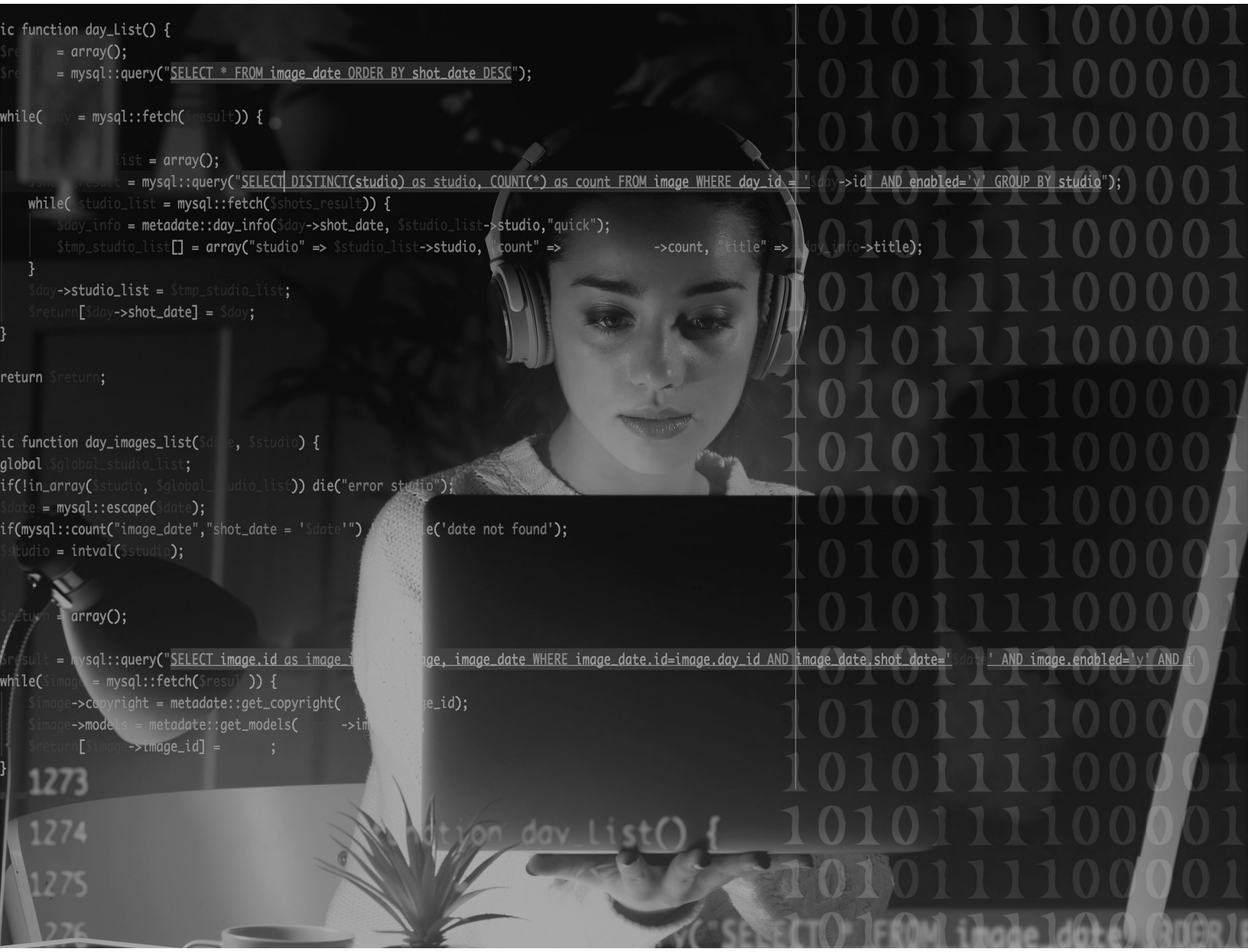


Keep Ahead of the Digital Curve

PEOPLEDRIVETECH.com

Learning Journeys

LEADERSHIP BALANCE®

Mind. Will. Heart.

Keep Your Team Ahead of the Curve

Learning journeys lift your tech workforce readiness, performance and ability to adapt to future technology

In today's battle to find and keep tech talent, organizations need to not only meet the challenges of retaining their top performers, but also support continuous learning for all levels in their organization – especially given the rapid technological change and disruption.

The new normal in technology means that professionals need to continuously adapt to new advancements, security threats, data management, networking and programming language advances. Continual learning is an organization's most important tool preparing for this unprecedented technology transformation where new roles are rapidly evolving, new skillsets are required and business and technology sides of the business are increasingly converging.

It's no longer an option to promote people based on time served. What counts in today's tech environment is definitive skill-sets and qualifications to perform each role effectively. For instance, you can't just give a Data Analyst the title of Data Scientist because they have been around for a long time. They need an enhanced set of skills, knowledge, and practice that are built on their current role and capabilities.

Plotting a career path is critical for professionals in the tech space due to specialization, certifications and the speed of change. More than ever, organizations also need help to map professional development and talent needs based on future market dynamics.

Learning Journeys

We have developed a sequenced instruction that methodically progresses on prescribed tasks, functions, or roles so an individual can move towards their aspirational role. Each journey includes practice labs, video courses and multi-modal resources that culminates in a credential.

