Keep Your Team Ahead of the Curve

skillsoft® aspire
ABOUT SKILLSOFT

Skillsoft is a front-runner in corporate learning, delivering beautiful technology and engaging content that drives business impact for modern enterprises. Skillsoft comprises three award-winning systems that support learning, performance and success: Skillsoft learning content, the Percipio intelligent learning experience platform and the SumTotal suite for Human Capital Management.


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

SKILLOFT 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 and 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 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 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

Aspire Learning Journeys also contain Skillsoft's market-leading leadership and business training to develop learners' management and communication skills throughout their career path.
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 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 ANALYST**
Swimming in disparate, federated data sources

**DATA WRANGLER**
Focus on Quality in for Quality out

**DATA OPS**
Focus on getting Data throughout Orgs

**DATA SCIENCE**
Focus on providing business insights & readying for more

**FOCUS**
- Normalization
- Cleaning
- Structuring
- Automation
- Transformation

**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

**FOCUS**
- Insights/Knowledge
- Verifiable, Veracity
- Scientific approach
- Communication
- Visualization

**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

**FOCUS**
- Real Time Pipelines
- Governance
- Scaling/backup strategy
- Security
- Integration

**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

**NEXT JOURNEY**
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 simple 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 complete structures and systems

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

NEXT JOURNEY
DEVELOPMENT JOURNEY

SOFTWARE TESTER TO DEVOPS TESTER

SOFTWARE DEVELOPER
Focus on traditional Software Development

SOFTWARE TESTER
Focus on bug identification and issue reporting

DEVOPS TOOLS
Focus on identifying and mastering DevOps tools

AGILE & AUTOMATED TESTING
Focus on testing with an Agile-mindset

AUTOMATED TESTER
Completing the journey to Automated Testing

NEXT JOURNEY

DEVELOPMENT 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

DEVELOPMENT JOURNEY

ENTERPRISE DEVELOPER TO FULL STACK DEVELOPER

SOFTWARE PROGRAMMER
Focus on 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 an FSD mindset

NEXT JOURNEY
SECURITY JOURNEY
SOFTWARE PROGRAMMER TO SECURE PROGRAMMER

SOFTWARE PROGRAMMER
Focus on 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 on 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
Administering cloud security

CLOUD SECURITY ARCHITECT
Architecting cloud security

NEXT JOURNEY
“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*