Skills Lab: Path to Curation

This learning explores Skills Lab curation best practices and how the workforce learns - which has changed significantly in recent years. You will also walk-through building skill-filled Pathways and view a Skills Lab planning template.

Path to Curation

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Key Learning Points

- Design Pathways that help quickly build users skills and understanding.

- Explore how the workforce is currently learning.

- Devise a plan for your content and Pathway with an easy to use template.

Curation Process

Click each colored number below to dive into the Curation Process!

Scope
Based on learning and business goals, determine whether your learning experience should be a Plan or Pathway.

CLICK EACH NUMBER TO LEARN MORE

THE PATH TO CURATION

1

2

Structure
Outline a clear goal, objectives, audience and the steps/actions needed to achieve it all.

Select
Content Selection goes beyond articles and courses.

3

Contextualize
Create a learner-focused story using your pathway titles and descriptions to provide guidance.

4

Share
Skills Lab data shows that people learn with and through others - managers, peers, and social networks. Encourage *connecting with others on the platform.*

5

Curation Best Practices Activity

This activity will help you to better understand what it takes to curate quality content.

Click the **Get Started button** below to get going.

Rate your expertise in "Educational Technology" ✕

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |

BEGINNER   EXPERT

8

Your knowledge and unique vision of the field are highly sought after. You have a grasp on what the future of your domain will hold and how it might affect people, tools, technology, processes, and the world as a whole. You are recognized as a world-class leader in your field. You are also developing new standards, practices, and innovating beyond the majority of your peers.

Cancel   **Confirm**
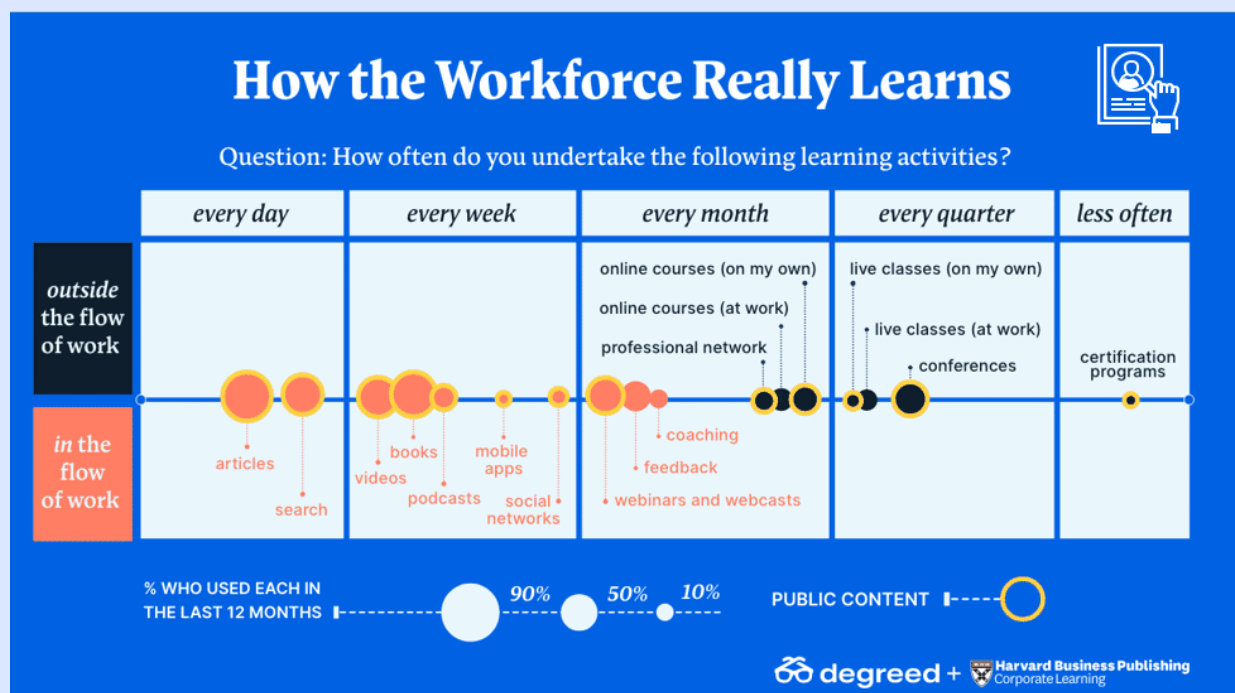
How Does The Workforce REALLY Learn?

