

How L&D Professionals Are Using **Digital Bootcamps** To Build Teams Of Tomorrow



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Chapter 1

Five Ways Digital Bootcamps Help You Create A Future-Ready Workforce

With the massive changes occurring in the digital economy today, enterprises face a challenge in creating and maintaining a future-ready workforce. Traditional job skills training involves skills assessment and testing, in-person classroom instruction, and on-the-job training.

The confluence of digital transformation and pandemic-mandated remote work has had two effects. First, many of the roles that enterprises need to fill call for digital skill experts, which can be developed internally as well as recruited from outside. Second, in-person training has become impractical for many workers. Thus, enterprises need skills training that can be delivered effectively and efficiently online.

Online training has evolved from massively open online courses (MOOCs) to incorporate on-demand video content. At the same time, bootcamp-style training has been established as an effective style of training in digital economy skills.

The structure of this training is the key to digital bootcamp benefits.

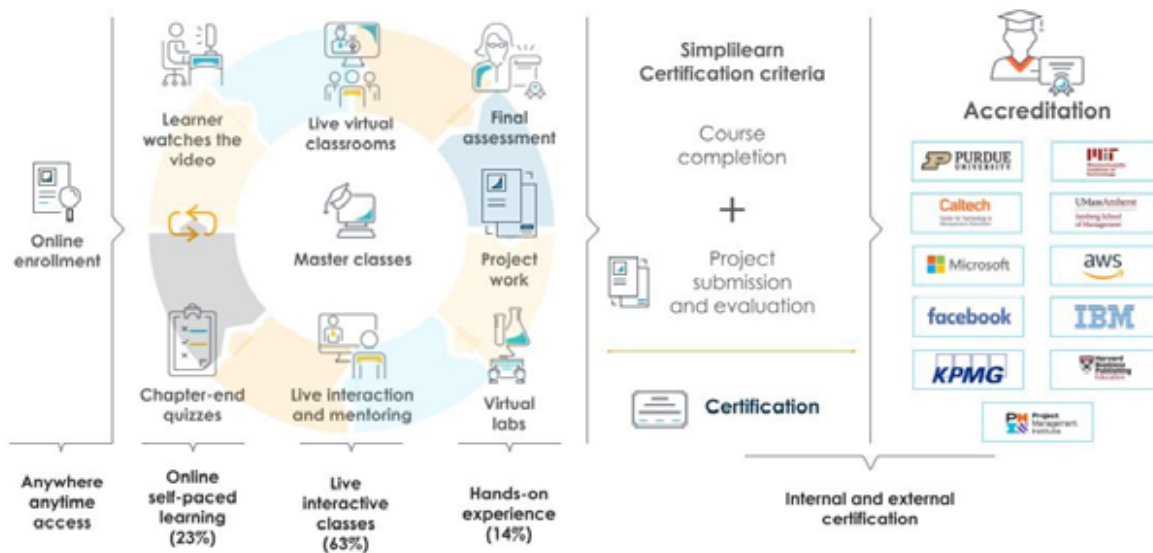
Online bootcamps are designed for the same active learning environment with high impact as in-person bootcamps, as shown in the figure. Learners use self-paced videos and quizzes to prepare for the content of each chapter in each course.

They then participate in live virtual classrooms where instructors help them understand the material in each chapter. The learning platform lets them carry out hands-on lab exercises associated with each chapter and projects that may span material from more than one chapter.

The learning platform gives learners opportunities for live interaction with peers and teaching assistants to help them understand any difficult material. The lab and project assessments and chapter-end and course final exams take place online.

At the end of each course, the instructor verifies that each student has completed the course requirements satisfactorily to earn Simplilearn certification. Depending on the course, there may be an additional certification exam with an external party such as PMI or Axelos to let the learner earn an industry-standard certification such as PMP or ITIL.

Online Bootcamp: Active Learning - High Impact



Today, the **two approaches** have been blended into **online digital bootcamps**. These provide the **individualized instruction** of a bootcamp with the **flexibility and reach** of online delivery.

