**Talent Nurturing L& D Web Application Proposal**

**1. Project Overview**

The proposed Learning & Development (L&D) Application is designed to streamline employee training, performance tracking, review suggestions, and communication within the organization.

The application offers:

- A central hub for training resources  
- Employee performance review tracking  
- AI-generated suggestions for personalized learning  
- Email notifications and reminders  
- Admin dashboard for the L&D team  
- Integration with Microsoft/Google accounts and internal tools

**2. Objectives**

- Improve employee engagement in learning programs  
- Automate learning recommendations based on review feedback  
- Simplify internal L&D workflows  
- Enable AI-powered support and reporting  
- Provide a centralized platform for course access and employee development tracking

**3. Key Features**

- **Employee Dashboard:** Personalized view with course suggestions and training status.  
- **AI Agent for Learning Suggestions**: AI provides recommendations based on reviews and role.  
- **Notification System:** Email alerts for sessions, completions, and reviews.  
- **Admin Panel:** Course uploads, user management, and analytics.  
- **Chatbot Support (AI Copilot):** Employee queries answered in real-time.  
- **Reports & Analytics:** Dashboards for performance and course tracking.  
- **Integration:** Microsoft Teams, Outlook, LMS (Moodle/others), Power Automate or AWS Bedrock.  
- **Feedback & Review Module:** Post-training feedback from employees and managers.

**4. Technical Architecture**

- **Frontend:** Angular (Web App)  
- **Backend API:** Node.js/Express or Python Flask with AI integration  
- **Database:** MongoDB Atlas  
- **AI Integration:**  
 - MS Copilot Studio for chatbot  
 - Azure OpenAI / AWS Bedrock for LLM-based suggestions  
- **Hosting:** Azure App Service  
- **CI/CD:** Azure DevOps Pipelines  
- **Authentication:** Azure AD / Google OAuth  
- **File Storage:** Azure Blob Storage or AWS S3

**5. User Roles**

- **Employee:** Access courses, suggestions, and feedback.  
- **L&D Team:** Upload content, manage users, notifications, and reports.  
- **Manager:** View team performance and suggest training.  
- **Admin:** Configure platform and manage security policies.

**6. Integration Requirements**

- Azure AD / Microsoft 365  
- Outlook Calendar for session invites  
- Teams or GoToWebinar for live sessions  
- Power Automate for workflow automation  
- Moodle/SCORM API for external course content (optional)

**7. Deployment Plan**

- Phase 1: Requirement Gathering & UI Finalization  
- Phase 2: Backend and AI Model Setup  
- Phase 3: Integration with Internal Tools  
- Phase 4: UAT Testing with L&D Team  
- Phase 5: Organization-wide Rollout

**8. Timeline**

- UI & Frontend Setup: 2 weeks  
- Backend & AI Model: 3 weeks  
- Integration & Notifications: 2 weeks  
- Testing & Feedback: 1 week  
- Final Deployment: 1 week  
Total Duration: ~9 weeks

**9. Required Resources**

- **Dev Team:** Frontend (Angular), Backend, DevOps, AI Engineer  
- **Infrastructure:** Azure Subscription with App Service, MongoDB Atlas  
- **L&D Stakeholders:** To provide course content and review framework  
- **AI Model/Prompts**: Based on organization-specific review patterns

**10. Benefits to the Organization**

- Streamlined learning and review processes  
- Personalized employee development plans  
- Reduced manual workload for L&D team  
- Increased learning adoption and tracking accuracy  
- Real-time reporting and data-driven insights

**Architecture Diagram:**

A diagram of a software development process

AI-generated content may be incorrect.

**Ci/CD Pipeline in Azure DevOps for Deployment:**

A diagram of a product line

AI-generated content may be incorrect.

**UX/UI Design of Aspire L&D(TN) AI Application**

A screenshot of a computer

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