

The Nuvepro Times

TEMPERATURE - 27°C (81°F)

HUMIDITY - 59%

WIND - 30 KM/H

From Readiness to Results A Nuvepro Year in Headlines



As the Curtain Falls on **FY 2024-25**

Nuvepro Technologies stands proud of a year defined by purpose, innovation, and partnership. From crafting cutting-edge Upskilling and Skill Validation solutions to driving Project Readiness at scale, every team has played a pivotal role in shaping our collective success.

This special **financial year-end edition** celebrates not just the milestones we've reached, but the people, passion, and persistence behind them.

"Here's to the stories, stats, and snapshots that made this year one to remember - and a launchpad for what comes next"

GIRIDHAR L.V
CEO & CO-FOUNDER

The Shift to Skill-Based Organizations

With Gen AI's rise, enterprises across sectors are moving toward a skill-based approach. As roles transform and new jobs emerge, understanding the real skills your workforce possesses becomes critical. Rather than replacing employees, organizations are cataloging and validating existing skills to enable smooth transitions between legacy (Sunset) and emerging (Sunrise) roles.

The Challenge

Traditional skill assessments (like self or peer ratings) are often unreliable and lack actionable value.



Nuvepro's Solution

We deliver high-quality skills validation through hands-on, role-specific assessments-customized at scale for your enterprise needs. This empowers you to make informed workforce decisions based on accurate, validated skills data.



Giridhar L.V

The Rise of Copilot-Driven Frontends

Why switch platforms to learn or upskill when you can do it right from your daily workflow? With the emergence of Copilots (like Microsoft 365 Copilot and Gemini), skills assessment and learning plans will soon be accessible directly within your chat interfaces.

What's Next

Nuvepro is integrating its labs with M365 Copilot and Gemini Copilot, so your employees can assess and build skills seamlessly-without leaving their workflow.

Gen AI for All Knowledge Workers

Gen AI isn't just for developers. Business analysts, finance teams, retail staff, and more will soon have Gen AI tools at their fingertips. The challenge? Ensuring everyone can use these tools effectively.

Nuvepro's Opportunity

We're creating real-world, hands-on scenarios for all knowledge workers to strengthen and validate their Gen AI skills-helping your teams stay competitive, regardless of function.



ARUN REDDY
CHIEF OPERATING OFFICER

A Year of Growth, Innovation, and Momentum

As we close out FY25, I want to take a moment to reflect on the incredible journey we've had together. This year has been one of transformation, resilience, and forward momentum for Nuvepro. I'm proud to share some key highlights and insights from our collective efforts.



Business Growth and Market Alignment

FY25 marked a significant leap forward in our growth trajectory, with a 40% increase in revenue over FY24. This growth was driven by our ability to stay ahead of market trends and deliver value where it matters most:

- **25%** of our revenue came from our Generative AI offerings, underscoring the relevance and impact of our innovation.
- **7%** of revenue was contributed by experiential learning solutions, reflecting the growing demand for hands-on, real-world skill development.
- Yet we met just **70%** of our revenue targets.

Our Sales Teams

Demonstrated exceptional focus-stabilizing key accounts while strategically acquiring new logos. Notably, we welcomed two large IT services organizations, a leading data solutions provider, and a top academic institution affiliated with India's premier exchange.

Customer-Centric Delivery and Innovation

Our delivery teams played a pivotal role in shaping customer success and satisfaction. This year, we:

- Rolled out organization-wide assessments for two major IT service firms.
- Launched automated academic labs for over 20,000 students at a prestigious university.
- Enabled a sandbox rollout for a data solutions organization, showcasing our ability to scale and customize.

Our new offerings-Assessments and Projects-have been game changers, redefining how customers perceive and engage with us. The feedback has been overwhelmingly positive, especially around our responsiveness and adaptability.



ARUN REDDY
CHIEF OPERATING OFFICER

Lessons and Looking Ahead

FY25 wasn't without its challenges. While some of our newly acquired logos began contributing only in Q4, we've learned valuable lessons:

- Customer acquisition cycles are long-patience and trust-building are essential.
- Customization and relevance are key to winning and retaining customers.



As We Look to FY26, Our Focus Will Sharpen on:

- Expanding our footprint in the US market.
- Doubling down on experiential learning and skill validation.
- Continuing to innovate with Generative AI and project-based skilling.

To our employees-thank you for your dedication and passion. To our partners-thank you for your collaboration and trust. And to our customers-thank you for believing in us and growing with us.



**Here's to Another Year
of Impact, Innovation,
and Shared Success**

*We, at Nuvepro do the same. Every year brings with it new learnings, challenges, and milestones and **2024-25** was no exception.*

At Nuvepro, we continue to evolve not just as an organization, but as a community that values people, purpose, and progress. This year, we strengthened our commitment to building a workplace that thrives on diversity, prioritizes well-being, and celebrates every small and big win together.

It's inspiring to witness how our collective efforts shape a culture where every voice matters, every achievement is recognized, and every individual feels seen and supported.

Let's take a look at some of the key highlights that made this year truly memorable.

A Year of Growth, Inclusion, and Celebration at Nuvepro

EVERY YEAR WE EVOLVE AS AN ORGANISATION AND THIS YEAR WAS NO EXCEPTION



Megha Sanjeevakumar

Diversity and Inclusion

By embracing people of all backgrounds, experiences, and identities, Nuvepro has created an environment where equity is prioritized, differences are celebrated, and everyone has equal opportunities to thrive and grow.

We are committed to fair practices there is no discrimination in remuneration or opportunities for growth. Everyone is rewarded based on merit, performance, and contribution.

Menstrual leaves

As part of our commitment to fostering an inclusive and supportive workplace, Nuvepro has introduced menstrual leave for women employees. This initiative recognizes the importance of embracing women's health needs and promoting overall well-being.

By providing this option we aim to encourage open conversations around menstrual health, reduce stigma, and make sure that women feel supported, respected, and included.





We Don't Just Work, We Celebrate Too

At Nuvepro we believe that a great workplace is not just about achieving goals or customer satisfaction but also about celebrating milestones, building connections, and creating joyful experiences together.

From team outings, Women's and Men's Day celebrations, anniversary celebrations and festive gatherings to recognition events and casual catchups, we make time to celebrate our people and the journey we share. Because when we grow together, every win is worth celebrating.

Rewards are based on performance, innovation, collaboration, and leadership

Recognitions are shared in company-wide forums and social media to give employees the spotlight they deserve. Winners receive tokens of appreciation, certificates, and Vouchers, gift cards, approachable friendly atmosphere yet focused.

- Leaders and managers are easily accessible, encouraging honest conversations and transparent feedback at all levels.
- We maintain a culture of respect where every opinion is heard, and every contribution is valued regardless of role or title.
- Employees feel safe to take risks, learn from mistakes, and continuously improve, knowing they are supported by their teams and leaders.
- We promote work-life balance through flexible work arrangements, Hybrid working model and Balances leave structure
- While the atmosphere is friendly, teams have well-defined goals, timelines, and ownership. At Nuvepro we understand that managing stress is essential for both well-being and productivity.