Aspire gives people a path for their dream role, enabling them to develop their career, understand the skills required, and increase their contributions to the organization. Aspire delivers carefully aligned expertise levels that identify requirements and achievements.

We offer an unparalleled solution developed in conjunction with our industry leading experts who carefully curate multimodal resources into hundreds of learning channels. These channels incorporate several learning modalities including video learning, hands-on practice labs, virtual mentoring and access to the largest library of leading books and audiobooks.

Aspire delivers consistency across the organization by providing better definitions of roles and skill requirements. Having a clearer view of a path forward helps to inspire and incentivize tech talent, supporting professional development and higher retention from within.

> "Given the wave of new technologies and trends, disrupting business models and the changing division of labor between workers and machines transforming current job profiles, the vast majority of employers expected that, by 2022, the skills required to perform most jobs would have shifted significantly."
>
> **World Economic Forum, the Future of Jobs 2018**

A Proven Approach to Learning Design

A PROVEN APPROACH TO LEARNING DESIGN

We believe that true learning is achieved through an experience that supports people in the flow of work – Watch. Read. Listen. Practice.

WATCH

- Expert-driven, video courses
- Hands-on insights from real-world technologists
- Micro-learning for agile delivery
- Assessment and exam prep

READ

- Thousands of books from the industry's leading technology publishers
- Access to code examples and other support resources
- Certification prep

LISTEN

- Industry's largest collection of audiobooks
- Coverage for DevOps, Agile and other technical topics
- Relevant strategy and leadership titles

PRACTICE

- Hands-on practice labs for both coding and infrastructure scenarios
- Live, virtual bootcamps
- Integrated mentoring and support

HOW IT WORKS

There are 4 key elements to Learning Journeys. At each stage, learners have the opportunity to review key skills needed, understand the content they need to study, coupled with hands-on practice and final assessments to achieve credentials.

Job Task Orientation

Key work functions and daily challenges that the learner performs and needs to master before progressing to the next role.

Sequenced Instruction

Learning content that is prescribed to the learner based on Job Tasks

- Assessments

Practice and Application

Opportunities for the learner to perform the requisite tasks of the role in a safe environment and several scenarios.

- Practice Labs

Credentials

Meaningful assessment and incremental validation of skill along the path to the Aspirational role, function or capability.

BUSINESS AND LEADERSHIP SKILLS

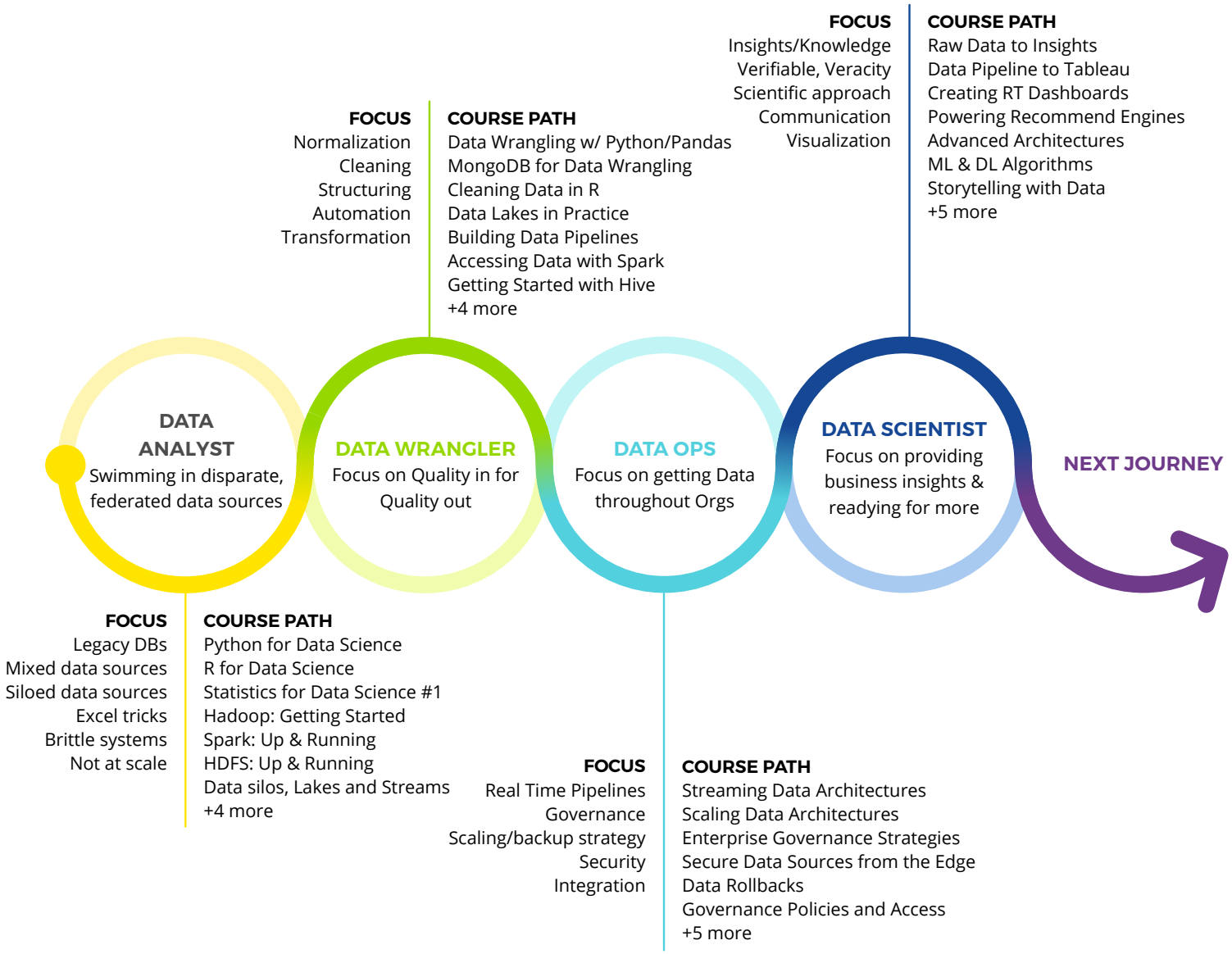
Learning Journeys also contain Skillsoft's market-leading leadership and business training to develop learners' management and communication skills throughout their career path.

