

Keep Your Team Ahead of the Curve







Skillsoft provides a comprehensive selection of cloud-based corporate learning content, including courses, videos, books and other resources on Business and Management Skills, Leadership Development, Digital Transformation, Technology and Developer, Productivity and Collaboration Tools and Compliance. Percipio's intuitive design engages modern learners and its consumer-led experience assists in accelerating learning. The SumTotal suite features four key components built on a unified platform: Learning Management, Talent Management, Talent Acquisition and Workforce Management.

Skillsoft is trusted by thousands of the world's leading organizations, including 65 percent of the Fortune 500.

Keep Your Team Ahead of the Curve

Skillsoft Aspire learning journeys lifts 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.

SKILLSOFT ASPIRE

Skillsoft has 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, multi-modal resources that culminates in a credential.

Skillsoft 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.

Skillsoft offers 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 certification prep books and audiobooks.

Skillsoft 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

SKILLSOFT ASPIRE: HOW IT WORKS

There are 4 key elements to Skillsoft Aspire 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 and finally 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 Labs



Practice and Application

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



Credentials

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

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, Skillsoft identified the top career paths that tech workers take to stay current and look to the future. Each stage of the journey delivers roughly 40-50 hours of courses + multimodal content and an additional 10-12 of practice labs, certification prep/assessments.

SAMPLE JOURNEY - FROM DATA ANALYST TO DATA SCIENTIST

Normalization Cleaning Structuring Automation Transformation

FOCUS

COURSE PATH

Data Wrangling w/ Python/Pandas MongoDB for Data Wrangling Cleaning Data in R Data Lakes in Practice Building Data Pipelines Accessing Data with Spark Getting Started with Hive +4 more

COURSE PATH

Raw Data to Insights
Data Pipeline to Tableau
Creating RT Dashboards
Powering Recommend Engines
Advanced Architectures
ML & DL Algorithms
Storytelling with Data
+5 more

DATA ANALYST Swimming in disparate, federated data sources

DATA WRANGLER
Focus on Quality for

Focus on Quality for Quality out

DATA OPS

Focus on getting Data throughout Orgs

DATA SCIENCE

FOCUS

Insights/Knowledge

Verifiable, Veracity

Scientific approach

Communication

Visualization

Focus on providing business insights & readying for more

NEXT JOURNEY

FOCUS

Legacy DBs Mixed data sources Siloed data sources Excel tricks Brittle systems Not at scale

COURSE PATH

Python for Data Science R for Data Science Statistics for Data Science #1 Hadoop: Getting Started Spark: Up & Running HDFS: Up & Running Data silos, Lakes and Streams +4 more

FOCUS

Integration

Real Time Pipelines Governance Scaling/backup strategy Security

COURSE PATH

Streaming Data Architectures
Scaling Data Architectures
Enterprise Governance Strategies
Secure Data Sources from the Edge
Data Rollbacks
Governance Policies and Access
+5 more

DATA JOURNEY

MACHINE LEARNING ENGINEER TO MACHINE LEARNING ARCHITECT

DL PROGRAMMERUnderstands Data
needs ML Theory

DL ENGINEER

Basic ML Theory deepened and applied

NOVICE ML/DL ARCHITECT

Taking applied ML and translating to new models and business needs ML/DL ARCHITECT MASTER

Models systems, apps, enterprise solutions for greatest impact

NEXT JOURNEY

DATA JOURNEY

DATA/MACHINE LEARNING TO AI DEVELOPER

ML PROGRAMMER
Understands Data
needs & ML Theory
but needs Al

AI DEVELOPER

Basic AI Proficiency needed to be deepened and applied JOURNEYMAN AI DEV

Al Proficient needing to apply more Best Practices and Industry research **MASTER AI DEV**

Creates institutional knowledge around Al and builds future products

NEXT JOURNEY

EMERGING TECHNOLOGY JOURNEY

APPLICATION DEVELOPER TO BLOCKCHAIN ENGINEER

APP DEVELOPER
Comfortable with
front-end and
back-end dev

DISTRIBUTED
APP DEV

Focus on building distributed, federated, continually deployed software BLOCKCHAIN BASICS

Focus on securing federated apps, data, content with Blockchain **BLOCKCHAIN ENG**

Completing the journey to a Blockchain Engineer

PRAGMATIC PROGRAMMING JOURNEY

WEB PROGRAMMER TO APPRENTICE PROGRAMMER

WEB
PROGRAMMER
Building Web pages
with Javascript
and HTML5.
Taking direction
from experienced
programmers.

