



# LEARNING & DEVELOPMENT

## Leading your workforce to excellence

Our Learning and Development solutions have your workforce covered from hire to retire with basic training through supervisory programs and beyond. TDS can develop custom integrated learning solutions for your specific needs, from classroom instruction to simulation training, or update the programs you already have in place.

Our expertise in the petrochemical and refining industry and in adult learning means we have a keen understanding of your business and know how to apply proven learning methodologies to help you achieve higher productivity and greater success.

### A PERFECT BLEND OF LEARNING METHODOLOGIES

We customize every learning and development program to meet your specific needs. This is made possible through the various learning methodologies we offer, which include:

- eLearning—web-based and mobile-based learning
- Instructor-led training
- Self-paced learning (written or web-based)
- Simulation training
- Blended learning—any combination of the methods above

### STARTING AT THE BEGINNING

Our Learning and Development services start before training ever begins. TDS helps you determine what competencies are necessary for a position and then matches those competencies to possible candidates. This paves the way for assimilating new hires to their jobs and streamlines the on-boarding process.



### HOW IT BENEFITS YOU

- Integrated learning solutions customized for your specific needs
- Blended learning offers a variety of learning methods, from self-paced to web-based
- Methods are developed by instructional and subject matter experts, so learning is fast and efficient
- Focused specifically on the petrochemical and refining industry
- Our experience in the petrochemical and refining industry gives us a broad perspective and knowledge of best practices



## Basic Operator Training

From basic on-boarding to soft skills and introductory technical training, TDS works with you to provide your workers with the fundamental skills they need to effectively and efficiently perform their jobs.

## Job-Specific Training

TDS provides robust job- and process-specific qualification training for hard and soft skills that is rapid, valid, reliable and consistent with industry regulations.

## Advanced Training

TDS facilitates the continued development of all employees. We provide plans that develop critical thinking and decision-making skills, and create curricula that assist with career advancement. We also streamline the knowledge transfer process to help incoming supervisors quickly learn their new roles.

Contact TDS or visit us at [TDSHOU.com](http://TDSHOU.com) to learn how our Learning and Development services are designed to help your people prepare for excellence.

## WHY TDS IS DIFFERENT

### Expertise

We offer clients a team of performance specialists with industry, technical, human performance and adult learning expertise. This depth of experience allows us to provide a third-party perspective.

### Flexibility

Our responsiveness and resources allow us to quickly adapt and tailor every service to our clients' specific needs.

### Comprehensive

We are a full-service provider that offers solutions for every level of your organization, from new hires to seasoned managers.

### Innovation

From classroom instruction to simulator training, our blended learning methods incorporate the latest technology and industry standards.