Designed for Continual Learning

Delivering New Skills, Knowledge and Capabilities

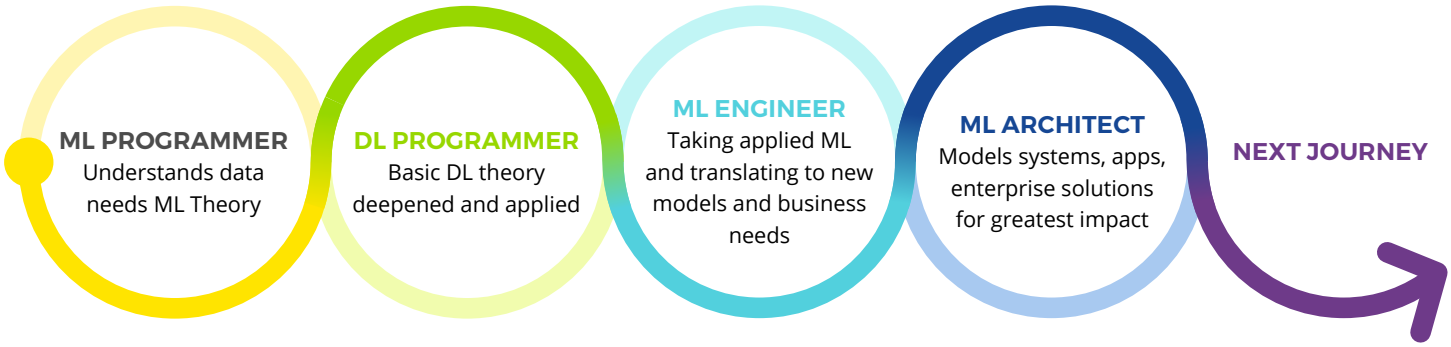
Based on industry trends and Data, our own user data and close collaboration with clients around the world, we've identified the top career paths that tech workers take to stay current and look to the future. Each journey delivers roughly 40-50 hours of courses plus multimodal content and an additional 10-12 hours of practice labs, certification prep and assessments.