MEGHA SANJEEVAKUMAR
MANAGER - PEOPLE FUNCTION

HUMAN RESOURCE



Rewards

Recognizing Excellence Through Rewards

Our quarterly and monthly rewards are designed to recognize and celebrate the achievements of our teams and individuals. These recognitions are a way to reinforce our values, drive motivation, and create a culture of appreciation across the organization.



Wellness Programs

From mindfulness sessions and organized sessions on physical and mental well-being, we prioritize holistic health.

Team Bonding

Regular get-togethers, game sessions, and fun breaks help teams to manage stress. Some of the events conducted in 2024-25. Painting, card making, Deepavali celebrations, Potluck.

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Team Playground Lab

Celebrating a Year of Excellence with the CAT Team!

The Playground Lab Team, fondly known as the CAT Team, delivers "Playground Labs" for Nuvepro's Project Readiness Platform. As Nuvepro celebrated its 10th Anniversary, we are proud to reflect on our achievements and how we met our goals. Here's to another year of growth and excellence!

Responsibilities of the **CAT Team**

- Playground Labs
- Apache Hadoop Shared Cluster as aService
- Build assistance to Skill Bundle labs
- L2 Support to Support Team
- Pre-Sales activities
- **CoEs:** Hadoop, GenAI, CyberSec,aws, azure, gcp

2024-25: A Snapshot of Deliveries

542

Lab deliveries

183

L2 Production Support

95%

Feasibility

Of all incoming enquiries, the percentage of labs this team converted to feasible lab solutions.



Rajesh Menakath Vasudevan

The Team Started the Year by Identifying Key Focus Areas to Drive Success

- Adopting the Latest Technology Trends.
- Productivity Improvements.
- Expanding Our Services Beyond Playground Labs.
- Enhancing the Capabilities of Our Centers of Excellence (CoEs).
- Efforts to Make Direct Contributions to the Organization's Revenue.



AI Focus

The team keeps pace with new developments in the GenAI landscape and do quick POCs.

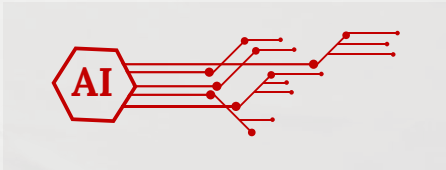
We have delivered multiple labs focused on imparting GenAI learning.

We have conducted Webinars and Demos of key use cases and applications of GenAI to our customers and assisted them for quick GenAI adoption.

We use techniques like advanced prompting, RAG, agentic AI and MCP to increase productivity and improve the efficiency of lab delivery.

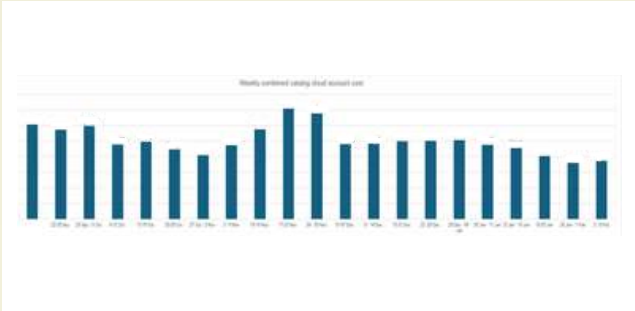
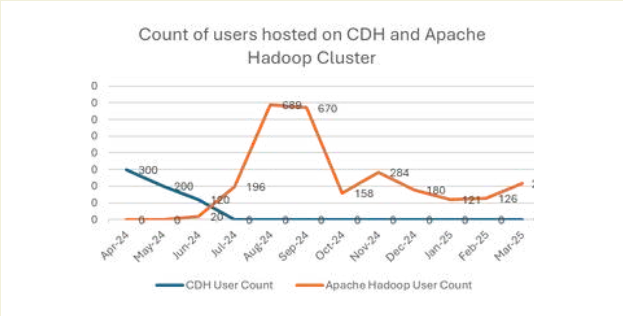
We have automated many manual tasks in the delivery process using AI and AI assisted programming / scripting.

As part of our ongoing strategy to integrate AI into all facets of our work and become a fully "AI Enabled" team, we are developing a chat interface for lab feasibility checks and querying Nuvepro's extensive lab library.



Revenue Impact

Started offering Apache Hadoop Shared Cluster by July2024, to replace outdated CDH Cluster. We are seeing excellent uptake from our customers for this new offering.



We manage our internal cloud consumption on a weekly basis and optimize cost of delivery

Engaged on the crucial "first lab delivery" for many new customer engagements such as HCL, Infosys, ITC Infotech, EXL, NTT, VISA etc.

This team's superior consulting track record has translated to multiple inbound lab enquiries from existing customers as well as direct referrals from new customers this year.

We assist our Sales team by driving use-case driven discussions, Lab Solutioning and conduct demos on various technologies for our customers.

We work closely with the Sales Team for price discovery for custom labs.

We identified custom-built labs of customers, which were unused for a prolonged period of time. These were either revived or deleted after consulting our customers.

Participated in multiple workshops and conferences educating our customers on how Nuvepro's interventions can help them achieve "Project Readiness"

CoEs

While we work on all technology labs, the team has subject matter expertise in technologies such as GenAI, AWS, Microsoft Azure, GCP, Hadoop and Cyber Security.

This year, members of this team have done certifications to acquire credentials to architect solutions for our esteemed customers. Of course, their skills are backed by Nuvepro's legendary skill bundles, and clearing certifications were a breeze.

In addition to delivering playground labs in these technologies, this team was also involved in defining guided content and skill assessment scenarios in Cyber Security and Hadoop respectively.



Significant Achievements

Developed **Composition Labs** - a new packaging to offer users the convenience of operating multiple labs under the same Lab Control Panel.

We are now a GenAI-Enabled Team.

