

# Aspire Learning Journeys



## Product Information FAQ

Question	Answer
<b>What is Aspire?</b>	Aspire is a series of technology career journeys for people working in technology and developer roles. They include sequenced instruction that methodically progresses on prescribed tasks, functions, or roles so an individual can move towards their aspirational role. Included in the journey is practice, assessments and a credential at the culmination of the journey.
<b>Why is Aspire needed in the marketplace?</b>	<p>Organizations desperately need to retain tech talent. A recent <a href="#">CompTIA survey</a> found that there are more than half a million open tech positions in the US. In 2020 there will be a million more jobs available than applicants who can fill them, according to the US Bureau of Labor Statistics. Therefore, organizations won't be able to hire their way to new skills, instead they need to reskill and upskill existing staff.</p> <p>There are certain functions, tasks and activities that a person does in their current role and others that are part of an aspirational role. For instance, you can't just give a Data Analyst the title of Data Scientist because they have been around for a long time in your organization. They need an enhanced set of skills that are built on their current knowledge. This is Aspire.</p>
<b>What is a learning journey?</b>	A digital learning journey is a sequence path of instruction and credentials that builds to an aspirational role.
<b>Isn't that just career pathing?</b>	<p>Nope.</p> <p>This has 4 elements</p> <ol style="list-style-type: none"><li>1. Job Task Orientation – key work functions that the learner performs in the path</li><li>2. Sequenced Instruction – learning content that is prescribed to the learner based on Job Tasks</li><li>3. Practice and Application – opportunities for the learner to perform the requisite tasks of the persona in a safe environment</li></ol>

	<p>4. Credentials – Meaningful incremental validation of skill along the path to the aspirational role.</p> <p>We offer 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.</p>
<b>How does this help the learner?</b>	<p>Technology and Developer professionals need to continuously adapt to new advancements, security threats and something else. To continuously adapt, they need to be learning all the time. Continual learning is an organization’s most important tool in adapting to 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.</p>
<b>How many hours of learning per journey?</b>	<p>Each journey—usually 4 tracks—offers between 50-80 hours of multimodal courseware that includes videos, practice labs, books, audiobooks, test prep and assessments.</p> <p>Why 50-80 hours when other providers offer 10-17 hour paths?</p> <p>We believe that training competent and able tech professionals requires serious preparation, with a commitment to meaningful study and practice culminating in a competency-based assessment.</p> <p>Other providers may offer a faster track to completion, where participants are graded on a curve, based on whoever is taking the course or a quick 10-17 hour path which is a speedy solution that doesn’t deliver robust learning resources, practice labs or assessments based on skills and knowledge</p>
<b>Realistically, how long would it take for a learner to complete the entire journey?</b>	<p>The time to completion will vary depending on the individual. Each learner must receive a passing score on both their assessments and practice labs before progressing. An individual may have to go around the track more than once to fully understand and learn.</p>
<b>What do learners earn upon completion?</b>	<p>Learners earn a meaningful competency-based credential. This is NOT an industry certification, but rather a confirmation of completion of course work and competency-based assessments.</p>

	Learners should be better equipped to go on to take industry certifications if required in a given topic, but these are not administered as part of the current Aspire solution.
<b>How does it help L&amp;D</b>	These journeys ensure consistency across the organization in definitions of roles, saving time in the learning and development department. Discussing aspirational roles also helps to inspire and incentivize tech staff and supports professional development
<b>How is the content vetted? How did we determine what is needed to move from one role to the next?</b>	<p>Aspire journeys are based on our own user data and industry standards, practices and norms. Assessments and matriculation for each journey are based on competency, not how a cohort performs.</p> <p>Several elements of research informed the creation of Aspire Journeys.</p> <ol style="list-style-type: none"> <li>1. An evaluation of our own usage data.</li> <li>2. Market feedback and common customer concerns.</li> <li>3. University curriculums, specifically extension schools, allowing us to target a more professional audience.</li> <li>4. Competitive Analysis.</li> <li>5. Our own informed knowledge of the industry/domain expertise.</li> </ol>
<b>Will there be more than the initial 16 learning journeys?</b>	Yes. Tech and Dev will be focused on building new content that works together in a Journey. And each asset is also released outside of the Journey channel as well.
<b>What kind of content is included?</b>	Aspire journeys will include video courses, practice labs, books, audiobooks, and assessments.
<b>How many journeys are there?</b>	<p>16 Total</p> <p>Data Journey (3)</p> <p>Emerging Technology (1)</p> <p>Pragmatic Programming (3)</p> <p>DevOps Journey (4)</p> <p>Project Management Journey (2)</p> <p>Security Journey (3)</p>
<b>How will a learner's journey be captured/tracked?</b>	Through a personal dashboard and an admin dashboard for L&D.