SAMPLE JOURNEY - **FROM DATA ANALYST TO DATA SCIENTIST**



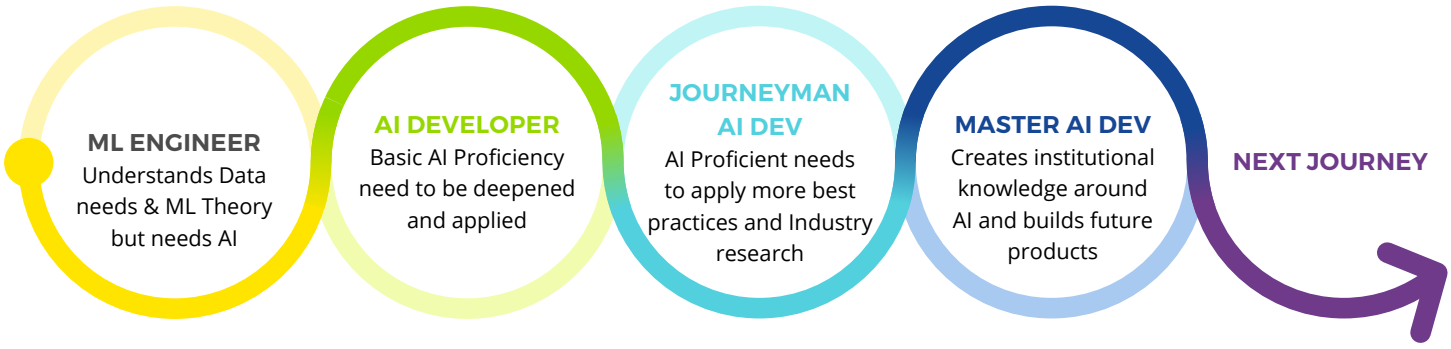
DATA JOURNEY

MACHINE LEARNING PROGRAMMER TO MACHINE LEARNING ARCHITECT



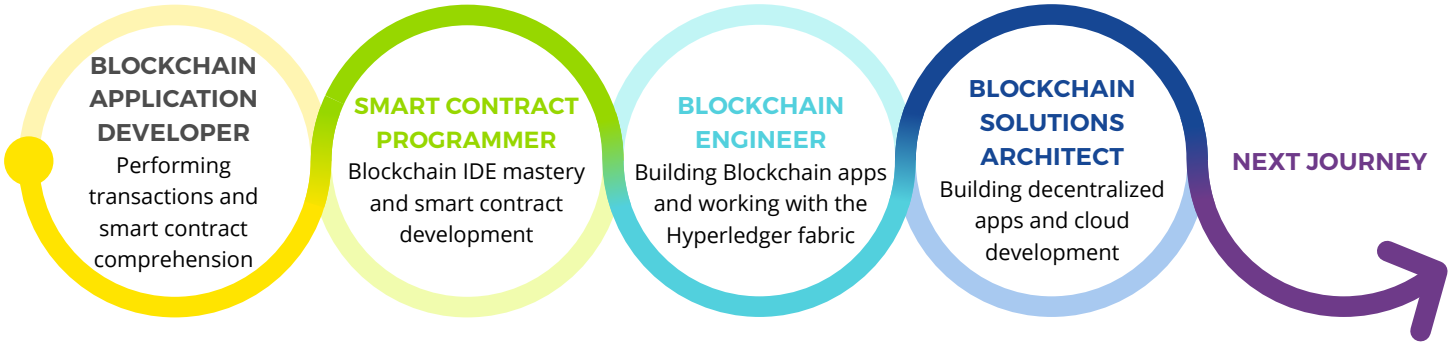
DATA JOURNEY

DATA/MACHINE LEARNING ENGINEER TO AI DEVELOPER



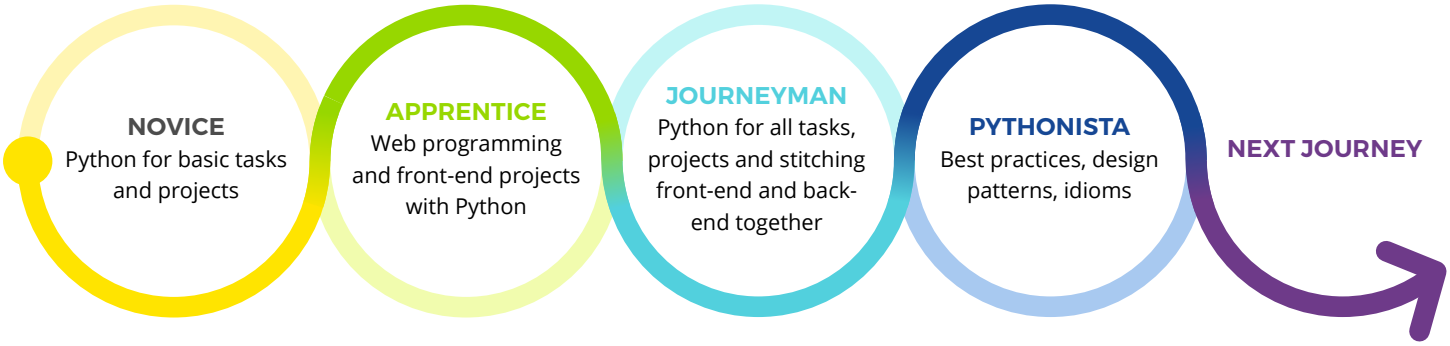
EMERGING TECHNOLOGY JOURNEY

BLOCKCHAIN APPLICATION DEVELOPER TO BLOCKCHAIN SOLUTIONS ARCHITECT