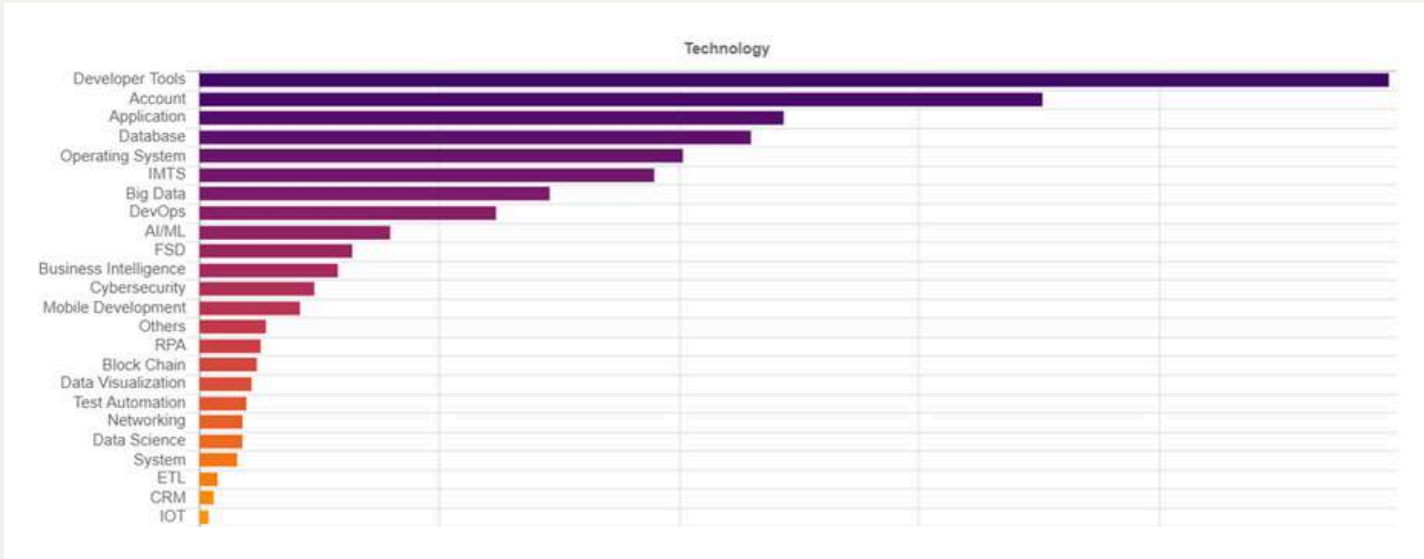
Joint workshop conducted for Playground and Skill Bundle team for collaborative development.

Improved inter-team efficiencies by developing new tools, automation and process improvisations. These tools reduce other team member's dependency on the CAT Team.

Team members were felicitated with rewards & recognition for innovation and delivery excellence.

Significant Labs

- Apache Hadoop Shared Cluster and Hadoop assessment labs
- OpenBankProject (OBP) sandbox
- Oracle and MS SQL RAC Setup
- Palo Alto
- GenAI labs
- Sailpoint With Active Directory
- NetScaler VPX (BYOL) HA Single availability Zone cluster



Organizational Outreach



Webinar conducted - GenAI Innovation Sandbox using DeepSeek LLM

Project Readiness Enterprise Round Table @ Bangalore



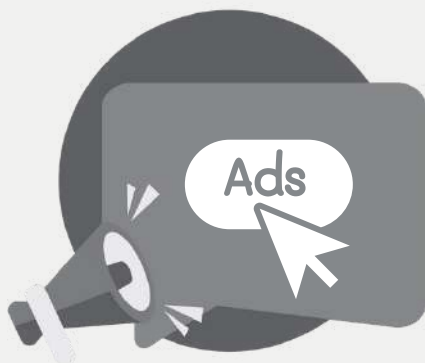
Nuvepro at the DiSHA 2025, PMI Pune-Deccan Chapter



White papers published- SOLVING THE "PROJECT READINESS" CONUNDRUM - A Framework Approach



Project Readiness Workshops @Capgemini Pune, Mumbai campuses in association with Capgemini L&D



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Team Camaraderie and Celebrations



Celebrating Nuvepro 10-year anniversary



Team Lunch



Celebrating Successes of our Sales



Celebrating B'Days



*Recognitions
at 10th Year
Anniversary*

*A special, enjoyable
event held to mark a
significant occasion &
achievement!!!*



The One Team if Team X Talks About the Achievements in the Past Year

GenAI Platforms & Sandboxes

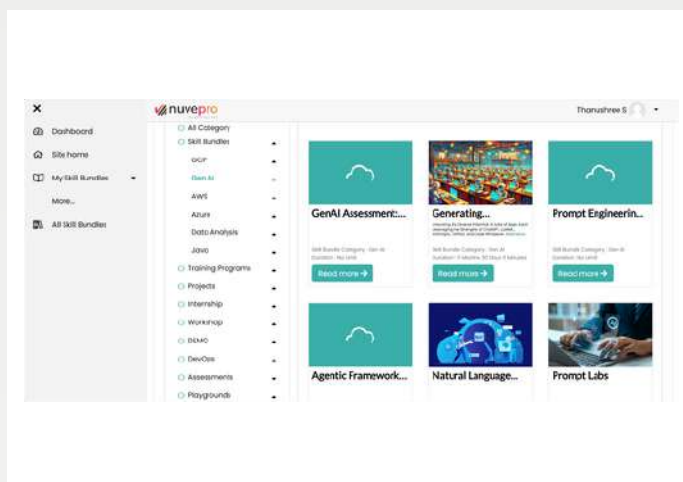
Prompt Engineering Lab supporting multiple LLMs (text-based and multi-modal) and diverse prompting techniques.

Cyber-security Sandbox powered by GenAI for threat-simulation and defence experiments

Knowledge-Base & Sandbox Environments for open-source models (BERT, Flan-T5, Llama 8B, Deepseek)



Adarsh EA



Skill Bundles & Fine-Tuning



Three **GenAI Skill Bundles** built around prompt-engineering personas.



A **Skill Bundle** for fine-tuning the Llama model (with sandbox).



Multiple **Retrieval-Augmented Generation**-based Skill Bundles.

Agentic Platforms

Skill- Bundle Generator:

Automates end-to-end creation of domain-/tech-specific Skill Bundles, cutting build time from 5-6 days to 2 days.

Learner Assessment Engine:

Qualitatively evaluates submitted assessments by learner on complexity, consistency, quality, and security

Team Culture

Regular TeamX breaks and fun activities to foster collaboration and morale



Workshops & Training



GenAI Workshops (6 sessions, 300 participants) in partnership with AWS, delivered to enterprises and organizations

CrewAI Agentic Framework Workshops across various enterprises in collaboration with CrewAI

Publications

Technical articles on building applications with the Deepseek LLM model

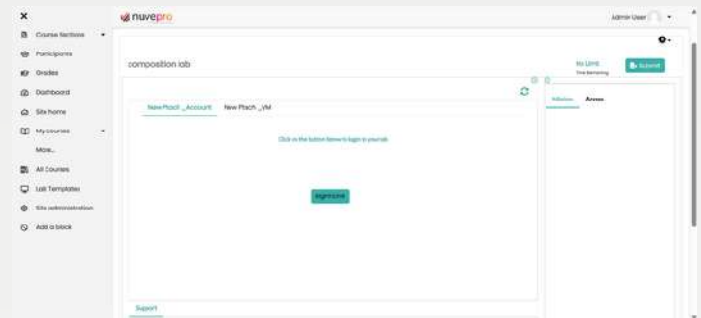
Backbone of Nuvepro

The Engineering team, being the backbone of Nuvepro, is dedicated to building a scalable, secure, and robust hands-on learning environment. From strengthening platform architecture and improving automation to enhancing infrastructure, our efforts are focused on delivering seamless learning experiences that meet enterprise-grade expectations. This includes implementing advanced features and system optimizations to enhance user experience, streamline integrations, and ensure solutions remain aligned with evolving client requirements.



