



## CHECKLIST: Is your learning solution learner-centric?

Empower your employees with on-demand learning

40%

By 2024, approximately 40% of the global workforce will require upskilling of up to six months.<sup>1</sup>



\$6.5 trillion

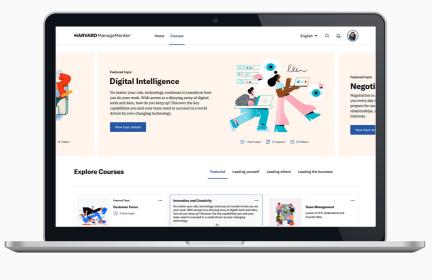
If the skills gaps are addressed, economic growth could hit new highs by 2030, with the potential to boost GDP by \$6.5 trillion and create 5.3 million new jobs.<sup>2</sup>



Research suggests that people metrics, such as employee engagement and retention, increase when upskilling programs focus on individual employee needs.<sup>3</sup>

To address the skills gaps in today's hybrid environment, digital learning must meet employees where they are. Is your solution learner-centric? Use our checklist to find out.

# Content focused on individual needs



#### Focused on the learner

Are your learning resources relevant to the learner's role, their personal skills gaps, and the capabilities they need for their career goals?

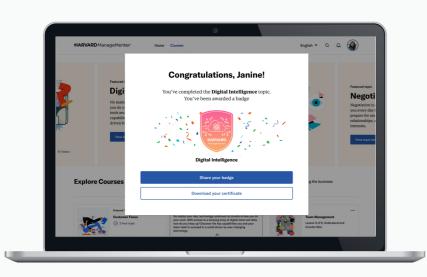
#### **Balances recency and relevance**

Do you offer a mix of content on new topics in rapidly changing domains, such as digital transformation, as well as timeless concepts and disciplines, such as writing?

#### **Offers mixed modalities**

Are you catering to a wide range of learning preferences and offering a variety of content formats, such as videos, podcasts, and assessments?

## Engaging and easy to use



#### Simple and measurable

Does your solution make learning intuitive with simple navigation and easy access to course progression?

#### **Engaging design elements**

Are you providing engaging elements that keep your learners' interest, such as interactive polls and activities?

#### **Encouraging notifications**

Are learners receiving motivating notifications that prompt them each step of the way toward course completion and reward them when they finish a learning milestone?



Grow your mindset	
Certain barriers can stand in the way of learning—some of which are in our own minds. Studies show that unless you believe you can grow and develop new skills, all the practice in the world won't make much of a difference.	Did you know? In the US Navy, instead of specializing in certain functions, sallors are increasingly expected to be generalise who can perform a number of different roles on a ship. *
-()- Make a Connection	<ul> <li>Added To Lesson Kit</li> </ul>
What's your attitude toward learning? Be honest!	
Talent and intelligence are static.	
	agree
Failure is a sign of weakness.	
Disegree	agree

### **Self-ratings and reflections**

Can learners conduct self-ratings and reflections on their ability levels in order to identify their strengths and growth areas?

#### Assessments

Are learners empowered to use course assessments to test their knowledge of important concepts?

#### **Socialized** learning

Do you have socialized learning tools, such as discussion guides, that help cascade learning in your organization and bring lessons to life?

### Ready to empower your employees with virtual self-paced learning? Learn more about *Harvard ManageMentor*®

**CONTACT US** 

<sup>1</sup> "Upskilling for Shared Prosperity," World Economic Forum, 2021

<sup>2</sup> "Upskilling for Shared Prosperity," World Economic Forum, 2021

<sup>3</sup> Susan R. Vroman and Tiffany Danko, "How to Build a Successful Upskilling Program," Harvard Business Review, 2022



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