The data shows that **public content takes the majority share of all learning activity**. That is a big statement. Although these resources are the primary point of engagement, **oftentimes these resources aren't prioritized in our**

learning environments. During the workday, in the evenings, on the weekend, we are all learning and most of that learning is not created or paid for by our employer.

This is truer now than ever before. I**f you're not leveraging diverse learning items** and providing guidance with context-setting tools around "the why and how" **you're ignoring free resources and opportunities to empower and guide your learner**.

How the Workforce Really Learns

Question: How often do you undertake the following learning activities?

	every day	every week	every month	every quarter	less often
outside the flow of work			online courses (on my own) / online courses (at work) / professional network	live classes (on my own) / live classes (at work) / conferences	certification programs
in the flow of work	articles / search	books / videos / podcasts / mobile apps / social networks	coaching / feedback / webinars and webcasts		

% WHO USED EACH IN THE LAST 12 MONTHS   90%   50%   10%   PUBLIC CONTENT

degreed + Harvard Business Publishing Corporate Learning

Click Image to Enlarge

Learners are looking for guidance on:

- **What** to learn

- **When** to learn

- **How** to learn

- 61% of **learners** said they **need help aligning their learning** to skill gaps.

- 43% of **learners** said they **need application opportunities** for their skill building efforts.

Curation Practices

Click each card below to learn more about great and less than great curation practices.

Great Curation Practices

Pathways are **90 minutes maximum**. Four sections or LESS, no more than 4-6 learning items per section.

Plans and Pathways are **learner goal focused**.

One Skill or Topic at a

Not Great Curation Practices

Remember, Pathways are TARGETED learning, NOT entire courses.

Do not add content that does not have the right context.

Skills Lab: Building Skillful Pathways

Skills are the foundation of the Skills Lab experience. You can build an enhanced and impactful experience by **incorporating skills into every aspect of your design strategies**. Doing this will unlock access to invaluable skills data that can be used to accomplish your business initiatives and drive your workforce learning forward. The below information will help you **build key considerations for designing and curating** great strategies and Pathways that are efficient, effective learning Paths.

Content and Curation Considerations ▬

How will you incorporate skills into your content and curation strategy? Do you have priority skills that need development around the organization? Do you have a consistent taxonomy or Skills Framework that will help connect users to content and opportunities?

Learner Experience —

Do you have a Skills Framework, and do you plan to leverage Skill Measurement? How will users know which skills matter most? Will you leverage a skills taxonomy that is in the language of the learner? Will you develop groups and experiences that create a collaborative and intuitive skills development environment?

Success Measures —

How will you incorporate skill development and measurement into your success strategy? Do you have a vision for what skills progress will look like?

Adoption ▬

What is the value proposition for skills for the various personas across your organization? How will you encourage your learners to rate, review or certify their skills? What's in it for them? How will you ensure skills are updated on a regular basis?

Learner Support   —

How can learners find out more about skill measurement if they are unsure of their options? How will you communicate the importance of skill development to your learners?

Skills Strategy and Content Planning Template

This template is to help in your **curation planning** and with incorporating skills into every aspect of your Skills Lab curation experience. Your Skill Strategy will drive the approach of other workstream learning - ensuring alignment in timing, communication, value proposition and key considerations around **learning, upskilling and change management**.

XLS	**Skills Strategy Design Workbook .xlsx** 230.7 KB	↓

🔒　　　　　Complete the content above before moving on.

(i) **Close the window and return to your Pathway to continue learning more about curation in Skills Lab.**