Multi-Lab Compositions

Users can now launch and run multiple sandbox environments simultaneously, enabling complex, real-world scenarios. Nuvelink will now facilitate the launch and lab control like how the users previously controlled single sandbox environments. Whether simulating microservices, multi-tier apps, or full DevOps pipelines, this feature allows learners to practice across interconnected systems – just like in production.



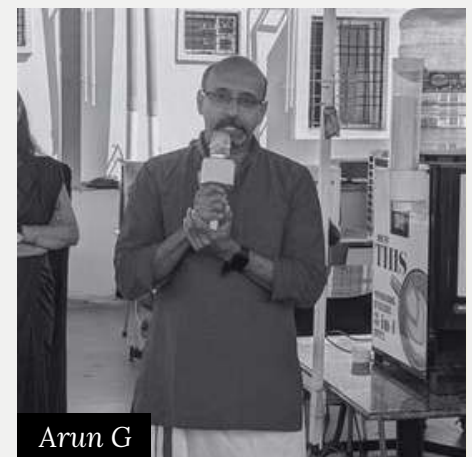
Cohort Labs

With Cohort support, you can group users into teams to share lab access, collaborate on challenges, or participate in guided training sessions. Ideal for corporate onboarding, classroom learning, or team-based assessments, this brings a social, collaborative dimension to hands-on learning. This feature is being developed and will be shortly made available.

By combining Cohort Labs and Multi-Lab Compositions, teams can now work collaboratively across multiple, interconnected environments – just like they would in real projects.

This enables powerful real-world simulations such as:

- Cross-functional teams practicing Dev, QA, and Ops workflows across separate sandboxes.
- Security drills with red/blue teams operating in parallel environments.
- Collaborative troubleshooting of distributed systems in a controlled setting.



Arun G

Together, these features bring realism, teamwork, and complexity into hands-on learning – preparing users for actual job scenarios and assessing the learning and development progress.

Secure Lab Access - Preventing Unauthorized Sharing

To ensure lab integrity and prevent misuse, we've introduced a new security feature that detects and blocks multiple users from accessing the same lab session URL simultaneously.

User Anonymization

New anonymization capabilities help organizations comply with privacy guidelines by masking user-identifiable information where needed.

AWS Learning Integration

CloudLabs is now integrated with AWS, enabling direct use of curated learning objects and AWS content - expanding your learning ecosystem.



Performance Optimizations

- Faster dashboard page loads in the CloudLabs portal
- Improved search speed for quicker result fetching
- Smoother overall navigation experience
- Report generation optimization for faster generation of reports
- PBI dashboard optimization work is almost complete, which will provide more insights into each customer data.

Revamped Assessment Workflow

Learners can now attempt the same assessment multiple times based on configured attempt limits. This enables more customized, flexible learning while supporting continuous improvement.

Pre-Created Labs in Moodle for Seamless Access

To improve the user experience and reduce wait times, we've introduced the option to pre-create labs for assessments and learning activities in Moodle.

Seamless Customer Integrations via Moodle

We've successfully completed multiple customer integrations through Moodle, enabling smooth onboarding and unified access to our platform.

Key Integrations Include:

- **SSO (Single Sign-On)** for streamlined, secure access.
- **LTI (Learning Tools Interoperability)** for embedding labs directly within customers' LMS platforms.

By Integrating Validation

We can now enforce strict one-user-per-session access. This prevents lab sharing, ensures fair usage, and maintains the authenticity of individual assessments and hands-on experiences.

This enhancement further strengthens the reliability and trustworthiness of our platform for both learning and evaluation.



During This Process

We addressed various integration challenges such as compatibility across different LMS environments, secure user mapping, and session hand-offs — ensuring reliable, scalable, and compliant deployments for each customer.

Near-Perfect Platform Uptime

We're proud to share that the platform maintained close to 100% uptime over the last 6 to 7 months, with the only interruptions being scheduled maintenance windows.

This reflects our commitment to reliability, scalability, and minimal disruption, ensuring that learners have consistent access to labs when they need them most.

Work In Progress

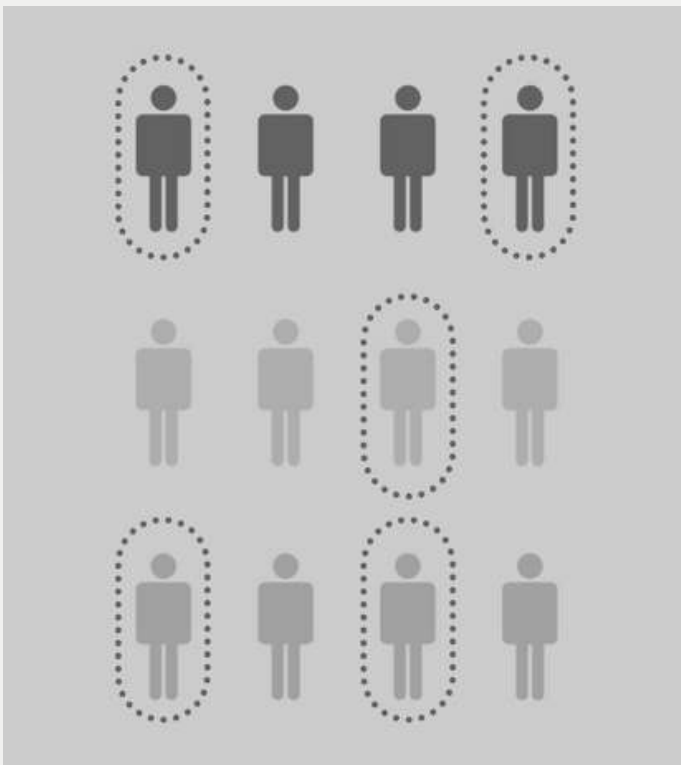
Randomized Assessments

To ensure fairness and minimize predictability, we're introducing question randomization for each attempt. Learners will receive a different set or order of questions every time - promoting genuine skill demonstration and reducing the risk of memorization-based attempts.

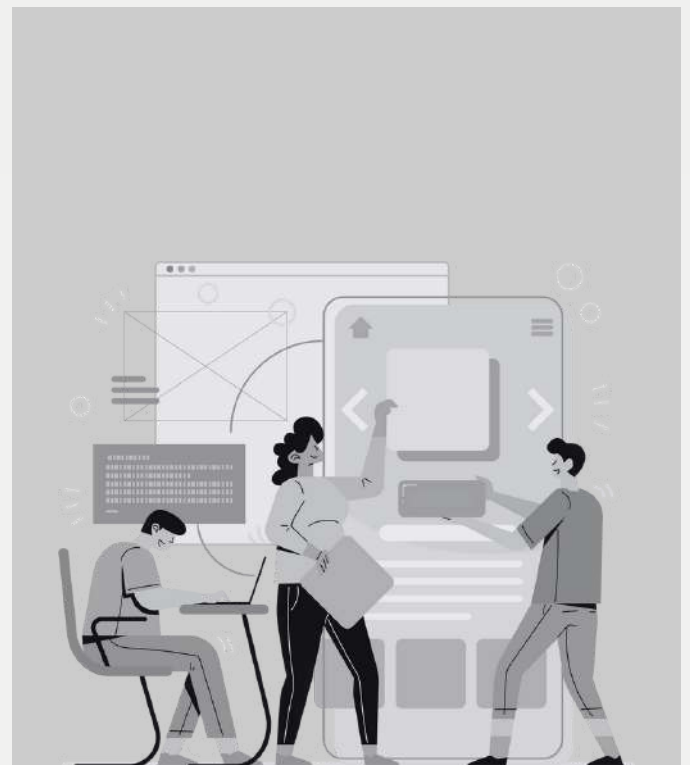
Redesigned Assessment UI

We're also working on a revamped assessment interface in Moodle - cleaner, more intuitive - to improve focus and reduce friction during test-taking.

