

# **T**rain**P**rocess **O**ut**S**ourcing (TPO)





A  
**Service Offering**  
Presentation by



UniTol Training Solutions Pvt Ltd

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-  Training Process Out Sourcing (TPO)
-  UniTol – A Brief Introduction
-  Why UniTol as your TPO partner
-  UTS Methodology for TPO
-  Our Clients



## TPO: Training Process Outsourcing



Training  
Planning  
(TNA)

Training  
Budgeting  
&  
Calendering

Program  
Design

Program  
Execution

Post  
Program  
Support

# Training Process Outsourcing (TPO)

is a service, wherein all activities across the Training Value Chain –from Training Needs Identification to Measuring the Return on Training Investment, are provided by Specialized Service Providers

# Training Process Outsourcing – Why?

## Typical Scenario

### Manpower Available – Utilization

## Effect/Impact



Many **Large and Medium size (LME)** companies have a dedicated Training resource(s),

...but many times organizations have difficulty in ensuring that the resources are optimally utilized

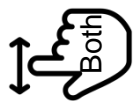
### Manpower/Resource Allocation issue

SM

**Most SMEs** and some LMEs have either a HR/Admin manager looking after the Training function

Training takes a secondary or tertiary importance – behind Payroll and statutory compliance

### Cost, Quality & Impact



In **either** of the above cases – whether there is a dedicated resource or no-resource at all

There is a impact on COST  
Also impacted are typically the quality of the Training Process – from Planning to Execution & hence impact

**Org. therefore benefit along the cost, quality and business impact dimensions, working with a professional TPO**

# Training Process Outsourcing – Why?



## **Reduction in cost:**

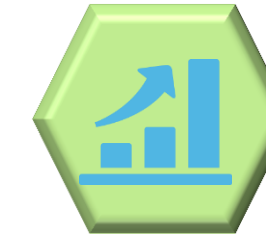
Lower costs for hiring and maintain a in-house Training Dept.



**Note Core:** Move away from non core competencies/areas



**De-Risk:** Enable mitigate the risks associated with talent hiring and retention for T&D



**Scalability:** To ensure T&D objectives are met without necessarily scaling up the dept.



**Why Globally more and more companies are going for TPO**

**Latest IT:** Have the best in class and current solutions, without the associated pains & CAPEX



**Speed to Market:** Ensure teams are trained for product launches and other mark req most effectively



**Geographical Reach:** Service employee L&D req. across geographies, without the overheads



**Top Talent:** Access to top class T&D talent, which would be otherwise difficult to attract & retain







INTRODUCING  
**UNITOL TRAINING SOLUTIONS**

# UniTol\* Training Solutions – About Us



UniTol Training Solutions Pvt. Ltd.

UniTol Training Solutions is a **products, tools, platforms, and services** company serving the needs of both the Demand and Supply side of Corporate Training

\* UNITOL = UNlque + TOfal

# UniTol's Unfair Advantage

## TEAM



The core team brings over 100 man-years of training industry experience – both from Supply and Demand,



Partnered with a number of organizations and facilitated training of over 25,000 employees

## FEATURES



Unique and first-in-the-market features for all the stakeholders

## IP



Provisional global patent for Training Cost Optimization -



UniTol Training Solutions Pvt. Ltd.

## TOTAL



UniTol provides a truly end-to-end solution to both Organizations as well as Trainers in

## DATABASE



One of the largest database of supply side information – of trainers and training venues



# UniTol's : Complete Product Canvas



## Supply Side Products

Trainer DB(~ 6000) across the locations, skills sets, industries and specializations

Trainer utilities to enhance productivity and client servicing capabilities

Built-in feature for handling large scale /multiple training roll outs

Training Venues Information system: A portal which lists over 7500+ training venues – across India and globe

Platform to bridge trainer-participant through the training process



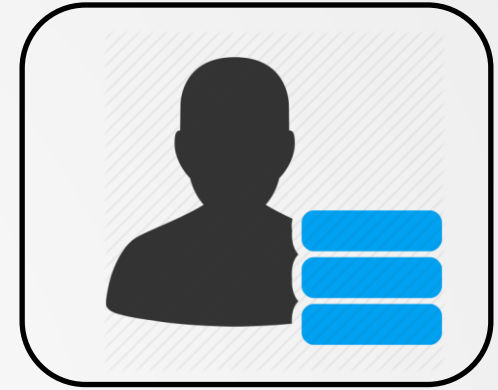
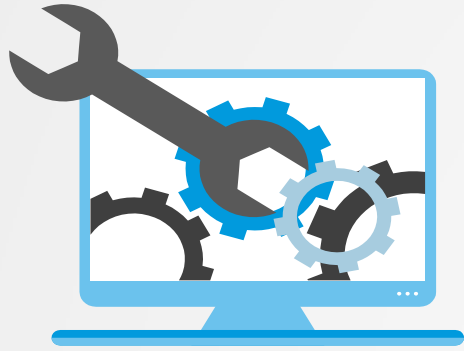
## Demand Side Products

