Social

Enabling digital talent at scale

Facilitate skilling to ensure progress for all

Rapidly changing technologies are transforming the dynamics of the modern workplace. According to the World Economic Forum in its Future of Jobs Report 2020, new technologies and automation will create ~133 mn new jobs in 2022. These new roles will require a blend of technical, creative, and problem-solving skills.

Ambition

- Extending digital skills to 10 mn+ people, including employees, clients' workforce, students, teachers and communities (2025)

Developing and enhancing human skills and capabilities through education, learning and meaningful work are key drivers of economic success, individual well-being and societal cohesion. At Infosys, we believe investing in enhancing the digital skills of our employees and the community as well as supporting our clients' in their efforts to digitally skill their workforce will create a huge force multiplier to leverage the world of opportunity that is unfolding before us.

2.02 mn

users on various learning platforms powered by Infosys Wingspan in fiscal 2021

Integrated digital learning with Infosys Wingspan

Infosys Wingspan is a next-generation talent transformation solution crafted to help organizations accelerate their talent transformation journey. Based on open-source technologies, the cloud-first and mobile-first solution is designed to provide a seamless interactive learning experience that is accessible anytime, anywhere and on any device.

Infosys Wingspan provides best-in-class, curated content from multiple sources that learners can access to enrich their knowledge. Users are provided a personal and engaging experience, by creating their own 'goals', measuring 'time

spent' and creating a 'learning history'. The solution comes with machine learning capabilities and provides tailored and relevant learning recommendations, while the AI-powered voice-enabled 'learning assistant' also offers guidance at all stages of the learning process. The connected and collaborative solution allows peer interactions and provides opportunities for collaborative and competitive learning.

400,000

client employees were engaged to meet their talent transformation needs through reskilling and continuous learning objectives in fiscal 2021

Learners can test their competencies through diverse assessments and gain relevant certifications. Through this solution, leaders can drive impactful learning initiatives with insights gained from leveraging analytics, which help companies understand the learning trends within the organization and plan requisite interventions.

With reskilling emerging as an imperative for employability in the industry, we also repurposed Lex and made it available to over a million college students in India via our InfyTQ application. It is available for clients and supports community initiatives, such as Headstart, Reskill & Restart and Infosys Pathfinders Online Institute, to name a few.

240,000

our employees have used Infosys Wingspan (known as Lex internally) since launch in April 2018

Lex

Focusing on individual learner needs, we introduced innovative features to shape our employees' unique learning experiences in fiscal 2021. We shifted focus from a standardized learning experience to a more personalized experience by providing a curated learning opportunity through which each employee peruses the modules in a different way, via role-based learning paths and channel-page specific learner groups. The learning culture was further strengthened during the pandemic because of the smart digital additions, including playgrounds to practice different technology areas without installing ancillary products, gamified learning pathways, quizzing features, specific channels and an integrated virtual meeting platform.

The platform is continuously evolving to offer best-in-class content options through a single interface. Along with in-house content, Lex also hosts third-party content from top vendors, such as Knowledge @ Wharton, Harvard Manage Mentor, e-Cornell and content partners, such as Learnship, GlobalEnglish for excellence in business communication and behavioral competency development.

New features

One-stop shop – Channels
Ensures learners find all the required content on a subject in one place without the hassles of searching and identifying

Quizzing – Konnect & Agon
Two quizzing tools to engage learners effectively in a light and fun manner

Organized calendar – Schedulo
A calendar with a view to all trainings and events scheduled

Discussion forums
Encourages social learning with cohorts, subject matter experts and content authors

Not one size for all – Adaptive learning
Promotes personalized learning experience catering to learner-specific needs

Simulations – Playgrounds
Practice and strengthen behavioral competencies with professional development playgrounds

Fresh content – blogs
Upload fresh and current content and POVs instantly

Live Enterprise Platform – Meridian
An integrated platform that offers solutions related to process reimagination, workforce productivity, and virtual events

Infosys Foundation program using LEX

Infosys Foundation training program spans 16 to 19 weeks and is designed to train entry-level engineering graduates who have been newly onboarded. It helps them transition from academics to the culture in corporations. Through our digital learning platform, Lex, we were able to seamlessly transition from residential training to online virtual trainings and assessments.

