

Lost in Transition

Skills That Stick

Why learning to learn—and verifying it—matters more than ever

Roles are shifting. Technologies evolving. Career paths growing more unpredictable.

For employers, the challenge isn't just about upskilling for known tasks. It's about building a workforce that can learn, adapt, and move the business forward—quickly and confidently.

\$1.1 trillion estimated annual cost to the U.S. economy due to slow job transitions

People make career shifts at three main points:

- From school to work
- After layoffs
- Due to technology-driven job skill changes

For employers, the lack of candidates with the right skills slows down strategic initiatives and business growth. That's a lose-lose for employers and employees.

Much of this loss can be avoided, though. The key is skills verification and learning-to-learn skills. Those are win-wins for your company and your employees.

The Skill That Fuels All Others: Learning-to-Learn

Learning to learn is a set of strategies and behaviors that help individuals learn faster and better.

As your organization changes job requirements quickly, you need to be confident that your workforce can upskill and reskill quickly.

We define learning to learn as actively and intentionally planning how to approach new challenges.

And learning to learn can be taught:

- Students taught self-regulation and metacognition gained seven extra months of academic progress in a year
- Learning-to-learn strategies are linked to lower automation risk across 800 occupations

But most people don't receive this kind of instruction. Data indicates that fewer than half of teen students consistently used effective learning techniques. Adults are even less likely to have these habits.

The problem: Many employees don't have the tools to learn effectively.

That lack of preparation contributes to:

- Slower retraining timelines
- Higher turnover
- Missed opportunities for internal mobility

When you help employees learn to learn, their individual resilience goes up—as does workforce agility.

But learning isn't enough. New skills must be visible and verifiable. That allows employees to showcase their growth (boosting motivation and at-work engagement) and enables employers to act on data and insights.

How You Can Verify Skills at Scale

The ability to learn is essential but hard to quantify. Traditional résumés and degrees say little about how someone learns, adapts, or improves over time.

Digital wallets provide a solution. These platforms allow individuals to capture and share their learning journeys—including credentials, behavioral skills, and practical experiences—in a verified, portable format.

“Students and career-seekers can have a portfolio and portray the variety of skills they’ve developed... giving a more holistic and accurate view of their knowledge and experience than a simple transcript or resume.”

— Lydia Logan of IBM SkillsBuild

Visibility and verification transform how you conduct workforce planning, hire employees and develop workers. Digital wallet platforms allow you to:

- Evaluate learning potential AND technical qualifications
- Track skill growth across teams and roles
- Offer personalized learning based on verified data

Verified skills enable your employees to navigate transitions more confidently and seek new roles and responsibilities.

The Language of Skills

The lack of a common vocabulary of skills is like sand in the gears of workforce development.

- Difficulties aligning learning systems with labor market needs
- Limited mobility for employees
- Inefficiencies in learning and skill development
- Blocked pathways as workers move between traditional and nontraditional roles

Digital wallets can close that gap. They standardize how competencies are described and verified. That makes it easier to:

- Highlight relevant skill needs
- Compare talent fairly
- Connect people to new opportunities

Whether someone gained a skill in a classroom, on the job, or through independent learning, these tools provide a consistent, portable way to showcase growth.

That consistency builds trust and turns diverse experiences into actionable insights for employers.

With this shared language in place, digital wallets offer a unified, transparent way to communicate learning, helping you and your employees make faster, more informed decisions.

Transform Learning into Momentum

You can't afford to rely on traditional training models or outdated assumptions about career paths. Skills are evolving faster—maybe faster than your workforce development systems can respond.

If you prioritize how people learn and use tools to validate that learning, your company will be better prepared for this faster-changing, less predictable environment.

Here's how:

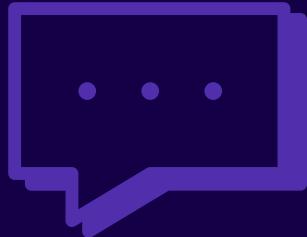
- Embed learning-to-learn strategies into development programs
- Support managers in recognizing and encouraging learning behaviors (discover how AI tools support managers to personalize learning)
- Using technology to track skill development and create clarity

Economic benefits: Reducing the average upskilling time by 20% across the economy would generate \$139 billion in additional earnings.

Business benefits: Employees who know how to learn and can prove it are more adaptable, more engaged, and more likely to stay.

A culture of learning to learn and verified skills is like renewable energy for your business. Workers gain confidence, employers gain visibility, and your workforce is more prepared for the future.

Let's Talk



Make learning measurable. Make it count.

Connect with our team to explore how verified skill development, AI-supported tools, and digital wallets can help your workforce grow with confidence.

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