On-premise & cloud based (SaaS, PaaS) Training Mgmt System for managing Training Process & demand generator for Trainers & Venues

A listing/directory and registration facilitating portal for MDP/EDP programs from across the world (targeted for Middle/Sr. Mgmt)

A service offering to manage Org. Learning (combining our on-line platform and off-line execution support services)





# Why **UniTol Training Services** as your **TPO Partner**



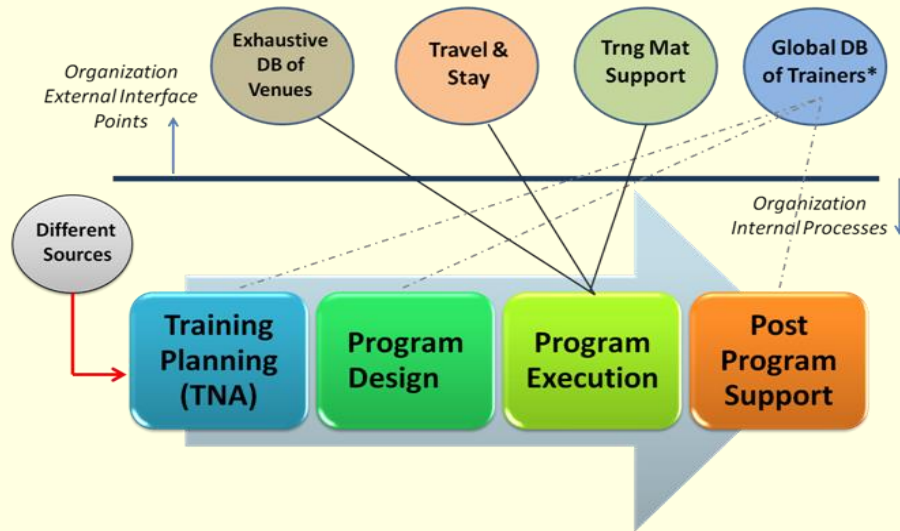
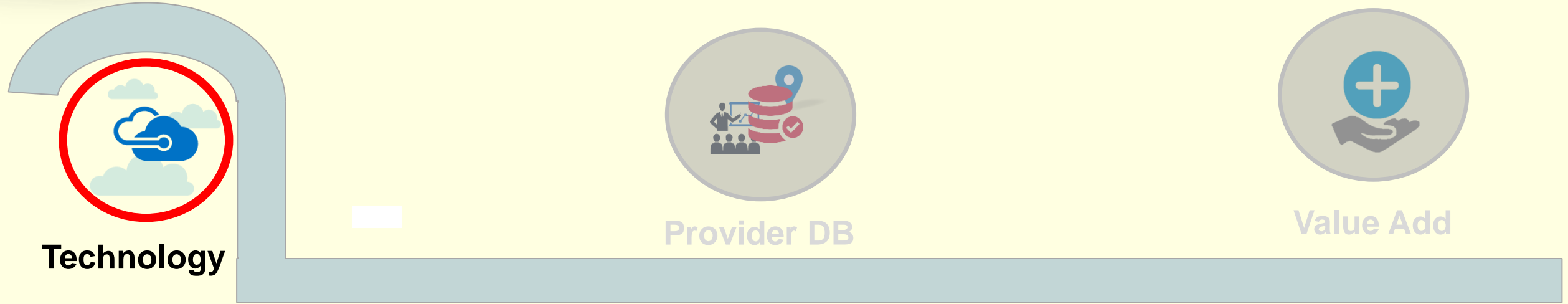
UniTol Training Solutions Pvt. Ltd.



# UT's Unfair Advantage

UniTol Training Solutions Pvt. Ltd.

