



The shift from *training* to *capability-building*

Training models aren't one-size-fits-all. Here's how skills-centric strategies differ from traditional models — and why it matters.



Traditional models can fall short when:

- Content has little connection to business priorities
- There's no visibility into skill practice or application
- Managers are uninvolved in the training process
- Training doesn't translate to capability



What a skills-centric model does differently:

- Maps out capabilities to align with business goals
- Provides development pathways that are relevant and practice driven
- Equips managers with prompts and micro coaching
- Gives leaders visibility into progress of skill development and momentum



Why this *shift* matters:

- Teams may adapt faster when capability-building is structured
- Employees can apply new skills sooner
- Leaders get clearer signals on readiness

Ready to make a change? Explore how the skills-driven model can support adaptability.

phoenix.edu/workforce-solutions