Together, these updates deliver a more engaging, secure, and learner-centric assessment experience - aligned with real-world learning needs and institutional integrity standards.



Randomized Assessments



Redesigned Assessment UI

*Sankaran Chandrasekar*

Our Director of Sales, **Sankaran Chandrasekar**, shares how **Zensar** became the first to adopt Nuvepro's assessment platform, shaping our pricing and delivery approach. He also highlights the successful large-scale rollout at **Persistent Systems**, where over 80 assessments were delivered for nearly 5,000 employees-marking a pivotal moment in Nuvepro's enterprise journey.



A particularly significant milestone was that Zensar became the first client for whom we proposed and implemented our own pricing model for assessments. This initial structure, developed from scratch, became the foundation that we later refined and applied to larger engagements, including Persistent Systems.

Zensar not only marked the beginning of our journey in assessments but also laid the groundwork for the way we price, deliver, and scale our solutions today.

Zensar - The Spark that Shaped Our Assessment Journey

Zensar was the first client to adopt Nuvepro's assessment platform, starting with a pilot for 1,500 IDs-and by March, we had successfully delivered over 2,200 IDs.

Interestingly, Zensar came to us as an inbound lead, initially looking for cloud labs to support hands-on learning. At the time, they were unaware of Nuvepro's assessment capabilities. Through a series of discussions, consistent follow-ups, and multiple product demonstrations, we were able to spark their interest in exploring our assessments-even though they ultimately chose not to proceed with the cloud labs.

We Engaged at the Right Moment

Zensar was looking for a solution that supported partial marking for learners and had a process where their SMEs would create problem statements and define test cases to be made live by the vendor. This was a turning point for us.

Our platform stood out because we already had built-in solutions with pre-created use cases and test cases. We not only handled the evaluation scripts but also created the problem statements end-to-end-offering Zensar a complete, ready-to-deploy solution.

In fact, even before the deal was officially signed, we had proactively started building assessments for half of their technology stack. This head start allowed us to go live faster and scale efficiently across related technologies once the engagement kicked off.



Persistent Systems: Subjective Assessment Personified

Signing the Persistent Systems logo last year was the culmination of over a year and a half of sustained effort. We faced numerous pushbacks and went through multiple iterations as they rigorously evaluated our platform. The integration process demanded the full dedication of our engineering team for nearly a year, but our perseverance paid off, and we successfully made our mark.

Despite this being the first assessment initiative of such scale for us, we rose to the occasion. Within just 3 to 4 months, we delivered over 80+ assessments. Persistent was targeting nearly 5,000 employees for completion, making it a high-impact, high-stakes engagement—and we delivered

This Partnership Was Pivotal for Both the Enterprise Team and Nuvepro



SALES

As it marked a strategic shift in our product offerings—from standalone playground labs to Skill Bundles and Assessments. At a critical juncture, it became imperative that our assessment solutions gain acceptance within a large enterprise. We were confident that, once adopted, the value would speak for itself and resonate throughout the market, with L&D professionals becoming our strongest advocates.

One of the most challenging phases was during the onboarding of Persistent. It was mid-Q3, and they were keen to move away from their existing vendor and transition to our assessment platform. This shift was tied directly to employee skill bonuses and promotions, creating a surge in demand as employees rushed to complete their assessments before the March 31st eligibility deadline.

Welcoming EXL, Infosys, and HCL Tech to the Nuvepro Journey

This financial year has been pivotal for Nuvepro as we welcomed several industry leaders into our growing ecosystem of innovation. Our collaborations with **EXL, Infosys, and HCLTech** mark not just new logos on our roster, but long-term partnerships rooted in the shared mission of skilling and project readiness at scale.

EXL

EXL is harnessing our **Sandbox Environments** (Playground Labs) to drive hands-on upskilling across multiple technology stacks. Their dual-track approach-**Innovation Sandboxes** for POCs and simulations, and **Hackathon Sandboxes** for collaborative development-is enabling agile learning in action. Of particular interest is their demand for **DeepSeek LLM Sandboxes**, powered by the open-source **DeepSeek R1 model**, streamlining onboarding and accelerating AI and coding readiness across teams.



Project Readiness Happens Here!



Get
Project
Ready!

Infosys

Infosys, a valued strategic partner, is working closely with us to roll out **cloud-based Playground Labs** across AWS, Azure, and GCP. Designed to support Production Units and freshers alike, these labs feature pre-configured cloud environments, automated budget control, and standardized lab management. With plans to onboard **25,000 users** for cloud skilling initiatives, this engagement is a testament to our capability to deliver at enterprise scale.

HCL Tech

In parallel, **HCLTech** has launched a robust **Generative AI (GenAI) training program** through its **Skill Up initiative**, structured across three specialized tracks-from fundamentals to testing and DevOps acceleration. Nuvepro's platform will enable immersive, hands-on experiences to upskill teams over a structured 120-hour curriculum.

In parallel, HCLTech has launched a robust Generative AI (GenAI) training program through its Skill Up initiative, structured across three specialized tracks-from fundamentals to testing and DevOps acceleration. Nuvepro's platform will enable immersive, hands-on experiences to upskill teams over a structured 120-hour curriculum.

Nuvepro Partners with Leading IT Infrastructure Services & Consulting Giant to Power Workforce Skill Validation

We're excited to announce our partnership with one of India's most prominent and pioneering IT infrastructure services and consulting companies. This collaboration marks a significant step in driving skill validation and continuous learning across their diverse business units.

