

# TCS iON Talent Development Centre (TDC)

Helping Corporates and Institutions Re-imagine & Transform Learning Experiences

Providing  
End-to-end  
Learning  
Solutions

Transforming  
Learning with  
Outcome-based  
Solutions

**14+** years  
of experience  
in Learning  
Transformation



## Learning Trends:

- ▶ In 2024, skills-based organizations will thrive on a self-directed learning strategy, leveraging curated content, AI, and incentives to empower employees for continuous development.
- ▶ 63% of employees said they quit their jobs due to few or no training opportunities.
- ▶ 60% growth in total consumption of AI related skills year over year.
- ▶ 53% of workers believe automation will significantly change/make their job obsolete in the next 10 years.
- ▶ According to Gallup, disengaged employees cost the world **\$8.8 trillion** in lost productivity in 2022 alone. Organizations must provide targeted learning experiences bespoke to each employee to meet the growing workplace challenges.

Source:  
L&D Trends in 2024: EI, Great Place To Work, Udemy Business, PWC: global survey, Gallup: Employee Engagement Strategies

### Challenges faced by organizations in adopting these trends:



Fragmented solution and complex infrastructure leading to higher investments



Lack of subject matter expertise and latest instructional design skill for engaging learning experience



Maintaining pace with changing regulation and compliance requirement



Disintegrated learning and people management system



Lack of robust data & analytics leading to inefficient tracking of learning performance and effectiveness



Absence of tools and resources to support diverse learner profiles and requirements



Maintaining engagement and motivation of self-paced learners, ensuring content relevance

*Re-imagine &  
Transform Learning  
Experiences with  
TCS iON Talent  
Development  
Centre*





## TCS iON Talent Development Centre (TDC) - Who are we?

Talent Development Centre combines the TCS iON cloud-based learning platform along with immersive, engaging, and diverse learning methodologies, and industry best practices through learning advisory and consulting services that enable end to end learning experience transformation.

Our solution and approaches are aligned to enable improved learner engagement, impact-oriented learning through a plethora of learning services ranging across learning advisory services, theme-based learning frameworks, content design and development services, etc., to enhance and support seamless delivery of L&D Operations.



## How can TDC help?

**“Learning in a box”** model leveraging TCS iON Digital Learning Platform coupled with Managed Learning Services, enables an interconnected stakeholder experience. This comprehensive two-fold model of both platform and services are geared to drive reimagination across the L&D function. TDC leverages digital technologies coupled with learner centric needs to foster a culture of continuous improvement aiming to stay competitive in a rapidly evolving digital landscape.

## Platform

TCS iON cloud-based solutions are highly modular, scalable, and configurable, giving businesses and institutions the benefits of increased efficiencies, faster go to market, predictability of technology and expenditure. The platform also facilitates a ‘Phygital’ mode of learning which combines classroom-based (instructor-led) and online social learning through one platform. The digital platform an engaging and immersive learning experience and accessibility to anyone, anywhere, in real-time.

## Content

Integrated with gamified content and third-party content publishers, our learning frameworks can be used to motivate learners through engaging, diversified, multi-modal, and immersive experiences.

## Services

Our consulting services offer proactive strategic learning recommendations and thought-leadership based on data, industry trends and best practices for elevated business outcomes. The comprehensive approach using strategic guidance, technological support, and learning program design enhance learning experience. Our range of strategic services address the end-to-end learning requirement of the organization.

## Learner engagement

We focus on personalized learning experiences to make learning journeys more engaging and efficient with adaptive learning paths, customized learning recommendations, gamification elements, intelligent search functions and much more. Learning outcomes are enhanced by our platform through formal, social, and collaborative learning approaches.

## Data Analytics

TCS iON solutions offer clear insights through intuitive data visualizations and comprehensive analytics. Clear and concise data helps to make informed decisions to elevate training programs, learning effectiveness, and overall performance.



### Key differentiators:

- ▶ **Reduced enablement timelines:** Competency based learning approaches for improved knowledge retention and reduced time to competence
- ▶ **In-built learning effectiveness evaluation:** Effectiveness evaluation mechanism based globally recognized models
- ▶ **Adaptive learning & assessment:** Personalized skill mapping during recruitment and upskilling
- ▶ **In-built gamification platform:** Patented, built-in GAMELab for immersive learning content
- ▶ **High integration capabilities:** Seamless Integration using Rest APIs, SSO
- ▶ **Communities linked to talent/HR strategy:** Wide range of modalities to extend learning past 10% space of the 70:20:10 learning model
- ▶ **Competency framework feeding into talent management:** Role based competency management enabling talent management and succession planning
- ▶ **Partnerships with content and third-party tools:** Pre-integration with content publishers, etc.
- ▶ **Inbuilt reporting and analytics framework for data-driven insights**
- ▶ **Role based learning path:** Client skills taxonomy driven with skills assessment