Along the Training Value Chain, UniTol has *unfair advantage* through



[www.L-Kurve.com](http://www.L-Kurve.com)

## Training Mgmt Related



**Training Needs Analysis:** Facilitate collection, collation and analysis from multiple sources



**Training Budgeting:** Plan and allocate budget for training



**Training Calendaring:** Provision for scheduling, and communicating training calendar



**Dashboard:** Complete analytics about costs, learning, internalization and application

## Learner Related



**SCORM / Non- SCORM material-learning:** Provision for streaming SCORM and no-SCORM material



**Mobile Learning:** Enable last mile and partner learning through mobiles



**Assessment & Projects:** Ensuring knowledge transfer and application



**Peer 2 Peer:** Enabling peer-to-peer learning process



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# Unfair Advantage

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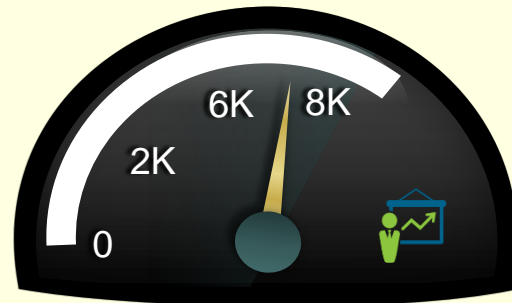
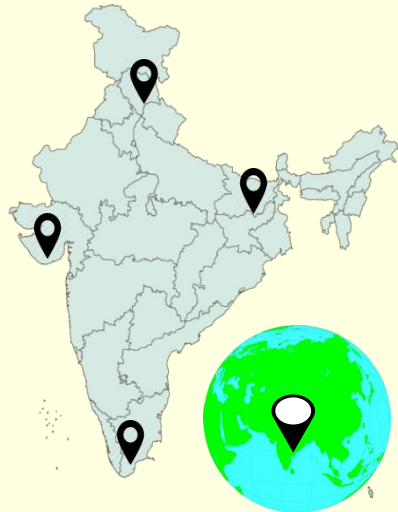
Technology



Provider DB



Value Add



### Trainers

**7000**

Soft Skills, Domain /SME trainers – in India and now across the world

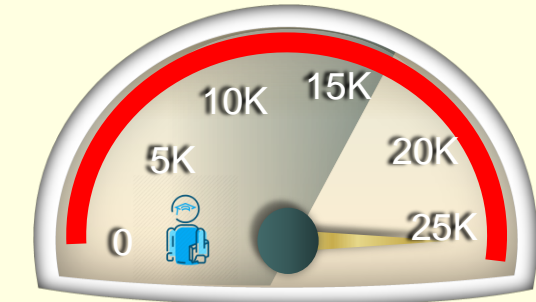


### Training Venues

**10000+**

Training Venues across India – across price points/ categories

Helped in



### Trained\*

**25,000+**

Training facilitated over for over 25K employees across sectors, levels, geographies





UniTol Training Solutions Pvt. Ltd.

# Unfair Advantage

Along the Training Value Chain, UniTol has *unfair advantage* through



Technology



Provider DB



Value Add

We enable clients, reduce costs and ensure comprehensive solutioning



## Participant Pooling

As a SME or even LME, you may not have the critical mass for a training program. Our platform enables a unique aggregation process, where-in for the same area of training, we aggregate participants across org. in a given a given geography