Here's a typical use case for digital bootcamps in enterprise skilling:

A multinational technology consulting firm determined that it needed to upskill its consultants in skills relating to digital transformation in response to shifting demands from existing and prospective customers. They worked with a digital bootcamp provider to identify the skill gaps in their consultant workforce and develop a skilling program integrated with their

workforce development system. This digital bootcamp program makes a catalog of digital skills courses available to all members of the workforce and tracks each consultant's progress in acquiring the specific skills they need to fill their personal skills gap. As a result of this program, the firm is able to bid on more digital transformation projects of bigger scope than before.



Here are some of the features that drive digital bootcamp benefits in skills training:



1. Live virtual classrooms

Real expert instructors provide live instruction with live interaction.

Benefit: High engagement with the material and a high rate of knowledge retention.



2. Virtual lab platform

Learners can access the tools and testbeds they need to conduct labs and projects without having to invest-in and install specialized hardware or software. The digital bootcamp provider makes the required virtual machines and software for the learning platform, labs, and projects available via the cloud, which makes them accessible to learners virtually anywhere with an internet connection and web browser.

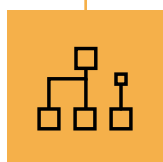
Benefit: Learners can start working on labs and projects right away and receive fast turnaround on feedback.



3. Learning plan tools

Administrators of digital bootcamps can establish personalized learning plans for their employees and monitor each individual's progress through the stages of the learning plan.

Benefit: Tailored workforce development to fill the specific skill gaps in the enterprise.



4. Role-based learning paths

Digital bootcamps can support learning paths made up of related courses that provide the complementary set of skills for defined

job roles. For example, Data Science and Data Analytics courses can be combined into different learning paths for the Data Scientist role, the Data Analyst role, or the Data Engineer role.

Benefit: Targeted training that prepares employees quickly and comprehensively to fill needed roles in the business, lowering the cost and time to fill those roles with a fully-onboarded employee.

Digital bootcamps are ideal for **upskilling**:

For example, when a new technology like cloud computing or blockchain emerges, digital bootcamps provide a fast and effective way for your existing employees to add those skills to their repertoire.

A good digital bootcamp provider will continually refresh and expand its inventory of courses and programs to keep up with new technologies, techniques, and tools.

Digital bootcamps are also well-suited for **reskilling**:

For example, when a new technology like cloud computing or blockchain emerges, digital bootcamps provide a fast and effective way for your existing employees to add those skills to their repertoire.

A good digital bootcamp provider will continually refresh and expand its inventory of courses and programs to keep up with new technologies, techniques, and tools.

Coming Up: [Chapter 2](#) >>



Chapter 2

Upskilling And Reskilling Secrets For Your Next Online Training Bootcamp

Upskilling and reskilling are critical issues for enterprise skill development training. The rapid pace of digital transformation and the pervasive changes caused in response to the pandemic have reduced or eliminated the need for many pre-existing job roles, while simultaneously changing and expanding existing roles, as well as creating new roles.

When existing job roles change and expand, people in those roles have to **change and expand their skill sets.**

Sometimes the changes are so extensive that the new roles require a broad array of new skills. Upskilling provides people with the new, expanded, and updated skills to fill new duties and responsibilities in their job roles. Digital bootcamps are ideal for upskilling in skill development training.

Here are several examples of using skill development training for upskilling:

- ✓ As the amount of data generated by online commerce, consumer behavior, and digital sensors has exploded, the skill set for compiling, analyzing, and understanding that data has transformed. Data analysts need new skills for accessing, processing, and visualizing data. **Database managers now must acquire the skills of data engineers.** The new role of Data Scientist requires additional skills to design the architecture of data systems and applications. In all of these roles, existing employees must acquire new or updated skills to fill the new requirements imposed on their roles.
- ✓ Software developers and engineers once needed to learn new programming languages as industry preferences shifted. Today, **they are often required to obtain skills in full stack web development and DevOps**, to deal with continuous development and deployment approaches that are being adopted more and more commonly.
- ✓ Digital marketing has expanded into a holistic set of disciplines that each require specialized skills. **Digital marketers need to cross-train** in search engine optimization, search engine marketing, pay per click advertising, social media, email marketing, content marketing, and other digital marketing skills.
- ✓ When job roles become obsolete, your company can avoid laying off the affected employees by reskilling them to suit other roles remaining in the company. Additionally, when new technologies and new business requirements create entirely new job roles in the enterprise, **current employees are often the ideal candidates to fill those roles with the proper training in the required new skill sets.**

Digital bootcamps are perfect for skill development training related to reskilling.

