

UK-based Pearson aims to increase India headcount by 20% this year

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UK-based Pearson plans to grow its India headcount by around 20 per cent by this year-end, taking its technology workforce to nearly 500 from just over 400 across Bengaluru and Chennai.

The expansion reflects the strategic importance of India as a global technology hub, housing core capabilities spanning engineering, data, cloud, security and enterprise platforms that support Pearson's worldwide operations.

Dave Treat, Chief Technology Officer at Pearson, told *businessline* the growth will be completed within this year and is aimed at supporting both the company's global business and its India operations. India plays a far more central role than execution alone, Treat said. He said that all of Pearson's functions have a foundation in the country, making it a critical pillar of the company's global technology and delivery strategy.

The Bengaluru and Chen-



Dave Treat, CTO, Pearson

nai centres handle a wide spectrum of high-value work, including data foundations, developer platforms, enterprise systems for finance and HR, product architecture, cybersecurity and ecosystem partnerships.

Teams in India work closely with hyperscalers such as Google, AWS and Microsoft, as well as enterprise software partners including Salesforce and Adobe, to scale Pearson's global products and platforms.

CRITICAL HUB

Beyond technology delivery, India is also critical from a market and partnership perspective. Treat pointed out that the bulk of Pearson's large global partners' em-

ployee bases are located in India, making local collaboration essential. He also highlighted India's demographic dividend and growing investment in education as key reasons why the country features prominently in Pearson's long-term growth plans.

Alongside hiring, Pearson is sharpening its focus on reskilling, as the shrinking half-life of skills makes continuous learning increasingly critical. The company sees the ability to "learn how to learn" as essential for building future-ready workforces. By 2030, close to 50-60 per cent of jobs will require significant reskilling, Treat said, adding that "continuous learning itself is the most important skill."

The traditional "slingshot" model of education, learning once and then launching into a career, is broken, he said. "Mandatory, disconnected training programmes do not work, and our data shows that most of that learning is forgotten within days. Skills need to be built in the flow of work, not in isolation from it."