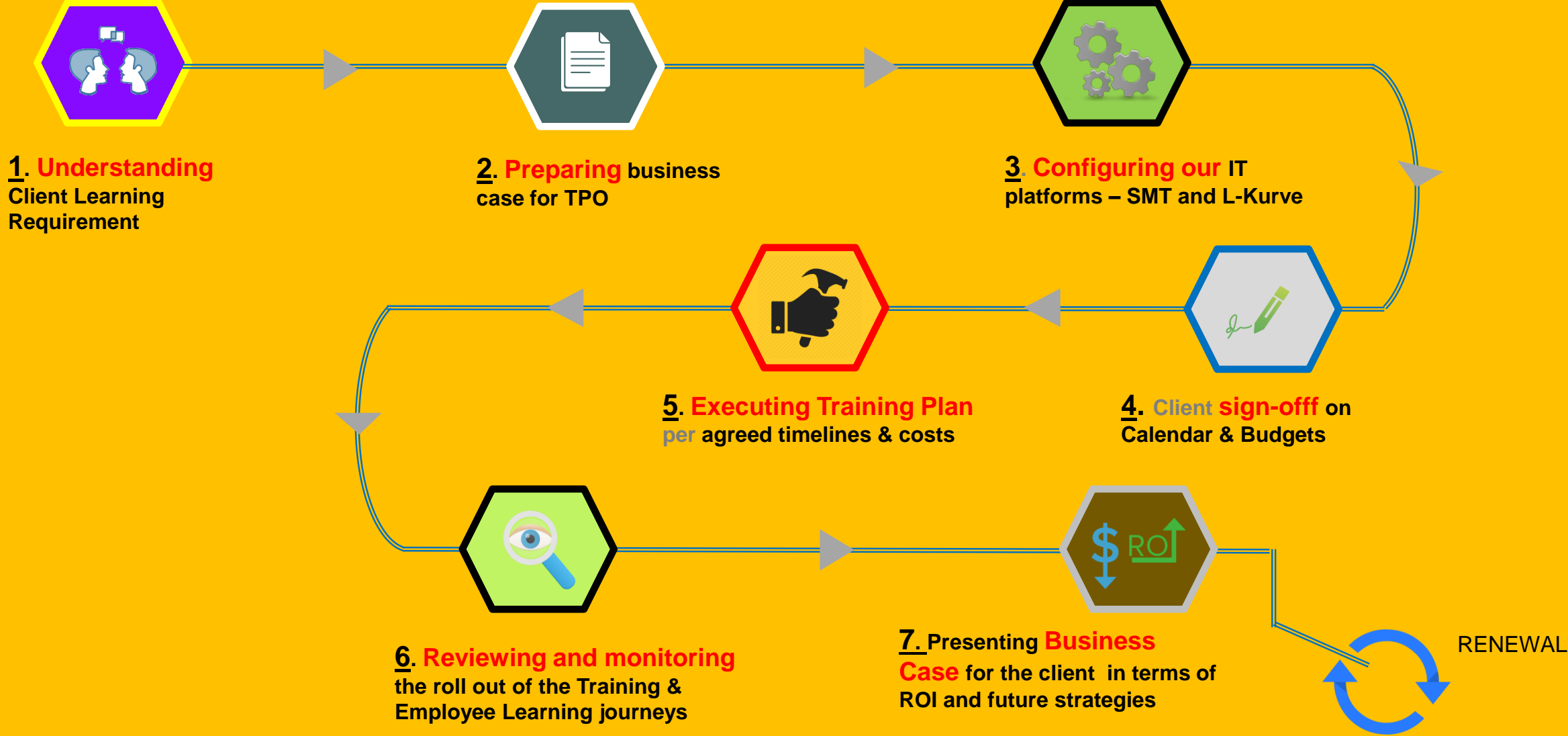


- Our Content & Research team will help your employees in their L&D journey by providing currated inputs
- We **ALSO CUSTOM BUILD** content (e-learning and m-learning including) for your specific learning needs

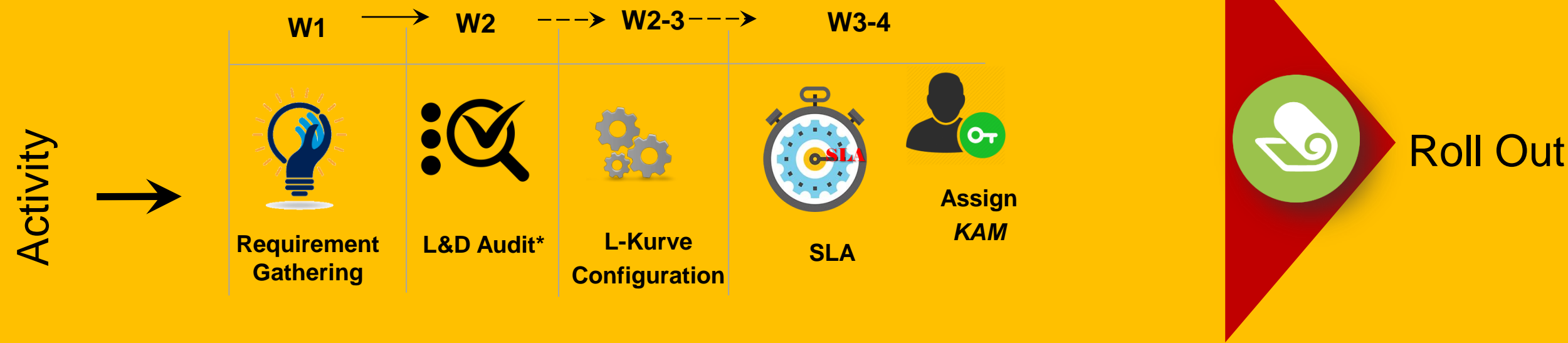


Our portal, [www.ProgramsJunction.com](http://www.ProgramsJunction.com), is a one point source for the purpose of all your Management Development Programs requirements for your management learning needs. From India, across the world, find appropriate programs and nominate your personnel for same.

# UTS way of TPO



# Typical Roll Out Calendar



Based on our experience the following is typical focus during Roll Out of training in a calendar year



# Our Privilege to be associated with



\* Across services

..in their various L&D processes 16



# Thank You....

For  
**Learning**  
& Development



**Requirement**

**Sales**

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