Here are examples of reskilling needs driven by digital transformation:

- ✔ In retail, the shift to non-contact procedures and ecommerce have led to reductions in the number of employees in brick and mortar stores. Some companies have reskilled employees from their stores to become ecommerce specialists, in roles such as Digital Merchandiser.
- ✔ In manufacturing, the ongoing conversion from manual controls to digital controls has led to reskilling opportunities for machinists and designers to fill the roles in completely digital design-to-build workflows.

When you engage with a digital bootcamp provider like Simplilearn to provide digital skilling for your enterprise, you should insist that they begin the process with 2 steps:

- ✔ The digital bootcamp provider should work with you to identify the digital economy roles in your organization and take an inventory of the people in those roles. The provider should help you conduct a skills assessment to determine whether each person in your digital economy operation needs training in skills for their current role or upskilling into some other role that needs to be filled.
- ✔ After taking a roles and skills Inventory, the digital bootcamp provider should work with you to configure an enterprise skilling program to provide sufficient training to fulfill your skilling needs in a way that fits your organization's culture and operating style. The enterprise skilling program takes account of your team members' current skill levels and geographic locations, and your organization's preferred way of managing learning and development.

As enterprises continuously assess their changing skills needs, they also need to assess their current skills inventory.

Assessing each employee's skill set and core competencies gives the enterprise the knowledge it needs to match employees to new requirements and to plan out personalized skill development plans.

When new roles open up, or when existing roles evolve to require new skills, the enterprise can turn to its skills inventory to identify which existing employees can fill those roles and what skills they will need to make the transition successfully.

This lets the enterprise make an informed decision on whether to hire from the outside, or to upskill and/or reskill from the inside.

The enterprise can also compare the skills inventory of its workforce with industry-standard role-aligned skill sets.

This is part of the skills gap analysis that shows where the workforce needs upskilling and reskilling to remain competitive in its industry sector. Upskilling and reskilling can substantially reduce the cost and delays involved in filling changing job roles.

Coming Up: [Chapter 3 >>](#)





Chapter 3

Contextualized Learning At Its Finest: Top Tips To Foster Real-World Application With Online Bootcamps

A distinct advantage of digital bootcamps is their blended modalities of instruction. In addition to virtual classrooms and self-study audiovisual materials, digital bootcamps include hands-on training labs and projects. This approach differentiates digital bootcamps from MOOCs and self-paced learning videos.

Hands-on training allows learning by doing, with learners applying the concepts and skills they are learning in practical examples.

When digital bootcamps align their learning paths with the job roles that enterprises need, it provides a faster and more effective learning experience.

In a blended learning environment, self-study materials get reinforcement from classroom instruction and interaction to clarify concepts and demonstrate skills in action.

An important capability of digital bootcamps is contextualized learning

Contextualized learning puts the learning process into the learner's world of work, so that lessons and exercises reinforce (and are reinforced by) the learner's job tasks.

It includes:

- ▶ Hands on experience
- ▶ Integrated learning
- ▶ Applied learning
- ▶ Real world education
- ▶ Project based learning
- ▶ Active learning
- ▶ Classroom to career

Classroom examples can include solving problems that typically arise in the learners' work. **Labs can engage learners in hands-on exercises** that require them to apply their new skills directly. Projects can take the form of case studies, where real-world situations form the basis of the assignment. This contextualized learning allows learners to make the **direct connection between the skill training and it's on-the-job application.**

The virtual lab and project platform then lets the learners practice the skill for themselves. They attempt to use the skills and **get immediate feedback** on whether they have succeeded, as well as what adjustments they need to make if they have fallen short. They can then repeat the exercise until they feel confident in their mastery of the skill.

