Adobe employees have access to a rich ecosystem of learning opportunities to begin their development journey. Please visit the Career Growth page on Inside Adobe before you consider the Learning Fund to meet your development needs.

Unlike degree and university programs, the institution for approved certifications does not need to be an accredited institution, but they do need to be approved by your manager. Adobe has identified preferred partners for our approved certifications and we encourage employees to use the preferred partners when possible.

The following certifications have been added to the program. Adobe Benefits and Global Talent Development teams will continue to evaluate this list and make adjustments as needed. This pre-approved list will be updated twice a year in January and June. If you have suggestions for additional certifications, please submit your feedback.

**Certifications from non-accredited institutions**

<table>
<thead>
<tr>
<th>Skills</th>
<th>Certifications</th>
<th>Preferred Partner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cloud certifications</td>
<td>• AWS Certified SysOps Administrator – Associate&lt;br&gt; • AWS Certified Solutions Architect&lt;br&gt; • AWS Certified Developer – Associate&lt;br&gt; • MCSA: Cloud Platform Microsoft Certified Solutions Associate&lt;br&gt; • MCSD: Azure Solutions Architect or MCSE: Cloud Platform and Infrastructure&lt;br&gt; • Docker Certification&lt;br&gt; • Kubernetes Certification&lt;br&gt; • OpenStack&lt;br&gt; • Full Stack&lt;br&gt; • CloudFoundry</td>
<td>Pluralsight&lt;br&gt;Coursera&lt;br&gt;Udacity&lt;br&gt;EdEx</td>
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<tr>
<td>Data certifications &amp; BI Tools</td>
<td>• CCP Data engineer: develop Data pipelines, automation, workload optimization etc.&lt;br&gt; • CCP Spark Developer: Hadoop ETL using spark framework&lt;br&gt; • CCP Hadoop Admin&lt;br&gt; • Collibra Ranger Certification 2-5 levels&lt;br&gt; • PowerBI&lt;br&gt; • Predictive Analytics&lt;br&gt; • Hana&lt;br&gt; • Relational DBs: MySQL, PerconaXtraDB, Aurora&lt;br&gt; • Non-Relational DBs: MongoDB, Cassandra</td>
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<tr>
<td>Category</td>
<td>Certifications</td>
<td>Platforms</td>
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<tr>
<td>Developer skills &amp;</td>
<td>Microsoft Dynamics training and certification, SAP based certifications, SQL, TOGAF certification - foundational level, Chef Automation, Jenkins certification, Saltstack certification, Agile Certified Practitioner PMI-ACP, Certified Scrum Master (CSM), Javascript, Red Hat Certifications, Cisco Certifications (CCIE, CCNA, CCDP)</td>
<td>Pluralsight, Coursera, Udacity, EdEx</td>
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<td>Devops</td>
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<tr>
<td>Security</td>
<td>ISACA Certification, ISC2 Certification, GIAC certification, Offensive Security Certified Professional (OSCP, OSWP, OSCE, OSEE, OSWE), EC-Council Certified Ethical Hacker (CEH)</td>
<td>ISACA, ISC, GIAC</td>
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<tr>
<td></td>
<td>Work with your manager to determine the appropriate institution for your certification.</td>
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<tr>
<td>Project Management</td>
<td>Six Sigma, Green Belt, Project Management Professional (PMP) Certification, Project Management Institute (PMI), Project Management Professional (PMP), PBA (Professional in Business Analysis), Program Management (PgMP), PMI - PfMP (Portfolio Management Professional), OGC/AXELOS - MoP (Management of Portfolio), OGC/AXELOS - MSP (Managing Successful Program)</td>
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<tr>
<td>Product Management</td>
<td>Certified Product Manager, MicroMasters in Digital Product Management, Product Management</td>
<td>Harvard edX, Product School</td>
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<tr>
<td>AI Machine Learning</td>
<td>Adobe Program</td>
<td>Adobe</td>
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<tr>
<td>Data Science</td>
<td>Professional Certificate in Data Science, Certified Analytics Professional (CAP), Certified Data Visualization Professional</td>
<td>Harvard edX</td>
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<tr>
<td>Design Thinking</td>
<td>Foundations in Design Thinking Certificate</td>
