



Talent Pipeline Development FY 2024-25



Talent Pipeline Development

At Persistent Systems, we prioritize a forward-thinking talent pipeline strategy to ensure a steady supply of skilled professionals, supporting both immediate and long-term business growth. By leveraging data-driven insights and industry trends, we proactively identify talent needs and cultivate a strong workforce that aligns with our evolving business objectives.



Forecasting Hiring Needs

Internal Insights:

Continuous analysis of internal mobility, skill gaps, and project requirements.

External Trends:

Monitoring industry shifts, competitor activity, and emerging skill demands to anticipate future hiring needs.



Building Talent Pools

Internal Development:

Upskilling employees through structured learning and career programs.

External Sourcing:

Engaging with academic institutions and industry networks to build a diverse talent pool.



Measuring Effectiveness

Key metrics include Time to Hire, Direct Hiring Ratio, and Talent Readiness for Business Needs.



Continuous Improvement

Persistent refines its hiring strategy based on feedback, market trends, and performance data, ensuring agility and alignment with growth objectives.

Graduate Traineeship & Apprenticeship Initiatives at Persistent Systems

At Persistent Systems, we believe in nurturing talent and fostering skill development by providing hands-on learning opportunities. Our structured programs empower fresh graduates with industry-relevant experience, ensuring they are job-ready.



Apprenticeship Program

A blend of classroom learning and practical training designed for fresh graduates to equip them with essential skills for employability.



BE Projects

We mentor over 400 final-year engineering students annually, guiding them through projects that enhance their knowledge and boost their career prospects.



Industrial Internship

A six-month internship program for postgraduate students, offering real-world exposure and industry insights.



Smart India Hackathon

As a key partner, Persistent Systems has played a pivotal role in organizing and mentoring students, enabling them to showcase their skills in problem-solving and innovation.

Training cycle of an Apprentice

Program	Levels	Duration	Description	Focus Area
Pre Onboarding	Foundational Concepts	40 hrs	To ensure all learners achieve the beginner/foundation level knowledge before they are onboarded, in order to ensure they possess the requisite foundational competencies and are adequately prepared to undertake their responsibilities.	Bridging academia and corporate work culture.
	Foundational Training	200 hrs	To uphold the quality and readiness of incoming talent, it is mandated that all learners attain the Beginner/Foundation level of knowledge prior to onboarding. This requirement places a strong emphasis on hands-on practical training to ensure that individuals not only understand theoretical concepts but are also proficient in applying them in real-world scenarios. By doing so, we aim to equip all new team members with the essential foundational competencies necessary to perform their roles effectively from day one.	
Post Onboarding	L&D Bootcamp	1 month	To deliver a world-class training experience to the learners that is strategically aligned with business goals and designed to ensure the shortest path to deployability. The training framework emphasizes practical, hands-on learning and exposes learners to real-world problem statements that extend beyond academic theory. This approach fosters readiness, relevance, and rapid integration into operational roles, ensuring that learners are equipped to contribute effectively from the outset.	Technical skills, power skills, project tools, and mindset training.
	BU Bootcamp	1 month	This phase focuses on equipping learners with niche, business-specific skills as identified by individual Business Units (BUs). This targeted upskilling ensures alignment with evolving organizational needs and accelerates the transition from training to impactful contribution. By tailoring learning paths to BU requirements, we aim to build a highly specialized and deployment-ready talent pool.	Domain-specific training to enhance project skills and acquisition of specialized advanced skills.

Talent Retention Practices



Career Growth, Internal Fulfillment & Job Rotations

We have enhanced our internal fulfillment framework to prioritize internal talent. Our iJobs platform enables employees to explore new roles across functions and locations, supported by formal job rotation programs. These initiatives improve internal deployment, workforce utilization, and employee satisfaction.



Empowered Internal Talent Marketplace

The iJobs platform, along with AI-powered matching tools and the FAS model, allows swift identification of internal talent. This approach reduces time-to-fill positions and boosts retention by offering a transparent career ecosystem.



Learning, Upskilling & Development

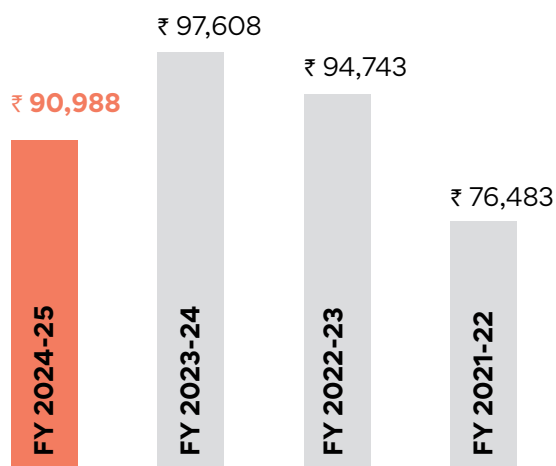
Our learning ecosystem includes upskilling programs, technical certifications, leadership development journeys, and access to digital learning platforms. Employees are encouraged to take charge of their development with tailored paths aligned with organizational needs, fostering a culture of continuous learning.



Managerial Capability Building

We invest in leadership development through programs on empathetic leadership, performance coaching, and career conversations. Managers are equipped to support growth, manage diverse teams, and reinforce a people-first culture.

Average hiring cost in INR/FTE



People Analytics and Strategic Workforce Planning

Persistent's People Analytics function plays a crucial role in strategic workforce planning by leveraging data-driven insights to align talent with organizational goals. This approach enables the Company to anticipate future workforce needs, identify skill gaps, optimize resource allocation, and plan for succession.

By adopting a data-centric strategy, Persistent Systems ensures its workforce remains agile, resilient, and prepared to navigate evolving business landscapes. This empowers informed decision-making, fosters innovation, and drives sustainable growth – reinforcing the Company's position as a leading technology solutions provider.



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