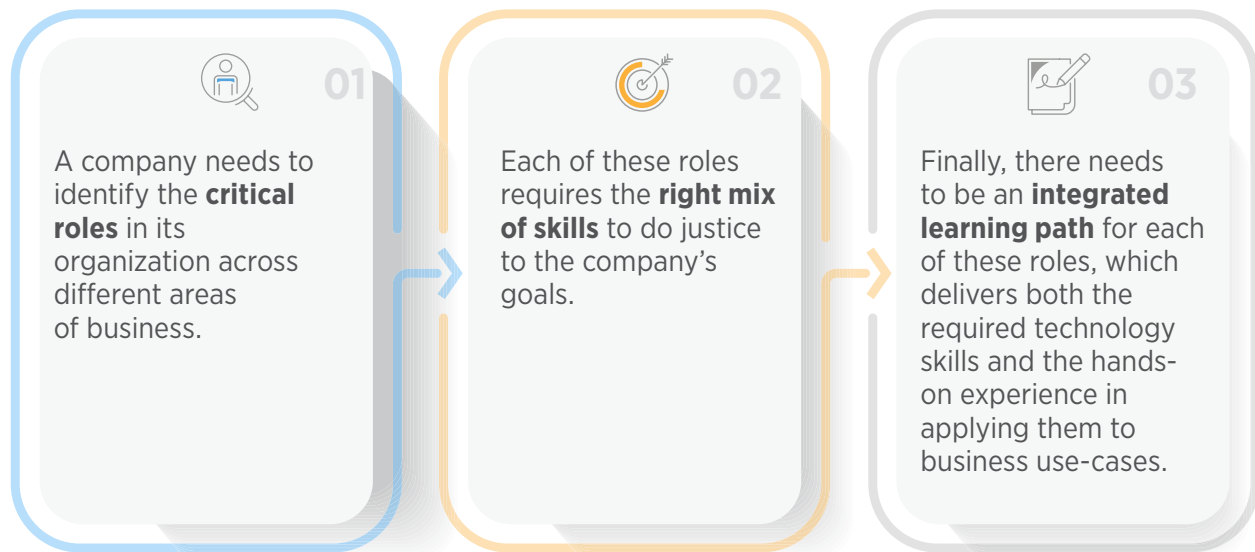
Digital bootcamps also support supplemental educational opportunities to deepen the learners' understanding of the skill and its application. These include

masterclasses with experts in the field who can provide deeper insights into the industry and technology, especially with regard to real-world applications.

Many bootcamps also include **Ask Me Anything sessions** that allow learners to ask experts about the specific issues and topics that hold their interest or give them trouble. AMAs increase learner engagement and reduce frustrations with sticking points in the learning process.

For comprehensive role-aligned skilling programs that comprise a complete set of related courses, the digital bootcamp guides learners through **a series of courses in a defined sequence.**

The program builds the learners' skills step-by-step to ensure that each learner has the foundation of knowledge and skills to move forward through each step of the program. At each step, the learner can demonstrate a greater level of **hands-on skill in solving real-world problems in the subject area.**



Such comprehensive role-aligned programs can incorporate a capstone project. The capstone project requires the learner to draw on all of the skills they have gained in the program to simulate a real-world project they might be called on to implement in an actual work environment.

Digital bootcamps can act as mini-apprenticeships, giving learners experience with skills in a supportive learning environment.

Each learner builds the set of skills they need for their assigned job role, whether that is their existing role or a new one the enterprise needs them to take on.

Coming Up: [Chapter 4](#) >>

A photograph of three business professionals (two women and one man) in a meeting, looking at a laptop. The image is overlaid with a semi-transparent orange box containing the chapter title. In the background, there are digital data visualizations, including charts, graphs, and numbers like '411.08', '462.93', and '238.38'.

