

5 Ways Technology is Transforming Workforce Development



Enabling Distance Learning

For many workers looking to grow their skillset and their career prospects, schedule and geographic location are huge barriers. Distance learning allows them to gain those skills remotely.

77% of US companies used online learning in 2017

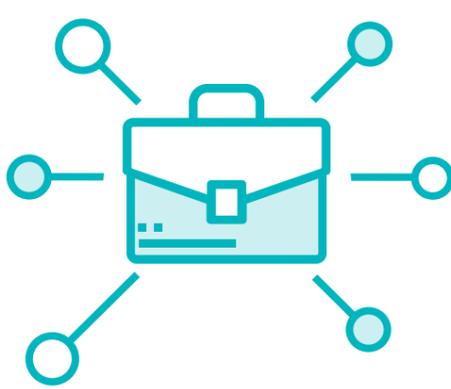
98% of companies plan to use it by 2021.

Changing the way we look at skills

Technology enables us to develop platforms that provide standardized, cross-industry competency assessments to improve the mobility and efficacy of our workforce. Prior Learning Assessments (PLA) have been leading the charge.

A CAEL Study that included data from 48 institutions found that

56% of students who participated in PLA programs went on to earn a credential, compared to only 21% for students who did not.



Getting workers connected to career paths

It's not enough, however, for programs to focus on providing skills that get workers on career pathways. To ensure program success and employment, they should be directly linked to real-time job data.

AI-powered search spiders have reduced lag in job market data from 2 years to real time.

Creating a personalized environment for job seekers

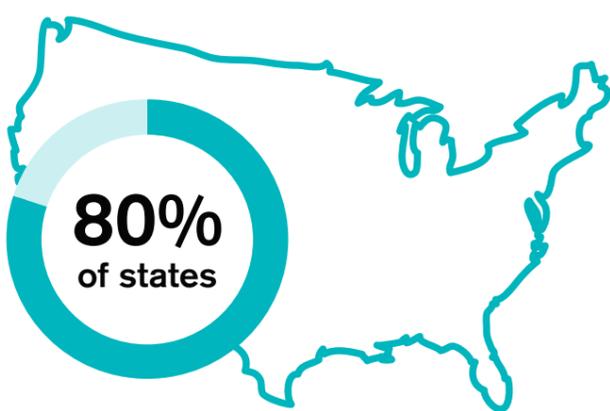
Workforce development technology helps job seekers clearly visualize career pathways from education and skills development to job placement and long-term career prospects.

Aligning competencies and career pathways has been shown to have huge impacts on engagement and retention.

Impacts of career path - competency alignment:

20% increase in employee engagement

9% increase in retention



Creating data to inform decision-making

40 states have developed comprehensive longitudinal data warehouses that allow for the evaluation and improvement of existing programs and help identify gaps in their workforce.

These are just 5 of the ways that technology is transforming workforce development. As technology and our workforce continue to evolve, there will be even more opportunities to improve workforce development programs and their outcomes while addressing key personnel and skills gaps across the country.

fivestar* fivestar* is your personal software developer. Our solutions centralize workflows, optimize processes, and enable decision-making through real-time data and business intelligence.