drive.

A web version of the global news publication, Financial Times, was launched in Lex for employees. We have introduced a LinkedIn subscription this year, with over 9,000 courses.

**Quickstart,** our lateral onboarding experience, enables experienced hires to get an in-depth understanding of the organization and craft their first 100 days learning plan.

'Milestone' programs for our mid-level employees to enhance their role readiness, apart from improving peer networking and leadership connect, and 'Bridge' programs that enable employees with training and internship opportunities to switch to new careers such as consulting and technical architecture have also seen wider participation.

**55 lakh+** learning days

Average training hours for employees	
Men	129.0
Women	132.7
Total	130.5

Our learning efforts won us accolades from Brandon Hall, ATD Best, Training Apex, and NASSCOM, who recognized the Education, Training and Assessment (ETA) team as the Cloud Innovator of the Year. Avasant and Nelson Hall continue to rate our digital learning capabilities in the highest quadrant.

## Clients

Infosys Wingspan, our learning solution for clients, has helped companies strengthen their employees' digital capability. Infosys Wingspan, a one-of-a-kind cloud and mobile-first platform, provides seamless interactive learning experiences, which has accelerated organizations' transformation journeys.

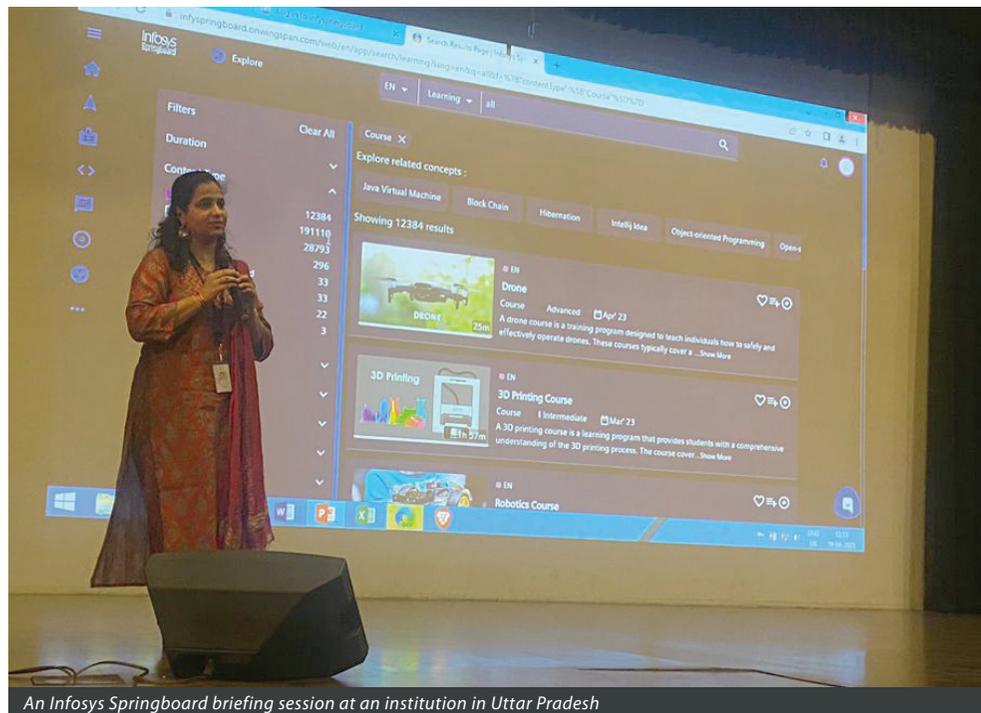
We have also extended Infosys Wingspan to meet the requirements of talent development in the healthcare sector this year. With Infosys Wingspan, clients do away with reinventing the wheel completely. The client workforce gains from a learner-centric experience, including setting 'learning goals,' receiving recommendations based on 'interests,' practicing skills in fail-safe virtual lab environments, getting assessed and tracking their learning achievements and proficiencies.

The social and mentoring aspects of the Wingspan learning experience also encourage peer learning. Client leaders can use Wingspan to communicate with all employees via live streaming.

## Community

### Infosys Springboard, India

In alignment with the Infosys ESG Vision 2030 to enable digital skilling at scale, Infosys aims to empower over 10 million people with digital and life skills by 2025 through its initiative Infosys Springboard. This initiative has been crafted to meet opportunities for honing skills in learners and empowering



An Infosys Springboard briefing session at an institution in Uttar Pradesh

them and amplifying their potential. Infosys Springboard promises to be a game changer thanks to Infosys' competency development lineage, active content curation, and ability to support additional learning needs. It is aligned with India's National Education Policy 2020 to provide easily accessible, affordable, high-quality and accountable education.

The platform is available in English and all major Indian regional languages, including Sanskrit and Urdu.

The platform, powered by Infosys Wingspan, is available free of cost to any curious learner from Class 6 to lifelong learners.

Immersive learning experiences together with a host of benefits including curated world-class content through partnerships with top content providers like Coursera, Skillsoft, Techademy,

Learnship, and more offer insights into various domain and technology trends through masterclasses by recognized academia and industry experts. Virtual practice environments include programming challenges and assessments.

Technical and behavioral competency development is done through focused learning interventions including CodersZen, A Millennials Dream, Career Compass, Catch Them Young, and more.

Faculty members at academic institutions can get certified and learn from experts through faculty enablement programs and can use the platform to provide an engaging experience for their students.

Educational institutions can use the platform to bring industry-relevant curriculum through rich content available on Infosys Springboard and monitor the learning progress of their students through the platform.



Student interaction on Infosys Springboard offerings at an institution in Kerala



An Infosys Springboard briefing and Soft skills training in a law college in Bengaluru

The platform offers a choice-based credit system for academic institutions to use in their curriculum for industry interventions like assessments/assignments and credits for self-paced learning. Virtual/digital classroom capabilities can be leveraged by institutions to conduct online classes. Video-proctored exams and assessment environments can be used to conduct online examinations.

**Amplifying adoption in colleges and schools**

An MoU with the All India Council for Technical Education (AICTE) has accelerated the adoption of the platform by educational institutions.

20+ collaborated events with universities, government entities, and masterclasses in

technology and domain were conducted by experts from Infosys and the industry as part of this initiative.

Through our engagement with content partners, there are 12,000+ industry standard courses with curated learning paths recommended by the states to enhance the industry-readiness of the learners. As part of our enhanced efforts, we are working with education departments and universities to integrate these courses into the curriculum.

A leading university has introduced job and skill-oriented programs in the Computer Science and Information Technology curriculum, which is being used by 250+

affiliated colleges. Faculty enablement is also supported by Infosys' subject matter experts.

Mentor-guided online internships have been introduced this fiscal and two batches of the program were completed successfully. More than 50 industry-relevant projects, with a duration of 10 to 12 weeks, have been offered with a dedicated Infosys subject matter expert as a mentor. Students also earn credits after successfully completing the projects.

Curriculum for STEM subjects is now available on Infosys Springboard, for students from the Classes 6 to 10 for both CBSE and ICSE streams. A series called 'Young Professional' introduces school learners to various industry domain areas.

10 state institutions, in India, have adopted Infosys Springboard in fiscal 2023. One of the states has leveraged Infosys Springboard to enable more than one lakh teachers.

In fiscal 2023, Infosys Foundation established five STEM labs in Ramakrishna Schools under the Infosys Foundation-Ramakrishna Mission scholarships and STEM education program. Another 30 labs are under progress. Makers labs are physical incubation centers equipped with all the emerging technologies. They facilitate a great hands-on learning experience for students.