



FlexTalent for L&D

One-Stop Managed Services
for All Your Talent Needs.



One-Stop Managed Services for High-Performing L&D Teams

Why Choose Between Filling Roles and Driving Results When You Can Have Both?

Today's corporate learning teams face mounting pressure to do more with less. Business stakeholders demand measurable outcomes. Learners expect engaging experiences. Transformation efforts hinge on speed, scale, and specialization.

That's where NIIT's FlexTalent for L&D comes in.

As a global leader with over 40 years in Learning & Development, NIIT delivers a managed services approach to augmenting your L&D teams. Our model for L&D talent includes certified professionals, structured onboarding, holistic support, capabilities, best practices, toolkits, and flexible engagement models tailored to your needs. We don't just provide talent. We manage the entire engagement.

Why Organizations Choose NIIT MTS



100% L&D focus – Learning is our only business



Certified Expertise – Professionals with certifications and advanced degrees



"Ready from Day One"
Promise – Productivity guaranteed from Day One



Proven Methodologies – Access to NIIT's design frameworks, governance structures, research-backed practices, and technology platforms.



Full Accountability – Ownership of outcomes with embedded risk management



Global Scale – From single placements to multi-role deployments, anytime, anywhere

Where Expert Talent Meets End-to-End Management

Partner with NIIT MTS to strengthen your learning function with speed, precision, and impact.

Beyond Talent: Complete Managed Services

FlexTalent for L&D isn't just about placing professionals – it's about delivering managed learning services that take full ownership of your L&D initiatives. From strategic planning through execution and governance, we manage every aspect of your learning programs with certified L&D experts, proven methodologies, and comprehensive oversight.

Strategic Alignment & Planning

We begin by understanding your business objectives and designing L&D solutions that align with your strategic goals. Our managed approach ensures every initiative is purposefully designed and properly scoped.

End-to-End Program Management

From requirements gathering through deployment and optimization, we manage the complete lifecycle. You get program oversight, risk mitigation, quality assurance, and continuous improvement built in.

Expert L&D Talent

Every professional is a certified L&D specialist—instructional designers, learning technologists, data analysts, and consultants—all trained in learning science and enterprise delivery, ready from day one.

Governance & Reporting

We provide structured governance frameworks, regular progress reporting, documentation management, and performance tracking to ensure transparency and accountability throughout the engagement.

Best Practices & Toolkits

Access NIIT's 40+ years of learning expertise through proven methodologies, design frameworks, content templates, and proprietary tools including our NVerse AI platform—embedded in every engagement.

Flexible Scaling & Oversight

Scale seamlessly from single roles to fully managed teams. We handle onboarding, integration, team coordination, quality control, and performance management so you can focus on outcomes.

The NIIT MTS Difference: Expertise in Every Engagement

Traditional approaches offer generic resourcing models across functions from finance to IT. Learning roles are treated like any other. But L&D demands a different mindset. That's where NIIT MTS stands apart.

	Traditional Staffing Firms	FlexTalent for L&D (Managed Services)
Service Model	Transactional talent placement	End-to-end managed learning services with full accountability
Domain Focus	Multi-industry generalists	100% Learning & Development expertise
Talent Quality	Variable skills, generalists	Certified L&D specialists with deep expertise in learning science and enterprise delivery
Program Management	Limited or none	Comprehensive project management, governance, and oversight built-in
Onboarding	Minimal, weeks to ramp up	Immersive structured onboarding—productive from day one
Methodologies	Generic approaches	Proven design frameworks, best practices, and toolkits from 40+ years in L&D
Technology	Limited capabilities	Advanced learning technologies including NVerse AI platform
Scalability	Limited geographic reach	Global talent at scale—single roles to managed teams
Advisory Services	Minimal consulting support	Strategic advisory through NIIT's network of senior L&D consultants
Accountability	Role-filling focus	Outcome-driven delivery with risk management and quality assurance

Specialized Roles for Every Learning Need

NIIT MTS provides talent across the full learning lifecycle, ensuring you have the right expertise at the right time.

- ✓ Instructional Designers and E-learning Developers
- ✓ Thought leaders and C-Level talent
- ✓ AI Learning and AI Technology Experts
- ✓ Learning Data Analysts
- ✓ Facilitators, Trainers and Coaches
- ✓ Consultants and learning advisory professionals
- ✓ Technology Rollout and Implementation Specialists
- ✓ Leadership development experts
- ✓ LMS Administrators and Learning Technology Specialists



Our Managed Services Approach to Building L&D Teams

FlexTalent for L&D operates as a true managed services partner. We take ownership of the entire process, delivering not just talent but complete program management.

Discover & Design

We analyze your needs, define success criteria, and architect the right solution with the appropriate talent mix and engagement model.

Match & Deploy

We source, vet, and match certified L&D professionals to your requirements, then manage immersive onboarding aligned to your tools, workflows, and culture.

Execute & Govern

Our team delivers your L&D programs with embedded project management, quality assurance, risk mitigation, and regular progress reporting.

Optimize & Scale

We continuously monitor performance, gather feedback, implement improvements, and scale resources up or down to meet evolving needs.

Use Case Snapshot

A leading global bank needed to streamline its high-volume L&D operations across geographies. NIIT MTS provided staff augmentation support by deploying a cross-functional team including learning administrators, project managers, and content operations specialists within days. Our talent integrated seamlessly into the bank's workflow, enabling faster processing, improved SLA adherence, and freeing internal teams to focus on strategic priorities.

Trusted by the World's Leading Learning Teams

NIIT MTS works with some of the world's largest and most complex enterprises supporting global rollouts, transformation programs, and mission-critical learning initiatives.

We're proud to be a partner of choice for organizations who demand more than generic resourcing. They choose NIIT MTS for our:

- ✓ Global delivery and local context
- ✓ Expertise across the full learning value chain
- ✓ Frameworks and accelerators that reduce risk
- ✓ Flexible models - from single roles to turnkey teams
- ✓ Proven track record in enterprise learning transformation

Ready to Build Smarter L&D Capability?

Whether you're launching a leadership academy, deploying an LMS, or scaling global learning programs, FlexTalent for L&D delivers the expert talent and comprehensive management you need to accelerate delivery and elevate quality.

Let's talk outcomes. Not just headcount.



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