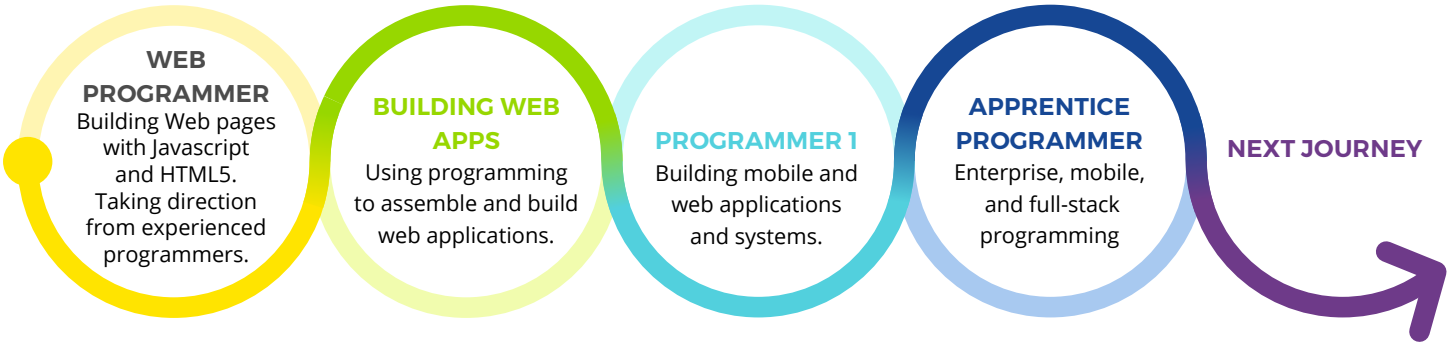
SOFTWARE CRAFTSMANSHIP JOURNEY

NOVICE DEVELOPER TO PYTHONISTA



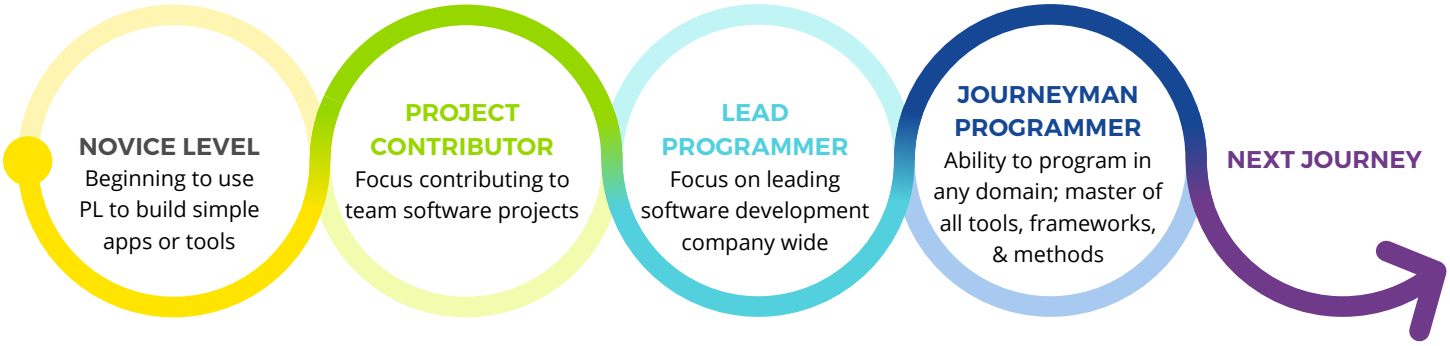
SOFTWARE CRAFTSMANSHIP JOURNEY

WEB PROGRAMMER TO APPRENTICE PROGRAMMER



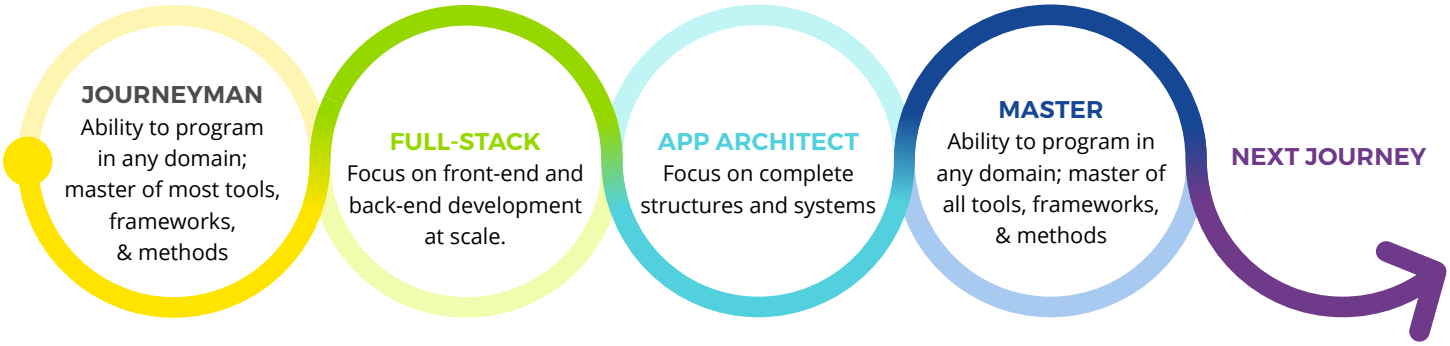
SOFTWARE CRAFTSMANSHIP JOURNEY

APPRENTICE DEVELOPER TO JOURNEYMAN



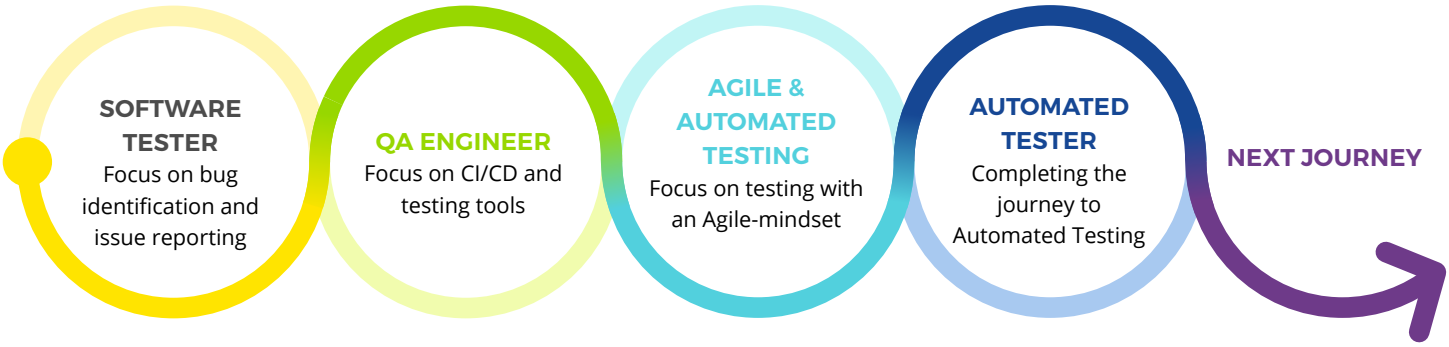
SOFTWARE CRAFTSMANSHIP JOURNEY

JOURNEYMAN DEVELOPER TO MASTER