<td>Ideo</td>
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<tr>
<td>Digital Experience</td>
<td>Digital Marketing Nanodegree program</td>
<td>Udacity</td>
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<tr>
<td>Legal</td>
<td>Privacy/Security, CIPP Certification, CISSP Certification</td>
<td>IAPP</td>
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<tr>
<td>Sales Training</td>
<td>Association for Talent Development (ATD), Certified Professional in Learning and Performance (CPLP), E-Learning Instructional Design Certificate, ATD Master Instructional Designer Program, Facilitation Skills Certificate, Microlearning Certificate</td>
<td>Association for Talent Development (ATD)</td>
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</tbody>
</table>
| Finance | • Certified Public Accountant (CPA)  
• Certified Financial Analyst (CFA)  
• Certified Treasury Professional (CTP)  
• Certified Equity Professional (CEP) | Work with your manager to determine the appropriate institution for certification. |
|---|---|---|
| Compensation | World@Work  
- Certified Compensation Professional (CCP)  
- Global Remuneration Professional (GRP)  
- Advanced Certified Compensation Professional (ACCP)  
- Master Certified Compensation Professional (MCCP)  
- Certified Executive Compensation Professional (CECP)  
Certified Sales Compensation Professional (CSCP)  
Chartered Institute of Personnel and development (CIPD) – U.K. | World@Work |
| Benefits | World@Work  
- Certified Benefits Professional (CBP)  
- Work-Life Certified Professional (WLCP)  
Chartered Institute of Personnel and development (CIPD) – U.K. | World@Work  
Chartered Institute of Personnel and development (CIPD) |
| Employee Experience | SHRM  
- SHRM- CP  
- SHRM- SCP  
HR Certification Institute (HRCI)  
- Senior Professional in Human Resources (SPHR)  
- Global Professional in Human Resources (GPHR)  
- Professional in Human Resources (PHR)  
International Institute of Human Resource (IIHR)  
- Certified Human Resource Generalist (CHRG)  
- Certified Human Resource Professional (CHRP)  
HCI (Human Capital Institute)  
- Analytics for Talent Management  
- Human Capital Strategist  
- Performance Mgmt. Innovation  
- Strategic HR Business Partner  
- Strategic Talent Acquisition  
- Strategic Workforce Planning  
Chartered Institute of Personnel and development (CIPD) – U.K.  
Globis Management – Japan/APAC  
- Social Insurance Labor Consultant  
- Safety & Health Administrator  
Australian HR Institute (AHRI)  
- AHRI Practicing Certification Program  
- Senior Leaders Program | Society for Human Resource Management (SHRM)  
HR Certification Institute (HRCI)  
International Institute of Human Resource (IIHR)  
Human Capital Institute (HCI)  
Globis  
Australian HR Institute (AHRI) |
| Talent Development | Association for Talent Development  
| - Consulting Skills Certificate  
| - Associate Professional in Talent Development  
| - Certified Professional in Learning and Performance (CPLP)  
| Coaches Training Institute  
| - Coaching Certification Program  
| Association for Talent Development  
| Coaches Training Institute (CTI)  
| Coaching Foundation India (CFI)  
| IECL  
| Marketing/Communications | Global Communication Certification Council  
| - Communication Management Professional (CMP)  
| - Strategic Communication Management Professional (SCMP)  
| Gartner  
| - Internal Communications Black Belt  
| Pragmatic Marketing  
| Product Marketing  
| Global Communication Certification Council (GCCC)  
| Gartner  
| Pragmatic Marketing Reforge  
| Global Workplace | ASIS International  
| - Certified Protection Professional (CPP)  
| - Professional Certified Investigator (PCI)  
| - Physical Security Professional (PSP)  
| Association of Threat Assessment Professional (ATAP)  
| - Certified Threat Manager (CTM)  
| Core Net  
| - Master of Corporate Real Estate (MCR),  
| - LEED (Leadership in Energy & Environmental Design)  
| - Certified Analytics Professional (CAP)  
| - Certified Data Visualization Professional  
| ASIS International  
| Core Net  
| Association of Threat Assessment Professional (ATAP)  
| Core Net  
| Presentation Skills & Story telling | Duarte Method  
| - Presentation Principles  
| - Persuasive Presentation Skills  
| Duarte  
| Duarte  
| Duarte Method  
| - Presentation Principles  
| - Persuasive Presentation Skills  
| Duarte  
| Duarte  
| Duarte  
| Duarte