12,800+
Fresh graduates were trained on 40 specializations and released to production in fiscal 2021

Focus on employee skilling and re-skilling

Number of training days	2,940,728 (days)*
Average number of training days for men	10.80
Average number of training days for women	12.28
Self-learning courses	1,800

*This table does not include training for contract staff. All our contractors received training on Anti-Sexual Harassment, HSE and job-specific training, as appropriate to their role.

ESG REPORT 2020-21

Community portals launched globally

Infosys Headstart

Infosys Headstart is our flagship intervention to empower people, communities, societies as well as students across India in the age group of 10-22 years as well as long-term learners. Infosys Headstart is powered by Wingspan and includes learning content developed by us and leading content providers that cover digital and emerging technologies and life skills.

For a holistic learning experience, the platform has technology and soft skill playgrounds, programming challenges and social learning features. We have dedicated Maker Labs that are planned in major Indian cities to provide hands-on learning opportunities on emerging technologies. The platform was soft-launched for volunteer institutions in February 2021.

40,000+
learners leveraged the platform within 6 weeks of its launch

150+
academic institutions reached

InfyTQ

The next-generation digital platform was launched in February 2019 and offers superior learning and engagement experiences for engineering students in India. InfyTQ is a free platform open to all engineering students in their third and fourth years across India. The platform encourages holistic development by imparting technical as well as professional skills training and helps them become industry ready. Graduates who clear our certifications through InfyTQ, will have access to opportunities with enterprises registered with the NASSCOM consortium, where we are playing a key role.

1.2 mn
students registered on the platform

158,720
students took the first web-camera proctored qualifying exam for Infosys Certification this year

The Infosys Internship program

The program allows final year students across colleges of India, selected by us through campus recruitment, to work on a project, which is a curriculum requirement, as well as receive guidance and mentorship from our Subject Matter Experts (SMEs). Students also receive training to undertake the projects and handle their complexities.

Read more on the Infosys USA Foundation +

1,100+
students engaged in the program virtually around the country in fiscal 2021

Infosys
Navigate your next®

ESG REPORT 2020-21

Pathfinders Online Institute

Infosys Pathfinders Online Institute was launched in 2019 by Infosys Foundation USA, for expanding access to computer science and maker education in K-12 public schools across the US. It supports hands-on learning through the #InfyMakers awards competition. Ten organizations were recognized this year for their efforts to improve maker-centered learning.

23 mn
students reached by the Infosys Foundation USA, since inception in 2008

1 mn
teachers reached by the Infosys Foundation USA, since inception in 2008

700
K-12 teachers trained through Pathfinders Online who will collectively reach 45,000+ students by the next year

Read more on the Infosys USA Foundation +

Wingspan Academy

Wingspan Academy was launched in 2020 for candidates across the US, as a platform designed to enhance one's knowledge of the latest industry-relevant technologies. The participants receive these benefits without financial or exclusivity obligations and at no risk.

It is a dynamic learning platform to learn and collaborate with like-minded peers and stay connected with our company. The key learners include people impacted by the pandemic, global college students, teachers of computer science and maker education in K-12 public schools.

7,000
learners on the academy portal in fiscal 2021

Reskill & Restart

We launched Reskill & Restart in July 2020, as an innovative solution to reskill the American workforce and fulfil their employment needs following COVID-19. The solution is powered by an Infosys-led consortium, leveraging Infosys Wingspan to create a free, online platform, connecting employees and employers, while also providing necessary training for jobseekers. The consortium is helping our talents in their transition from traditional jobs across various industries and work streams to digital and operation jobs of the future.

960
active users as on fiscal 2021

560
courses as on fiscal 2021

18
career streams introduced

Managing transitions

We believe in imbibing the value of continuous learning among our employees. Our large network of Infosys Alumni leverage Lex to learn contemporary skills. Employee Resource Groups enable our teams to build strong informal networks and relationships for support during career transitions.