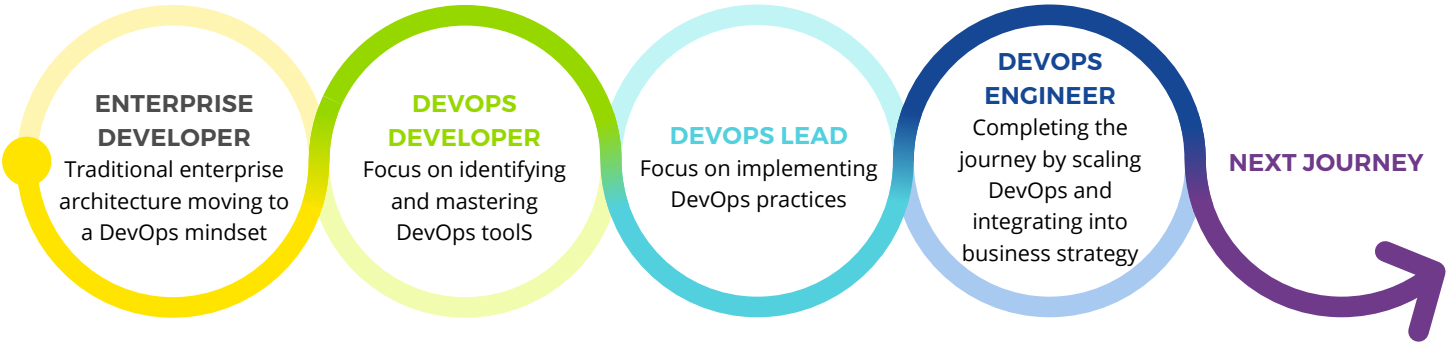
DEVOPS JOURNEY

SOFTWARE TESTER TO DEVOPS TESTER



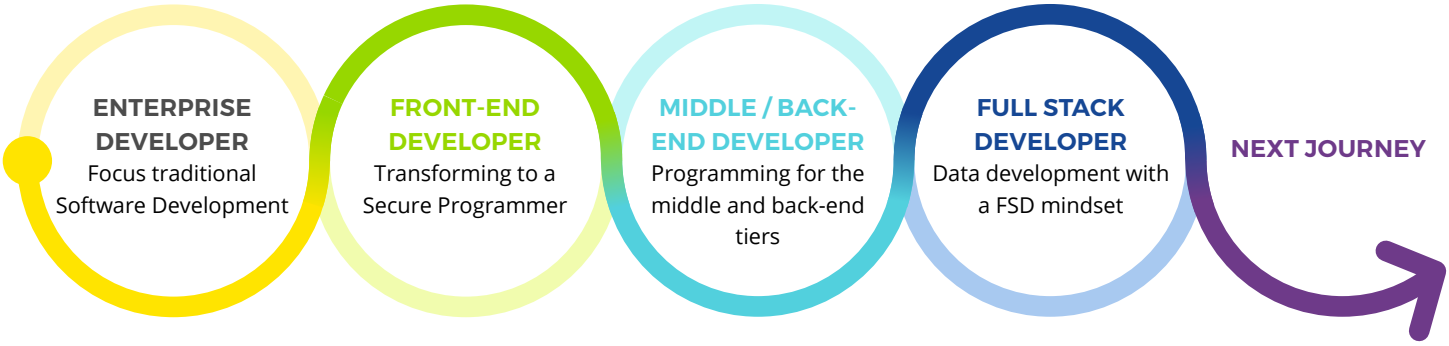
DEVOPS JOURNEY

ENTERPRISE DEVELOPER TO DEVOPS ENGINEER



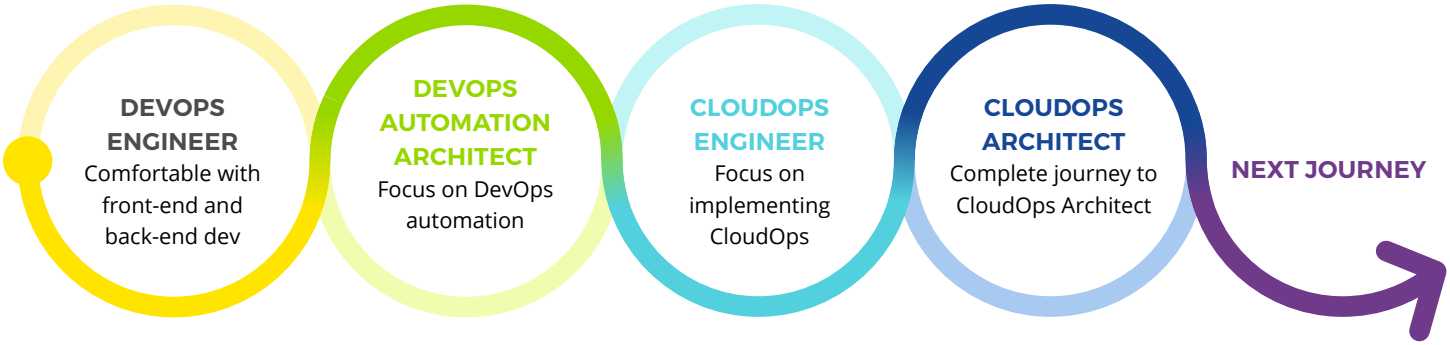
DEVOPS JOURNEY

ENTERPRISE DEVELOPER TO FULL STACK DEVELOPER



DEVOPS JOURNEY

DEVOPS TO INFRASTRUCTURE CLOUD OPS

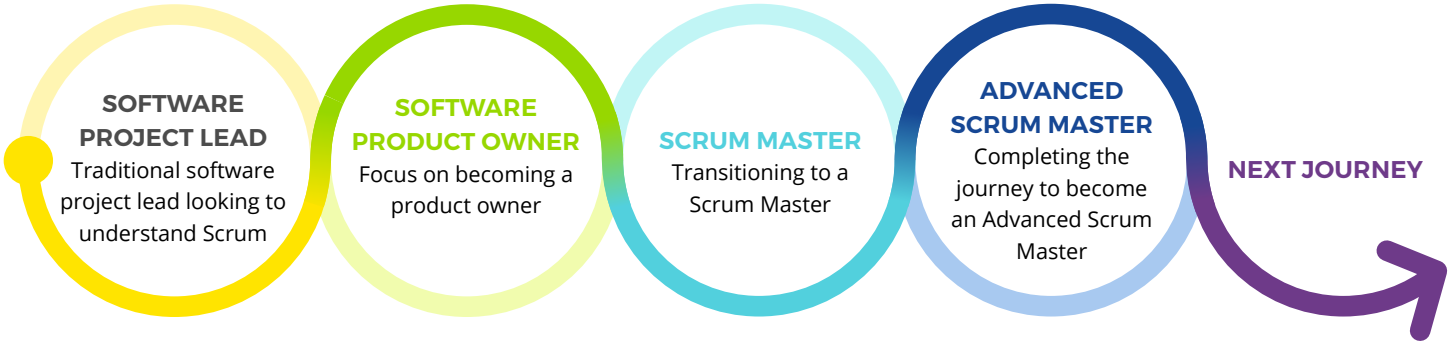


PROJECT MANAGEMENT JOURNEY

SOFTWARE PROJECT LEAD TO SENIOR SOFTWARE PROJECT MANAGER