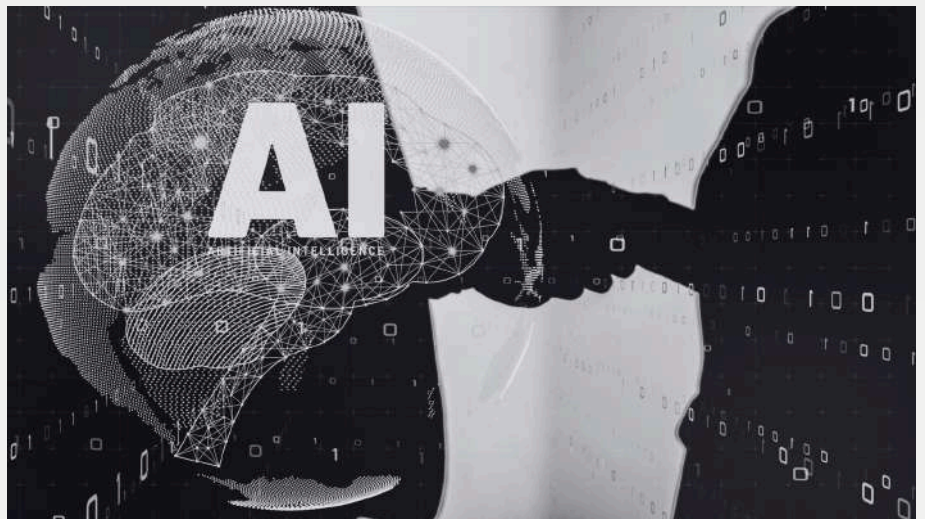
Through Nuvepro's advanced assessment platform, the organization aims to evaluate and validate employee skills twice a year. This initiative, championed by senior leadership, is designed to provide a clear picture of employees' learning progress and its influence on their annual appraisals.

By embedding skill assessments into their learning and development strategy, the company is not only empowering its workforce to become future-ready but also strengthening its value proposition to clients both locally and globally.

This strategic partnership is a testament to the growing recognition of skill validation as a key pillar for organizational growth, innovation, and client success.



Prasenjeet Maitra



Nuvepro Survey Highlights Urgent Need for Hands-On Cybersecurity and AI Training in Enterprises

In a strategic move to enhance fresher readiness and technical deployment efficiency, one of the world's largest professional services firms partnered with us at Nuvepro to implement tailored pre-assessments across key technology domains. Faced with the challenge of evaluating the diverse skill sets of new hires before assigning them to client-facing roles, the firm turned to Nuvepro's real-world, scenario-based assessments—moving beyond traditional MCQs. Covering seven tracks including Cloud (AWS, Azure, GCP), Programming (Python, Java, .NET, React, Oracle), and AI/ML/Data Science, the 120-minute proctored assessments helped accurately categorize 147 freshers based on their real-time capabilities. This allowed the firm to personalize learning paths, reduce mismatches in project allocation, and future-proof talent for dynamic client needs. Currently, post-assessments are underway to measure progress during training—furthering the company's vision of continuous learning and project readiness.

PRIYADARSHAN BHATT
DIRECTOR OF SALES

EDTECH SALES

EdTech on the Rise: **Scaling Impact Through Guided Learning**

Our EdTech vertical has seen strong traction in recent months, with several new client onboardings significantly expanding our presence in the space. As the industry shifts from traditional hands-on training to more structured, outcome-driven learning journeys, guided labs with pre- and post-assessments are becoming core to corporate skilling programs.



Priyadarshan Bhatt

These elements are helping organizations track learning impact more effectively. We're excited to welcome new clients onboard in **Q4, including Skilluptech, Gynosis, Regenesys, Logic IT, Global Knowledge Technology, and Readata Technology**, as we continue to power next-gen learning experiences.



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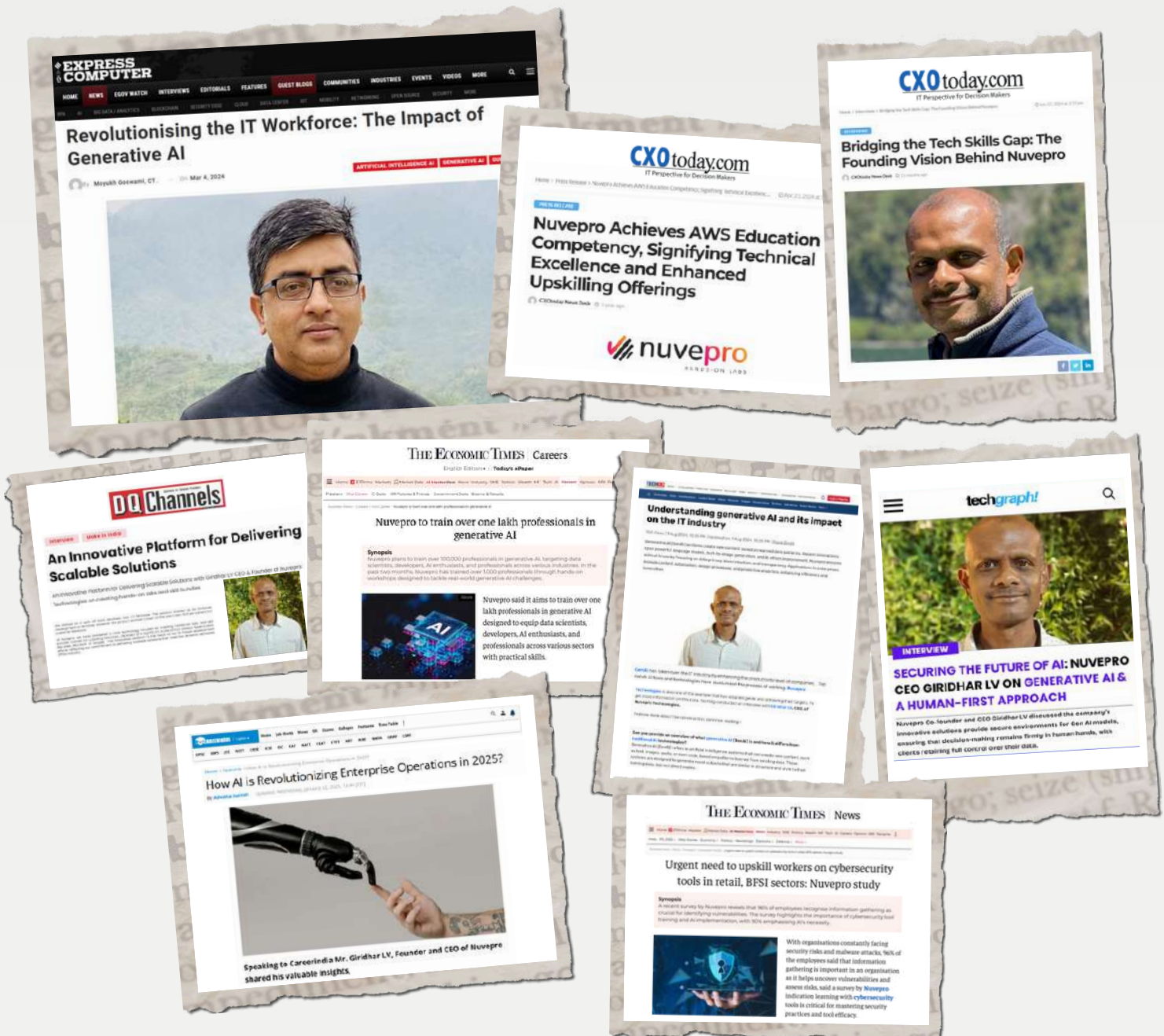
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Nuvepro Survey Highlights Urgent Need for Hands-On Cybersecurity and AI Training in Enterprises

In a powerful move to combat rising cyber threats, Nuvepro's latest survey-conducted during a hands-on workshop in partnership with CrewAI-reveals that 96% of professionals believe real-world cybersecurity training is critical to uncovering vulnerabilities and mitigating enterprise risks. With 90% of participants also calling for risk-free, hands-on AI labs, the findings underscore an urgent industry demand for experiential learning to tackle complex breaches using tools like Nmap, DNS scanning, and multi-agent solutions including HITL and LangGraph. Giridhar LV, Founder & CEO of Nuvepro, emphasized that with AI-driven cyber threats escalating, upskilling through immersive training is no longer optional-it's imperative.



