

Nomination: 5617

TCS US - A top job creator in IT

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Tata Consultancy Services
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> TCS US - A top job creator in IT
<b>Category</b> B01 - B59 Achievement > B26 - Achievement in Recruitment
<b>Achievement Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> <p>TCS has been operating in the U.S. for more than 45 years and is among the top two job creators in the IT services and consulting sectors in the US. Talent Acquisition Group is committed to hiring the best and brightest people locally and has added more than 16,000 new employees since 2020 to strengthen the workforce. Exceptional workplace practices have earned TCS multiple awards including the Top Employer Award from the Top Employer Institute for the fifth straight year and the award for Top 50 Company for Diversity from DiversityInc.</p> <p>Talent Acquisition Group supports early careers hiring from Universities through Internships/CoOps and Full time positions with a dedicated University Relations and Hiring Team. Experienced Professionals Hiring team hires from the market in the Tech, Professional, Sales and Consulting space. University Relations and Hiring Team has onboarded 4300+ new hires from 500+ Universities since 2020 across all 50 US. States. Experienced Recruitment Team sources, evaluates, and hires talent to meet the market demands of one of the largest IT Consultants in the industry. Experienced Recruitment Team has been striving continuously to improve the fulfillment timelines and currently stands at average fulfillment in 52 days from requirement received date.</p>

**b. Outline the team's or organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required**

Early careers/University Hiring Program-TCS has been building a strong and long term process of relationships and hiring from 500+Schools, signed Memorandum of Understanding agreements with Top Universities, implemented it's own fully digital best-in-class recruitment experience for students, implemented post offer engagement program called ALIGN(Aspire, Learn, Imagine, Grow, Network)where students had the opportunity to network with other oncoming hires, meet current TCS employees,and hear from senior management on Career advice and to get a glimpse into various Business Units in TCS, reimagined Initial Learning Program(ILP)which is the flagship training program for students coming from Universities where the focus is to groom new hires in cutting edge technology stacks,business and life skills before getting deployed to project environments. During ILP Program, new hires also network with their peers and meet Alumni of the ILP program hired within the last year. The ALIGN and ILP programs have become vital parts of candidate's early experience with TCS. Lastly,TCS implemented it's own application/tool called Prime for Intern and CoOp hires to work with Mentor, chat with subject matter experts, hear from Leaders and share ideas with peers.

Experienced Hires program-reimagining Applicant Tracking System and candidate experience, improved joining ratio to 77%,making it higher than majority of its competitors. This has significantly helped in improving the average fulfillment TAT in days over the last few years as below:

FY20=58

FY21=57

FY22=52

TOTAL=55

TCS has also implemented REXA™ Multilingual Engagement Chat bot which has successfully responded to more than 7million queries of candidates on TCS career portals.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

16000+ hires since 2020 and most of them virtually onboarded is a scale never heard of in the Industry Talent Acquisition Teams were able to achieve a 5% reduction in TAT in overall process and bring down the hiring cost resulting in 20 million dollars over the past 3 years. Achieving Joining Ratio at 77% is way higher than the industry standards and is highly significant.

since 2020, TCS has hired 2000+ students year on year which is very significant. Memorandum of Understanding partnerships with top Universities is a unique model compared to Employer Partnerships that Career Services gives employers access to.

Further, another significant and unique achievement is ALIGN program. Program started off as a pilot but quickly saw success and during the year that the program was implemented over 80% of students joined on with TCS after attending one of the ALIGN sessions. The program has also been recognized outside of TCS and this year the team won the 2022 RippleMatch Campus Forward Award largely based off the efforts of the ALIGN program.

Impact of what we do can be clearly seen in the industry. One such example could be REXA™ Chat Bot which was deployed around April 2020 across 53 countries supporting in 4 different languages. It was able to respond to overall 170 million queries across globe since its inception. It is currently being pursued by Google Cloud for making it a public case study for other organizations to understand the success of this chat bot.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

TCS Careers Website

<https://www.tcs.com/careers/?country=US&lang=EN>

TCS Early Careers Website

<https://nextstep.tcs.com/campus/?geo=VVNB#/USHome>

TCS CodeVita Website – Largest Global Computer Programming Contest for Early Career Talent

<https://www.tcscodevita.com/>

Guinness World Record recognizing TCS CodeVita - Largest Global Computer Programming Contest for Early Career Talent

<https://www.guinnessworldrecords.com/world-records/102799-largest-computer-programming-competition>

TCS Recognized by Brandon hall for Sourcing and Assessment Strategy, Onboarding, Candidate Journey and Experience.

<https://www.brandonhall.com/excellenceawards/excellence-talentacquisition.php?year=2021>

TCS Recognized as Global Top Employer for 6th Consecutive year

<https://www.tcs.com/tcs-recognized-as-global-top-employer-for-sixth-consecutive-year>

TCS Profile in Handshake

<https://app.joinhandshake.com/employers/tata-consultancy-services-17639>

TCS Profile in WaUp

<https://www.wayup.com/organizations/tata-consultancy-services-26ZAA5/>

TCS North America LinkedIn Handle

<https://www.linkedin.com/showcase/tata-consultancy-services-north-america/>

TCS Social Media Post covering Success Story of Campus Hire

[https://www.linkedin.com/posts/tata-consultancy-services-north-america\\_jahmarry-grant-a-rutgers-university-graduate-activity-6867154336418435072-y63-](https://www.linkedin.com/posts/tata-consultancy-services-north-america_jahmarry-grant-a-rutgers-university-graduate-activity-6867154336418435072-y63-)

TCS Social Media Post covering ALIGN – Post Offer Program

<https://www.linkedin.com/feed/update/urn:li:activity:6862118761919524866/>

TCS Recognized by New Jersey Institute of Technology in Categories: Top Employer of Graduate Students and Diversity, Equity and Inclusion Programs

<https://www.njit.edu/careerservices/cds-awards-recognition>

**Webpage Link**

<https://www.tcs.com/careers/?country=US&lang=EN> (<https://www.tcs.com/careers/?country=US&lang=EN>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://nextstep.tcs.com/campus/?geo=VVNB#/USHome> (<https://nextstep.tcs.com/campus/?geo=VVNB#/USHome>)

**Would you like to add an additional webpage link?**

**Supporting Document**

No File Uploaded

**Would you like to add an additional supporting document?**

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I Agree