

Lost in Transition

Turn costly disruptions into opportunities

Build a resilient, adaptable workforce through AI-supported learning that works.

From Skills Gap to Skills Chasm: Can Your Team Keep Up?

Work isn't just changing—it's transforming at warp speed. And your people? They're struggling to keep pace.

But here's the problem: most of your team don't know how to learn effectively on the job. The cost of this disconnect?

- Painfully slow transitions when you need speed
- Resources draining away when you need efficiency
- Your business left vulnerable when you need resilience

How big is this problem? Really big.

In the U.S. alone, there is a loss of \$1.1 trillion in earnings annually. Our [Lost in Transition](#) report breaks it down into three key employee transitions that your organization faces daily:

- New talent entering your workforce
- Teams recovering from restructuring
- Workers adapting to automation (which alone costs \$694 billion)

Look beyond the numbers and you'll find the real issue: we're not teaching people how to learn. Without that foundation, even your most experienced teams struggle. Want to stay ahead? Start by helping your people build better learning habits. Then use AI to make those habits stick.

Teach Your Teams HOW to Learn (Not Just What)

Your training programs probably cover what employees need to know, but do they teach how to actually learn it? This missing piece is why transitions drag on for months—and why so many reskilling investments deliver disappointing returns.

The Lost in Transition report points to two critical factors that determine whether learning sticks: manager support and workplace climate. Both are often overlooked in workforce development. Most managers aren't trained to recognize what effective learning looks like, let alone how to coach it. And most organizations don't consistently reward behaviors like reflection, persistence, or self-direction—despite their noticeable impact on skill development.

“We used to learn to do the work—now learning is the work.”

— Andreas Schleicher, Director for Education and Skills at the Organisation for Economic Co-operation and Development (OECD)

That shift reframes learning as an ongoing responsibility rather than a one-time event. It also signals a broader cultural change that businesses need to embrace if they want their workforce to keep pace.

Ready to drive this change? Here's how:

- Make learning behaviors as important as skill targets in your metrics
- Equip your managers with learning science training that they can use daily
- Incorporate reflection time into your workflows—it's not a luxury, it's essential

This doesn't just benefit employees. It shortens the distance between disruption and productivity. It reduces the cost of reskilling, and it expands internal mobility when adaptability is a strategic advantage. But the challenge is time. Even companies that believe in learning-to-learn strategies often lack the capacity to implement them at scale. That's where AI can play a supporting role—and why it belongs in the next stage of professional development.

AI: Your Learning Culture's Secret Weapon

AI is reshaping how your teams work; let it revolutionize how they learn.

When used intentionally, AI can help organizations scale the type of learning support that typically relies on a skilled manager or coach. It can analyze learning behaviors, surface insights, and prompt actions in real time. This makes it easier for employees to build habits that lead to long-term growth.

Instead of replacing human guidance, AI can extend it. Managers can use AI-driven tools to better understand how employees learn, what strategies they're using, and where they're getting stuck. These insights can inform more personalized support and more effective coaching without requiring a team of learning scientists.

Pearson [recently partnered with Microsoft](#) to explore how tools like Copilot make personalized learning practical at scale. By connecting data about skills, goals, and learning behaviors, AI can help:

- Clarify what each employee is working toward
- Connect individual goals to business needs
- Recommend tailored learning paths
- Nudge employees to stay on track and reflect along the way

AI can track engagement across tools and platforms, helping assess whether people actively apply what they've learned.

“AI is powerful because it can create advanced analytics. Incorporating data tracing into the workplace is the most logical way to measure learning-to-learn skills.”

— Rose Luckin, a leading expert on AI in education

With data tracing, companies can monitor how employees ask questions, interact with feedback, and adjust their strategies over time. These patterns offer a deeper view into how people learn and grow, not just how they perform in a role. And AI can do this on an individual level—something managers simply don't have the time for—helping people learn faster and better.

Of course, technology alone can't shift workplace culture. But it can reinforce the behaviors that matter and make them easier to track and support. For companies serious about developing adaptable teams, this is where learning to learn becomes operational.

A New Approach for a Changing Workforce

Upskilling alone won't prepare today's workforce for what's ahead. The real advantage lies in how people learn and how quickly they can apply new skills on the job.

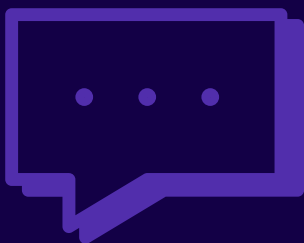
Organizations that develop these skills and support them with scalable AI tools can move faster, retain more talent, and reduce the cost of every disruption.

Small changes, massive results. If we cut upskilling time by just 20% across the U.S. economy, we'd add \$139 billion in earnings. For your company, that means faster productivity, greater adaptability, and sustainable competitive advantage when you need it most.

At a time when transitions are more frequent and the cost of delay is high, companies that prioritize learning to learn will be better positioned to respond to change—and to lead through it.



Let's Talk



Transform Your Team's Learning Today

We're building what's next in workforce development—and your organization deserves to be part of it.

Connect with our team to discover how AI-supported learning can unlock your workforce's full potential.

Learn more at pearson.com/en-us/work.html.