Nuvepro One of Its Kind Hands-On Workshops

An Initiative Towards Project Ready Workforce

Over the past year, Nuvepro has conducted a series of immersive workshops and masterclasses focused on building real-world, project-ready skills.

Sessions emphasized hands-on learning, not passive theory-targeting professionals across industries.



Skill Enhancement, Networking Opportunities, and Personalized Learning Experiences



Shivpriya Rajeev Sumbha

Generative AI Workshops

Training 2,500+ Professionals

- **Skill Bundles on GenAI & CodeWhisperer:** Practical training on implementing GenAI solutions using CodeWhisperer.
- **Advanced Applications with Amazon Bedrock:** Built multimodal chat apps and explored Bedrock's features.
- **Custom Applications Using RAG:** Created AI tools leveraging Retrieval-Augmented Generation.
- **AI Assistants with AI Agents:** Designed personalized AI assistants for specific workflows.
- **Multimodal RAG Application:** Deep dive into integrating multimodal and retrieval-augmented technologies.
- **CogniSwitch Workshop:** Built hallucination-free GenAI chatbots using knowledge graphs and symbolic AI.
- **CrewAI Workshop:** Developed multi-agent AI applications for collaborative real-world scenarios.





Cybersecurity Masterclass

3 Day Intensive Training 500+ Professionals

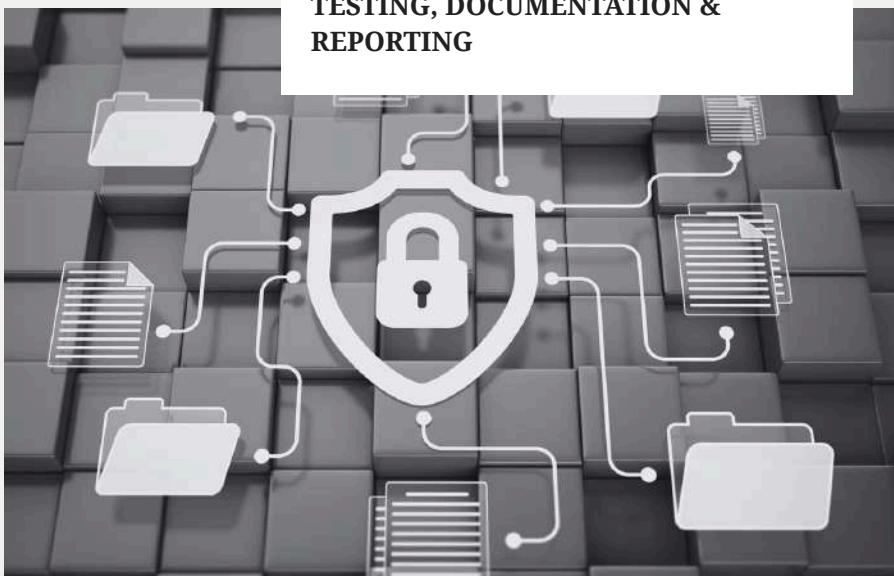


DAY 1: PENETRATION TESTING & ETHICAL HACKING



DAY 2: SYSTEM EXPLOITATION & WIRELESS SECURITY

DAY 3: WEB APPLICATION SECURITY TESTING, DOCUMENTATION & REPORTING



Designed around real-world scenarios, the masterclass provided both offensive and defensive cybersecurity skills.

The Journey Continues

Nuvepro remains committed to advancing talent through experiential learning-ensuring every participant is not just trained, but truly project-ready.



Nuvepro Technologies

Is redefining how organizations build job-ready talent through its Project Readiness Roundtables

Going beyond traditional workshops to foster real-world, hands-on learning. These high-impact, collaborative events bring together industry leaders and tech experts to discuss critical challenges and innovations in workforce development. The focus is not on selling but on creating a space for meaningful dialogue about the urgent need for experiential skilling—especially as emerging technologies like Generative AI transform the enterprise landscape.

The Recent Project Readiness Catch-Up Events in Pune and Bangalore Exemplify This Mission

In Pune, decision-makers from top enterprises like Capgemini, Persistent Systems, and Fiserv gathered to explore how immersive skilling accelerates digital transformation, enhances collaboration, and integrates cutting-edge tools like Gen AI and cloud solutions. Bangalore's roundtable continued this momentum, diving deep into how Generative AI is reshaping project lifecycles, enabling automation, smarter decisions, and building AI-literate teams capable of immediate impact.

As Nuvepro Celebrates a Decade of Innovation



These events underscore its commitment to transforming learning into action. By aligning talent development with technological evolution, Nuvepro is not just future-proofing teams—it's setting the stage for enterprise agility and success in a rapidly changing world. The company's hands-on skilling model ensures that organizations are equipped with project-ready professionals who can drive value from day one.

**EMPLOYEES OF THE QUARTER
RECOGNITION****TEAM****Congratulations!!!****Deepa N**
Edtech sales**Congratulations!!!****Harsha K**
Customer Success, Enterprises Sales

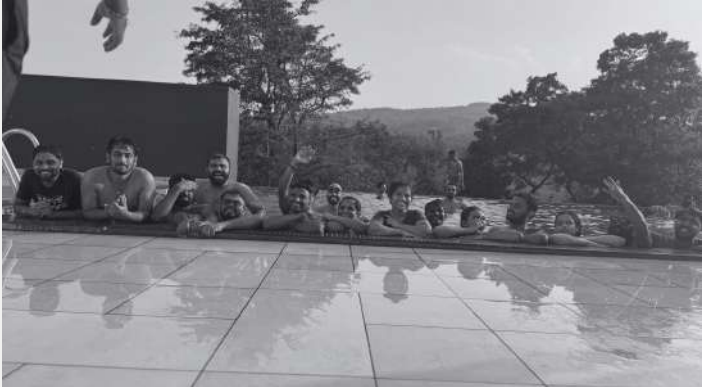
Nuvepro's 10th Anniversary Celebration

Circa. Chikmagalur December 2024



10TH ANNIVERSARY CELEBRATION
PHOTOS

GALLERY



OPEN POSITIONS
JOIN OUR TEAM**HIRING****HEAD OF PLATFORM
SUPPORT OPERATIONS****Key Responsibilities:**

- Define and lead operational strategy for a platform with 80k+ users and 50+ enterprise clients, ensuring 24x7 support and continuous growth.
- Manage platform operations including production support, issue resolution, and service continuity.
- Build a 24x7 tiered support model and handle critical escalations.
- Monitor and optimize SLAs to maintain high service reliability.
- Establish scalable operational processes and best practices.