Chapter 4

How To Leverage Role-Aligned Learning Paths In Your Digital Bootcamp Strategy

Digital economy jobs generally fall into a defined set of roles. For example, data-related jobs tend to fall into the roles of Data Scientist, Data Analyst, and Data Engineer. (See Simplilearn’s Role-Aligned Skilling Whitepaper).

Role-aligned learning paths match the set of skills a job role requires with the corresponding skill training courses. **Role-aligned learning paths offer enterprises significant advantages over course catalogs.** They simplify the task of choosing the right courses for an employee moving into a different or expanded role. They also provide the correct sequence of courses to build the employee’s skills in an effective, progressive, and rapid manner.

In the process of digital transformation, enterprises need to take an inventory of the current job roles their workforce fills and the set of new or modified roles that the enterprise needs to fill in the future. **The enterprise can then match up existing employees with roles that need to be filled and the timelines by which that must be done.** Where existing employees line up with required roles, the enterprise can use digital bootcamps that offer role-aligned learning paths to transition those workers into the required roles.



Where there is not a good match between a needed role and existing staff, the enterprise can look for outside candidates. **Digital bootcamps can help in onboarding new hires by filling in any gaps in their skill sets and ensuring they are trained in the company's methods and standards.**

As enterprises have realigned their job roles to adjust to pandemic restrictions and emerging technologies, remote work has proliferated. Digital bootcamps with role-aligned learning paths are an ideal way to address these changes.

The role-aligned learning paths help employees transition quickly and efficiently into the new roles created by the remote-work realignment, and the online delivery method makes the digital bootcamps available across the entire organization.

It's important to note that a role-aligned learning path is not a rigid program of set courses. They can be individualized to the capabilities and skill gaps of specific employees. **What they do provide is a baseline for evaluating an individual's skill set against the requirements of a role they are going to fill.**

Because role-aligned learning paths are actively designed to build a skill set effectively and efficiently, **they can reduce the time to make an employee effective in a new role.** The sequence of courses in the path gives the employee the foundation for success at each subsequent stage of the path, which helps the employee become more confident and capable at each stage.

In the same way, role-aligned learning paths in digital bootcamps reduce the cost of training an employee in the full complement of skills their new role requires. The learning path directs the employee toward the specific courses that they need for their new role. The digital bootcamp format means **there are no travel or housing costs associated with the training, and flexible scheduling means no time lost from work** to attend in-person classroom training.

A training provider that maintains and continuously refreshes a comprehensive set of role-aligned learning paths for its digital bootcamps can provide guidance in planning for emerging technologies and future industry developments. As change affects your enterprise, you can expect that provider to have role-aligned learning paths ready for the new roles you will need to fill.

Coming Up: [Chapter 5 >>](#)



Chapter 5

Eight Key Digital Transformation Skills And Proven Strategies For Virtual Training Bootcamps

Digital transformation is essential to business survival.

Emerging technologies transform industries and force companies to change their business models in response.

Other external drivers, like the COVID-19 pandemic, require digital adaptations within the enterprise. Some digital skills are core to digital transformation.

Data Science and Analytics

Artificial Intelligence & Machine Learning

Robotic Process Automation

Digital Marketing

DevOps

Project and Program Management

Cybersecurity

Digital Transformation



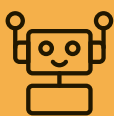
Data Science and Analytics have become essential as more of the economy has transitioned to digital and digital-enabled processes. Everything that happens in the online environment generates a data stream; increasingly, so does what happens in the physical world because of the sensors and interfaces that make up the Internet of Things (IoT).

[Browse Simplilearn's Data Science and Analytics certification courses and programs.](#)



Artificial Intelligence (AI) and Machine Learning (ML) continually advance with more capable and affordable hardware and a deeper understanding of data patterns and algorithms. Where once AI and ML were considered luxuries suited to experimental use by large enterprises and research institutions, they now are available to a much wider range of businesses and organizations, and they are increasingly becoming necessities for dealing with massive and growing volumes of data that threaten to overwhelm human analysts and decision makers.