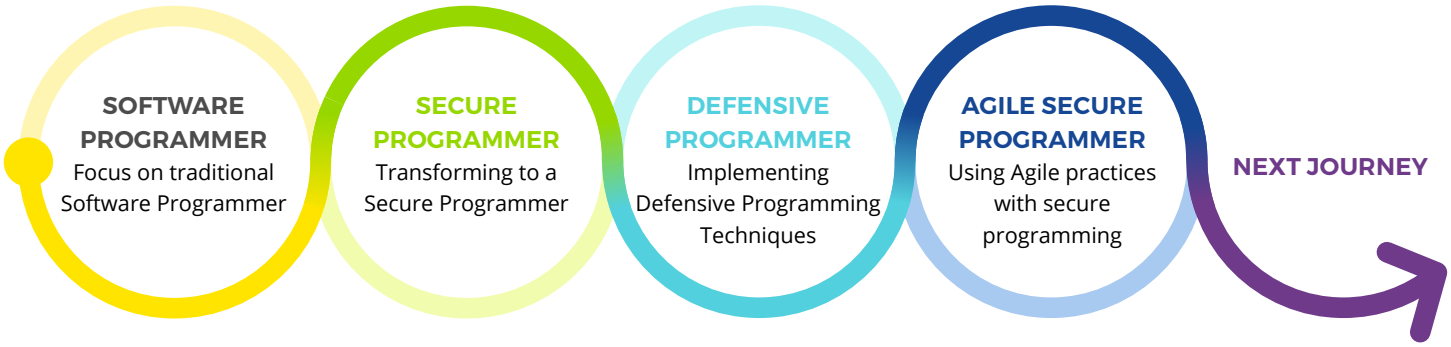
PROJECT MANAGEMENT JOURNEY

SOFTWARE PROJECT MANAGER TO ADVANCED SCRUM MASTER



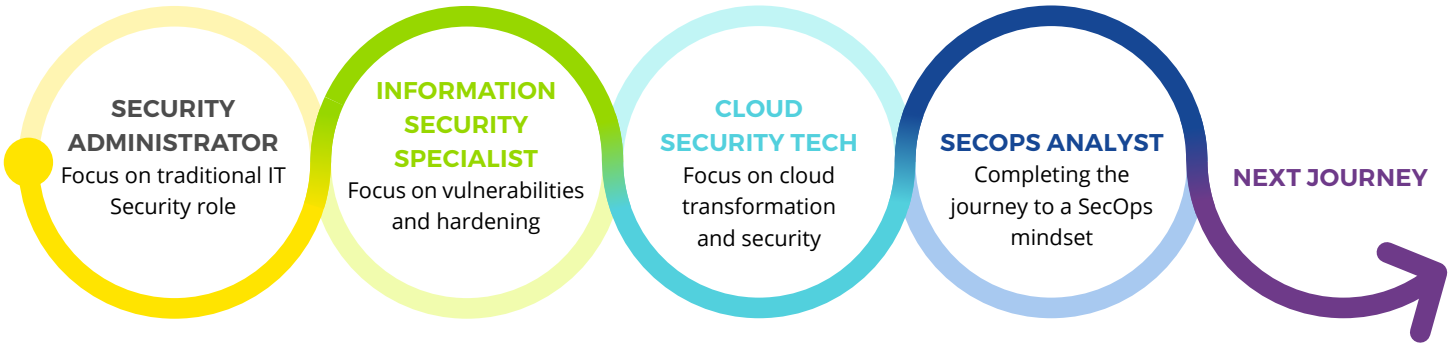
SECURITY JOURNEY

SOFTWARE PROGRAMMER TO SECURE PROGRAMMER



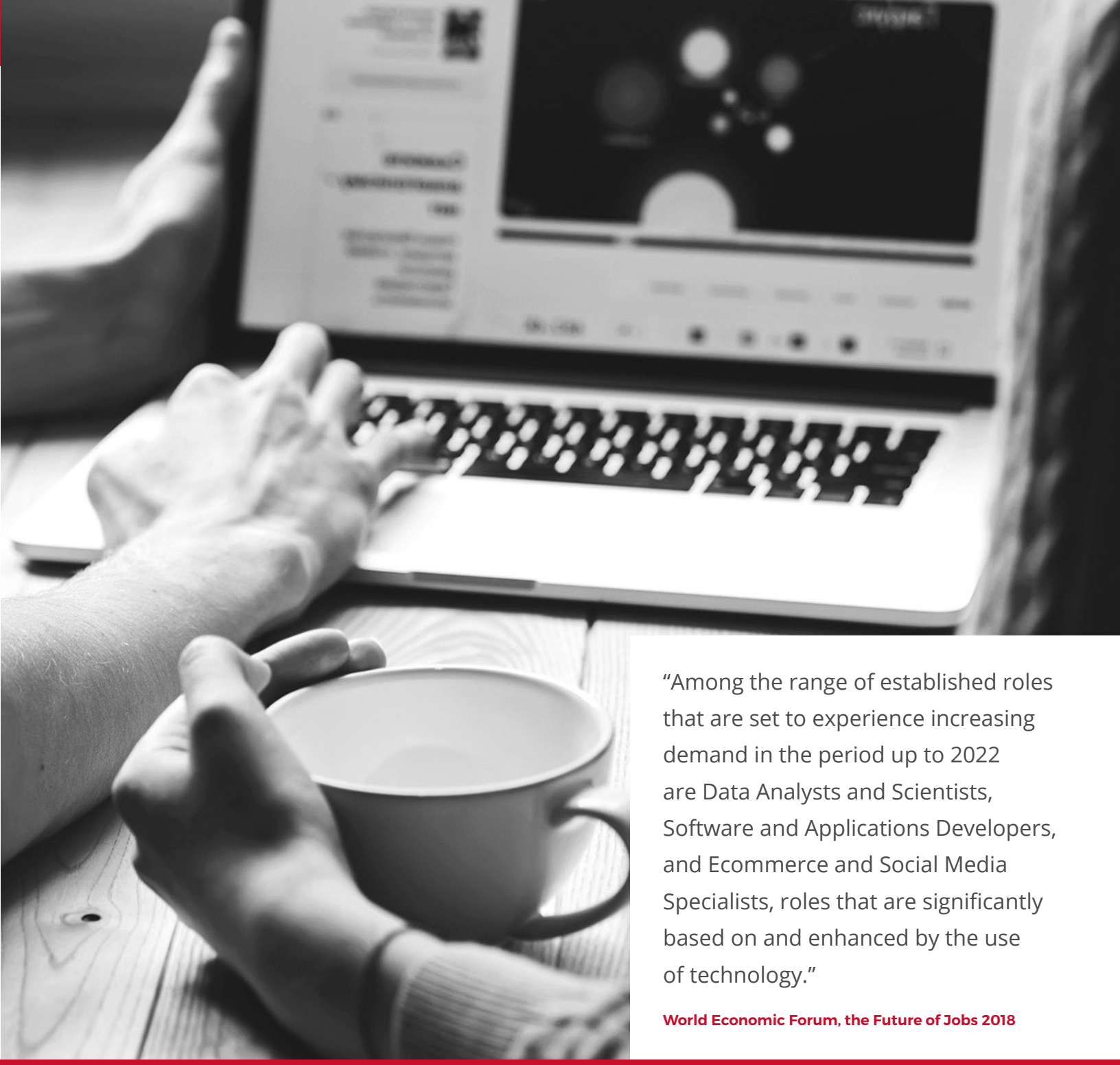
SECURITY JOURNEY

SECURITY SPECIALIST TO SECURITY OPS ENGINEER



SECURITY JOURNEY

NETWORK SECURITY TO NETWORK/CLOUD SECURITY



"Among the range of established roles that are set to experience increasing demand in the period up to 2022 are Data Analysts and Scientists, Software and Applications Developers, and Ecommerce and Social Media Specialists, roles that are significantly based on and enhanced by the use of technology."

World Economic Forum, the Future of Jobs 2018

For more information, visit **peopledrivetech.com**

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