Qualifications & Skills:

- 8+ years in platform operations/support, including 5+ years in a leadership role.
- Technical expertise in AWS, Azure, GCP, OS, networks, and domain servers.
- Familiarity with Cloud, AI-ML, Data, and DevOps technologies.
- Strong leadership in managing support teams and resolving complex issues.
- Experience working in agile, cross-functional environments with product, engineering, and customer success teams.

WE'RE HIRING

JOIN OUR TEAM**SOFTWARE ENGINEER****Key Responsibilities:**

- Develop solutions for automated Python based assessments in various projects, leveraging your programming skills and knowledge of Python.
- Design and implement automated validation processes for the created assessments using our assessment development framework.
- Collaborate with assessment development teams to understand requirements and implement effective automated solutions.

Requirements:

- Bachelor's degree in computer science, Software Engineering, or a related field.
- 0 to 2 years of experience in Python programming language.
- Strong understanding of object-oriented programming principles and design patterns.
- Good knowledge of data structures, algorithms, and software development methodologies.
- Excellent problem-solving skills and attention to detail.



OPEN POSITION
JOIN OUR TEAM

HIRING

Key Responsibilities:

- Develop and maintain responsive web applications using JavaScript, HTML, and CSS; experience with the MERN/MEAN stack is a plus.
- Write clean, efficient, and well-documented code, adhering to modern development standards and best practices.
- Collaborate with designers, product managers, and other developers to understand requirements and build scalable, user-friendly features.
- Build and integrate RESTful APIs and backend services to support application functionality and business workflows.
- Work alongside QA teams to implement automated tests.

SOFTWARE ENGINEER



Requirements

- A bachelor's degree in computer science, Software Engineering, or a related field.
- 0 to 2 years of hands-on experience in web development using JavaScript, HTML, and CSS.
- Familiarity with React.js, Node.js, Express.js, and MongoDB (MERN stack) or MEAN stack is a plus.
- Strong understanding of core web concepts like the DOM, event handling, and responsive design.
- Strong problem-solving abilities with keen attention to detail.

WE'RE HIRING

JOIN OUR TEAM

FULL STACK DEVELOPER FRONTEND & PYTHON



Key Responsibilities:

- Develop solutions for automated Python based assessments in various projects, leveraging your programming skills and knowledge of Python.
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NEW JOINEES

WELCOME TO TEAM

TEAM



Joel Mathew

Stuck on a Desert Island - What's Your Must Have

Song: Jonny Jonny yes pappa

Food: Malabar Biryani

Movie: Iruvar

One Weird Item: I still have a collection of hot wheels which gifted in my childhood, and i still play with them when no one is around.

Unpopular Opinion I Stand By

"Mixing RUM with milk and honey"

Fun Fact or Hidden Talent

Whenever i go to new places, i have this ability to spot disaster fellows/squad

Faisal Fayaz Ahamed

Stuck on a Desert Island - What's Your Must Have

Song: I don't listen songs

Food: Something Cooked (biryani) 🤤

Movie: Chennai Express

One Weird Item: Big Screen TV

Unpopular Opinion I Stand By

"Never thought about that 😊"

Fun Fact or Hidden Talent

Capturing good moments, random photos, videography



Kevin Martin

Stuck on a Desert Island - What's Your Must Have

Song: Kadhal Kanave (Mundasupatti)

Food: Chapati & Tomato Chutney

Movie: Maragadha Naanayam (comedy, horror & action)

One Weird Item: Bean Bag

Unpopular Opinion I Stand By

"I think that reality TV shows are actually entertaining and not just mindless trash"

Fun Fact or Hidden Talent

Photography



NEW JOINEES

WELCOME TO TEAM

TEAM



Anushree

Stuck on a Desert Island - What's Your Must Have

Song: Melody Songs

Food: Dosa, Biryani

Movie: Friends(Series)

One Weird Item: Packet of Maggi and cake

Unpopular Opinion I Stand By

"Rainy days are better than sunny ones"

Fun Fact or Hidden Talent

I can binge-watch an entire series in one day

Mahadev

Stuck on a Desert Island - What's Your Must Have

Song: Any song by Puneeth Rajkumar – his voice is pure energy

Food: Maggi, sweets, and tea – quick, tasty, and comforting

Movie: Any movie by Rishab Shetty – creativity and storytelling at its best

One Weird Item: Internet – because even on a deserted island, I need to stay updated (and maybe push some code 😊)

Unpopular Opinion I Stand By

"I believe slow internet is more frustrating than no internet at all"

Fun Fact or Hidden Talent

I've managed to solve tough coding problems in my head while taking a break.



Shailesh Kumar Jha

Stuck on a Desert Island - What's Your Must Have

Song: Linkin Park

Food: Local Island Fish

Movie: Earth Documentary and Cast Away (featuring Tom Hanks)

One Weird Item: Try Talking to Shore (If there is a Sea)

Unpopular Opinion I Stand By

"We suffer more often in imagination than in reality"

Fun Fact or Hidden Talent

Finding One

A Short, Witty Note or Joke That Involves Nuvepro

Most of the Nuveclan are still cheering our Namma Bengaluru team RCB to win IPL this time around!! Well, the women's team has shown them how to do it, **Hope they catch up sooner than later!**
Ee sala cup namde...

On a Gun Point

How can our president make someone participate in events? A peek at what's coming next

Last time we organized a talent show and the hidden talents remained hidden and was too shy to come out!! For the next event we are planning to add some sparkle and might include some surprise gifts..Yes, that might entice our beloved team to participate in the event organized..

Heads up Nuveclan!! All work and no play makes our day a boring one!!! So lets have some fun games in our calendar soon...Remember surprise gifts are waiting for the winners.



Ashwini

Some Fun Activities We Did!!

When we meet at Nuvepro it usually is a fun filled active day..We made some lovely greeting cards for our loved ones and saw the creative side of Nuveclan. Also we celebrated Women's day with a token of appreciation for all the lovely ladies and an online game saw a good participation. When we get together at Nuvepro its never just another day but it's a fun-filled day. From making heartfelt greeting cards for our loved ones, celebrating Women's Day with tokens of appreciation for all the amazing women of Nuvepro, to showing off our culinary skills, every moment is full of joy.

We had the honour of welcoming our Chairman to the Nuvepro office, and the Nuveclan made sure it was a day to remember. We were dressed in our traditional best and we turned the day into a vibrant celebration filled with colours, food and great conversations. It gave us an opportunity to catchup with team members and it was a truly special day for all of us.



Credits

A MARKETING TEAM INITIATIVE



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