[Browse Simplilearn's AI and ML certification courses and programs.](#)



Robotic Process Automation (RPA) is a modern take on business process reengineering. It adds the layer of digital systems design and management to enable business processes to be controlled and directed in the digital domain.

[Look into Simplilearn's Introduction to RPA certification course.](#)



Digital Marketing has grown over the years as consumers and businesses move more of their shopping and buying behavior online. In the wake of the pandemic and its associated lockdowns, digital marketing has become the main way - sometimes the only way - of advertising and selling for many businesses.



Social media and online reviews have transformed word of mouth marketing, email has transformed direct marketing, and online advertising, search engine marketing, and ecommerce have disrupted traditional mass marketing and in-store merchandising.

[Browse Simplilearn's Digital Marketing certification courses and programs.](#)



The concept of **DevOps** has emerged as a result of the migration from hard-coding software to web-based software-as-a-service development models. When the latest release of an application is instantly available via the web, companies have the opportunity to update to new releases continuously for a constantly-improving user experience. DevOps creates a cycle of continuous integration (development and testing) of software and continuous deployment of new releases. The tools, systems, and processes associated with DevOps have been extended to other aspects of digital operations, such as security (DevSecOps) and artificial intelligence (DevAIOps).

[Browse Simplilearn's DevOps certification courses and programs.](#)



Project and Program Management are skills that are essential to digital transformation, although they are not digital skills themselves. One of the most significant recent developments in project management is the Agile methodology, which emerged from software development. Applying Agile and other project management techniques to digital transformation projects and programs can substantially improve their quality and success rate.

[Browse Simplilearn's Project Management certification courses and programs.](#)





Cybersecurity has become critical as digital transformation has extended digital operations into every aspect of business, commerce, and leisure activities. With our digital lives present with us not only in our homes and offices, but in our smartphones, our cars, and even our wristwatches, every aspect of our lives is now vulnerable to malicious cyberattacks that can steal our private information or disrupt the systems we depend on in everyday life.

[Browse Simplilearn's Cyber Security certification courses and programs.](#)



Of course, one of the key digital transformation skills is **digital transformation management** itself. This integrates design thinking, Agile business techniques, digital marketing, and leadership skills into a holistic view of a business's digital transformation journey.

[Browse Simplilearn's Digital Transformation and Design Thinking certification courses and programs.](#)



Coming Up: **Chapter 6** >>

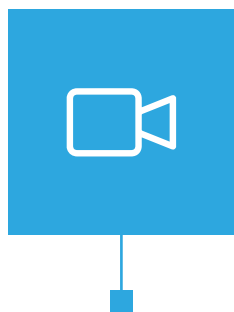


Chapter 6

Eight Just-in-Time Support Tools To Combine With Your Digital Bootcamp Strategy

Digital bootcamps are part of an overall training and workforce development strategy.

Outside of the focused experience of the bootcamp, learners can turn to many other resources to reinforce and advance their skilling journey. These allow organizations to apply just-in-time measures for developing and maintaining employees' skill sets.



Video content provides overviews and tutorials for many skills. These can be useful for gaining initial exposure to a skill area or for a quick refresher on a skill or technique. However, video content is not interactive: it presents material and allows the learner to pause and rewatch segments, but it cannot respond to any specific questions the learner may have about the content, and it cannot evaluate the learner's answers to quizzes or exercises.



Blogs provide updated information about an industry, technology, or skill area. Blogs can provide news reports about latest developments, views from relevant experts, or quick examples of how to use the technology or skill. They generally provide a superficial or summary look at each topic area, and they often provide links to other sources for further investigation.



Articles provide more substantial treatment of topics about an industry, technology, or skill set. Articles generally have more space to develop the topics a blog might cover; the deeper treatment generally means they are backed with references and published on a more deliberately-paced schedule.



eBooks gather even more related information about a topic than single articles can. Some ebooks represent an information-gathering and analysis project, while in other cases ebooks are compilations of existing articles in the topic area.



Webinars serve a similar purpose to blogs in that they provide current information in an easily accessible form. Webinars allow attendees to get information directly from experts and practitioners, and they often let attendees ask questions directly of the presenters. Webinars provide a higher level of engagement than pre-recorded video content, and they can be recorded and repurposed as video content.



