Upskilling the Global Industrial Workforce
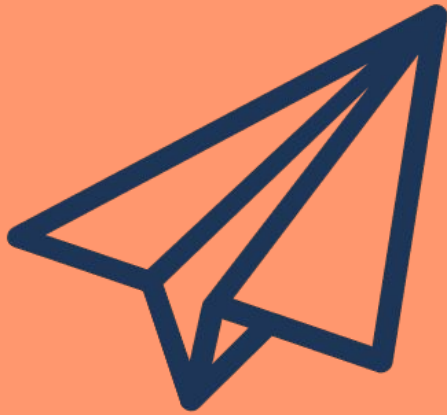
Q1' 2022

THE PILOT PROGRAM

Pilot Program Overview:

- Seeking an industrial **SME** or a **small unit of a large industrial enterprise**

- **Need 50 - 150** participating employees

- Requirements anchored to **a tangible business need for workforce upskilling, with potential for learning tracks** and **content digitization/creation**

- Pilot test will be **4 - 6 months** long

- **Negligible disruption** to daily operations beyond initial requirements finalization, testing, application training sessions, and feedback discussions with relevant users

- **Low risk of participation** as underlying technology and applications are tried and tested at scale

- **Tangible benefits** to participating organizations, including attractive **incentives for early adopters**
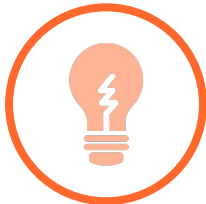
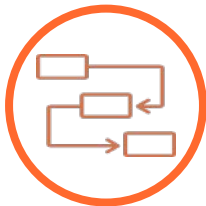# Participation in the pilot program will yield tangible benefits

Participating organization will receive an **assessment of workforce development capability** and **potential opportunity areas** to focus on

Participating organization will **retain all digitized content** incl. institutional knowledge + best practices gathered, as well as custom built training content

Participating organization will receive **L&D insights** on a periodic basis that will **promote more effective learning and sharing practices** across the pilot group

Participating organization will receive a **suggested approach to managing workforce development** moving forward

High level overview of pilot program timeline and key deliverables

MONTH 1

Current state assessment & Requirements planning

Driving questions:
- What is the L&D objective?
- What are strategic priorities?
- What are gaps areas?
- What menu offerings are relevant?

Finalized PRD

MONTH 2

MVP Customization & Content Development

Driving questions:
- What topic areas need to be developed?
- What changes are need in the UI to facilitate DRT contexts and needs?

Customized MVP ready for deployment

MONTH 3

Product offering roll out (Phase 1) & training

Driving questions:
- How to drive user adoption?
- How should training for the nano learning apps be rolled out?
- How to change behaviours?

Monthly progress report

MONTH 4

Phase 2 roll out & training + progress monitoring

Driving questions:
- How is user behaviour?
- What changes need to be made in the content and delivery?
- How is the progress compared to prior tests?

Monthly progress report

MONTH 5

Progress monitoring + custom modifications

Driving questions:
- How have users responded to customized tweaks?
- What are the surprise findings?
- What is the trend in activity?

Monthly progress report

MONTH 6

Progress evaluation + next steps mapping

Driving questions:
- What are individual and group performance improvement metrics?
- How should this be scaled?
- What are the near term strategic imperatives?

Final progress evaluation report

Future roadmap

www.upskillm.com