## Why TCS iON TDC?



Propriety learning frameworks for **effective learning experiences**



**Domain & Industry** agnostic solution and approaches



**Secured, scalable, and adaptable**



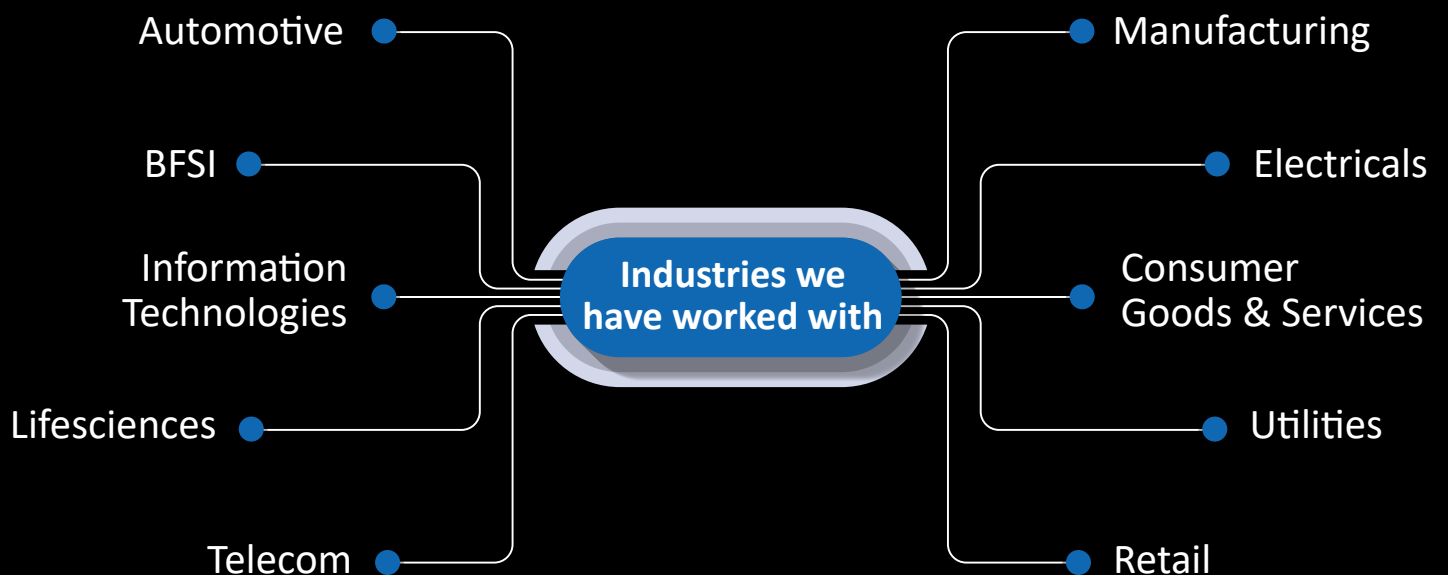
**Improved learning adoption**



**Engaged and motivated** learners



**Enabling anytime, anywhere, any device** learning



## About TCS iON

TCS iON is focused on empowering people and organizations with tech-led education to transform themselves for the new world. It uses uniquely built 'Phygital' platforms that overlay digital technologies over physical assets. For recruitment boards, corporate entities, and education institutions, TCS iON offers a range of interventions that reimagine and transform all the key processes. For individual learners, it offers a plethora of multi-modal learning courses imparting varied range of skills and proficiencies. With all this, TCS iON serves every stakeholder in the education domain: school students, schools, education boards, youth, colleges, universities, skilling institutes, working professionals, corporate entities and recruiting organizations.

For more information, visit us at <https://www.tcsion.com/hub/talent-development-centre/>  
<https://www.linkedin.com/company/tcs-ion>

For further inquiries, please contact us at **1800 266 6282**

## About Tata Consultancy Services Ltd (TCS)

Tata Consultancy Services is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for over 50 years. TCS offers a consulting-led, cognitive powered, integrated portfolio of business, technology and engineering services and solutions. This is delivered through its unique Location Independent Agile™ delivery model, recognized as a benchmark of excellence in software development.

A part of the Tata group, India's largest multinational business group, TCS has over 606,000 of the world's best-trained consultants in 55 countries. The company generated consolidated revenues of US \$25.7 billion in the fiscal year ended March 31, 2022, and is listed on the BSE (formerly Bombay Stock Exchange) and the NSE (National Stock Exchange) in India. TCS' proactive stance on climate change and award-winning work with communities across the world have earned it a place in leading sustainability indices such as the MSCI Global Sustainability Index and the FTSE4Good Emerging Index.

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