

# Driving Knowledge Sharing & Future Readiness through NASSCOM FutureSkills



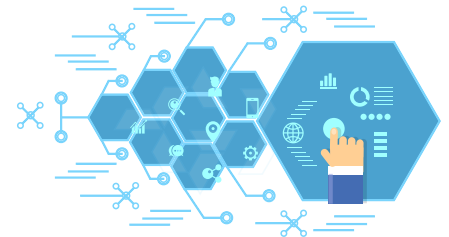
## Being Digital-Ready

For Wipro, digitization is the key guiding principle. Key focus is to empower its employees with best-in-class learning opportunities and to make them digital-ready. In 2018, Wipro enabled more than 100,000 employees on digital skills.

Wipro's vision of Talent transformation struck a resonance with FutureSkills - an industry-driven learning ecosystem by NASSCOM. Through FutureSkills, learners can build awareness and breadth of skills on 10 emerging skill areas. Once the demand becomes visible, depth in the relevant skills can be built up at a much faster pace. Wipro has not only enabled the platform to its employees for learning, but it has also picked up AI & Big Data as two skill areas for which its SMEs are curating the content on the platform.

## Navigating into a Digitally Transformed World

Wipro has a clear vision and way forward for navigating learning transformation in the digitally transforming world. Key objectives are:



Build workforce readiness for technologies that are already in high demand termed 'Digital Technologies' and train ahead of the curve for technologies where demand is likely to come up, or 'Emerging Digital Technologies.'

Build readiness through a unified aggregation of content from both internal and external sources and make content available to learners on-demand.

Provide a content exchange for Subject Matter Experts to capture and contribute tacit knowledge to the learning ecosystem.

## A breakthrough in Talent Transformation with FutureSkills

FutureSkills complements Wipro's Talent transformation initiatives, by offering:

A single collaborative platform for Wipro SMEs to create contextual content – as per the organization's standards – in a private and secure environment.

A pool of curated, relevant, and impactful content library built from free and open sources as well as from global EdTech partners.

Easy access to, and collaboration with industry leaders on FutureSkills platform.

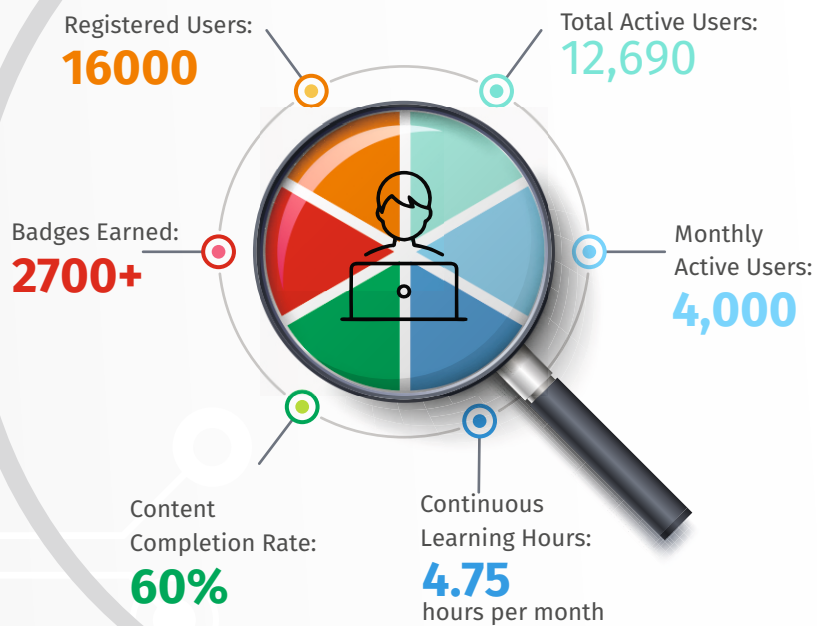
Seamless and sequential integration with existing programs and its learning methods

## The FutureSkills Impact



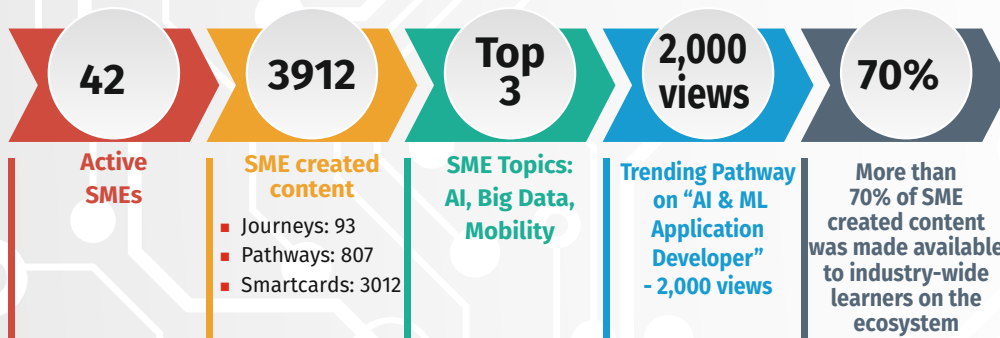
The success of FutureSkills at Wipro has been multi-faceted and has been a testament to the platform's purpose, objective, and ease of adoption. It was launched to select employees in August 2018 as a pilot and then across to all employees in November 2018.

## Adoption & Engagement



## SME Ecosystem

SME contribution has made learning even more contextual to Wipro's learners. This is a true testament of contribution to FutureSkills being an industry-driven ecosystem.



## Proprietary content

Wipro is excited about leveraging the tools within the ecosystem to create tech proprietary Channel feeds. These channels in-turn can be accessed by learners within the **Wipro micro-org**.

Channels created: **14**

## Integration with the organization's learning management system (LMS)



FutureSkills was integrated with Wipro's internal SumTotal's LMS. This has been one of the channels of content aggregation for Wipro's learners. The SumTotal integration provides a frictionless experience to learners whereby they are presented with pathways created on **FutureSkills micro-org**.

## Outcome

FutureSkills has added strength to Wipro's Digital Skilling program. Through this initiative, Wipro is building breadth across many digital areas and in-depth knowledge on at least 2 digital skills (AI & Big Data) covering nearly one-fourth of IT employees.

