

Training data isn't *skill readiness*



University of Phoenix
Workforce Solutions

Participation shows effort, not readiness. Skill-building requires a different kind of visibility. See how training data and skills intelligence can answer different questions about your development programs.



Comparison Framework

Training Data	Skills Intelligence
Shows activity, including:	Offers insight into:
Courses assigned	Skills associated with roles
Courses completed	Skill patterns across teams
Hours logged	Areas of emerging risk
Content libraries accessed	Signals tied to work demands
Can tell you:	Helps uncover:
Participation levels (who participated)	Where skills may be forming slowly
Content usage (when training was completed)	Where gaps may affect critical roles
Program adoption (whether the development program is being used)	Where attention may be needed first
May not tell you:	Can help provide:
Whether skills are applied	Context for decision-making
Which gaps matter most	Earlier visibility into potential gaps
Where readiness may be declining	A shared reference point for leaders
How roles are changing	Leaders use it to:
Leaders use it to:	Prioritize development
Report activity	Focus conversations
Justify spend	Identify areas of risk
Track completion	



From measuring learning activity → to improving skill visibility

Workforce decisions are only as strong as the insight behind them. *Explore how we can help.*

phoenix.edu/business/skills-intelligence