BUILDING WEB APPS

Using programming to assemble and build web applications.

PROGRAMMER 1

Building mobile and web applications and systems.

APPRENTICE PROGRAMMER

Enterprise, mobile, and full-stack programming **NEXT JOURNEY**

PRAGMATIC PROGRAMMING JOURNEY

APPRENTICE DEVELOPER TO JOURNEYMAN

NOVICE LEVEL
Beginning to use
PL to build trivial
apps or tools

PROJECT CONTRIBUTOR

Focus contributing to team software projects

LEAD PROGRAMMER

Focus on leading software development company wide

JOURNEYMAN PROGRAMMER

Ability to program in any domain; master of all tools, frameworks, & methods **NEXT JOURNEY**

PRAGMATIC PROGRAMMING JOURNEY

JOURNEYMAN DEVELOPER TO MASTER

JOURNEYMAN
Ability to program
in any domain;
master of most tools,
frameworks,
& methods

FULL-STACK

Focus on front-end and back-end development at scale.

APP ARCHITECT

Focus on software complete structures and systems

MASTER

Ability to program in any domain; master of all tools, frameworks, & methods

DEV OPS JOURNEY

SOFTWARE TESTER TO DEVOPS TESTER

SOFTWARE TESTER

Focus on bug identification and issue reporting

QA ENGINEER

Focus on CI/CD and testing tools

AGILE & AUTOMATED TESTING

Focus on testing with an Agile-mindset

AUTOMATED TESTER

Completing the journey to Automated Testing

NEXT JOURNEY

DEV OPS JOURNEY

ENTERPRISE DEVELOPER TO DEVOPS ENGINEER

SOFTWARE DEVELOPER

Traditional enterprise architecture moving to a DevOps mindset

DEVOPS TOOLS

Focus on identifying and mastering DevOps tools

DEVOPS LEAD

Focus on implementing DevOps practices

DEVOPS ARCHITECT

Completing the journey by scaling DevOps and integrating into business strategy

NEXT JOURNEY

DEV OPS JOURNEY

ENTERPRISE DEVELOPER TO FULL STACK DEVELOPER

SOFTWARE PROGRAMMER Focus traditional Software Development

FRONT-END FULL STACK DEV

Transforming to a Secure Programmer

MIDDLE TIER & BACK-END DEV

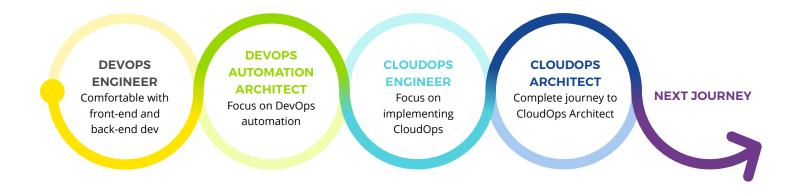
Programming for the middle and back-end tiers

DATA DEVELOPER

Data development with a FSD mindset

DEV OPS JOURNEY

DEVOPS TO INFRASTRUCTURE CLOUD OPS



PROJECT MANAGEMENT JOURNEY

PROJECT LEAD TO SENIOR SOFTWARE PROJECT MANAGER



PROJECT MANAGEMENT JOURNEY

SENIOR PROJECT MANAGER TO ADVANCED SCRUM MASTER



SECURITY JOURNEY

SOFTWARE PROGRAMMER TO SECURE PROGRAMMER

SOFTWARE
PROGRAMMER
Focus traditional
Software Programmer

SECURE PROGRAMMER

Transforming to a Secure Programmer

DEFENSIVE PROGRAMMER

Implementing
Defensive Programming
Techniques

AGILE SECURE PROGRAMMER

Using Agile practices with secure programming **NEXT JOURNEY**

SECURITY JOURNEY

SECURITY SPECIALIST TO SECURITY OPS ENGINEER

SECURITY
ADMINISTRATOR
Focus traditional IT
Security role

INFORMATION SECURITY SPECIALIST

Focus on vulnerabilities and hardening

CLOUD SECURITY TECH

Focus on cloud transformation and security

SECOPS ANALYST

Completing the journey to a SecOps mindset

NEXT JOURNEY

SECURITY JOURNEY

NETWORK SECURITY TO NETWORK/CLOUD SECURITY

SECURITY
TECHNICIAN
Traditional security
technician in the
enterprise

SECURITY ADMINISTRATOR

Administrating security in the enterprise

CLOUD SECURITY ADMIN Administrating cloud

security

ARCHITECT
Architecting cloud
security

CLOUD SECURITY





For more information, visit skillsoft.com/aspire.