Short courses structure self-learning materials, such as videos, into specific skill training. They can incorporate quizzes and tests that verify whether the learner has understood the material. Short courses are good as refreshers and as introductory exposure to a skill or skill area, as a prelude to participating in a full digital bootcamp.



Integration with work management systems allows enterprises to keep track of an employee's on-the-job performance and flag areas in which the employee may need additional training or skill refreshers. Systems that monitor productivity and error rates provide indicators as to which employees can benefit from additional skills training. This lets the enterprise direct employees to just-in-time support tools to help them raise their performance back to expected levels.



Integration with internal learning & development management systems allows HR and L&D managers maintain a current skills inventory for individual employees and the organization as a whole. This provides guidance in planning skill development for the organization's employees to fill current and anticipated skills gaps. It also allows L&D managers to track the progress of employees through skill training programs toward the assigned goals the enterprise and employees have agreed upon.

These just-in-time support tools help organizations keep track of their employees' strengths and weaknesses, and direct preventive and corrective actions to keep their skills sharp.

They help ensure that employees' skills don't deteriorate over time, but instead are continuously refreshed and improved.

Simplilearn offers extensive just-in-time support tools through its website:

Resources section (<https://www.simplilearn.com/resources>) and its

YouTube channel (<https://www.youtube.com/c/SimplilearnOfficial>).

Coming Up: **Chapter 7** >>



Chapter 7

Six Common Digital Bootcamp Myths & Misconceptions (And The Truths Behind Them)

The term “digital bootcamp” may evoke some preconceptions and images of a certain learning experience.

Some of these digital bootcamp myths are misconceptions about what digital bootcamps are and aren’t.

These myths may cause L&D managers to be hesitant to consider digital bootcamps as an alternative to in-person training or other training modalities.

Myth #1

Digital bootcamps *require time out of work* for a dedicated period of time.

Reality

While traditional in-person bootcamp programs call for learners to devote themselves to the bootcamp full-time for a period of days or weeks, digital bootcamps don’t require learners to travel physically to the program, so there is no mandate to complete the

program in a single, uninterrupted block of time. Sessions of the digital bootcamp can be scheduled around the learner's other daily obligations for work, school, and family time.

Myth #2

Digital bootcamps ***require an investment in hardware and software*** for the learner's platform.

Reality

Digital bootcamps do not require individual learners to have their own hardware and software setup for a learning workstation. A digital bootcamp can provide a cloud-based, virtual environment for each learner so they can access all of the processing power and software tools they need via the online platform.

Myth #3

Digital bootcamps are ***only suited for tech-savvy learners***.

Reality

Digital bootcamps often offer learners preparation time to get up-to-speed with the prerequisite skills and knowledge for the bootcamp program. In many skill areas, digital bootcamps are accessible to learners who have basic skills in using web browsers to access and navigate content.

Myth #4

Digital bootcamps ***leave learners isolated and without support***.

Reality

Traditional in-person bootcamps have on-site instructors and in-person interaction between learners, which may seem to be a differentiation from digital bootcamps. However, well-designed digital bootcamps provide live virtual classrooms for interaction with instructors, direct online communication with teaching assistants, and social platforms for peer interaction amongst learners.

Myth #5

Digital bootcamps *can't be scaled to enterprise workforces.*

Reality

Enterprises often seek to scale in-person training programs by contracting for in-house training sessions that allow for a rapid turnover of employee training batches. However, digital bootcamps scale differently and, in some ways, more efficiently than in-person training does. Digital bootcamps can be deployed to everyone in the enterprise who needs training, via the internet.

Where in-person training may be limited by how much of the workforce can be diverted from work into training at any one time, the enterprise can direct all of the workforce into digital bootcamps at once, if it wishes, without disrupting production. The limitation on the number of employees that can go through the digital bootcamp at one time is based on the training capacity negotiated between the enterprise and the bootcamp provider.

Myth #6

Digital bootcamps have *low completion rates.*

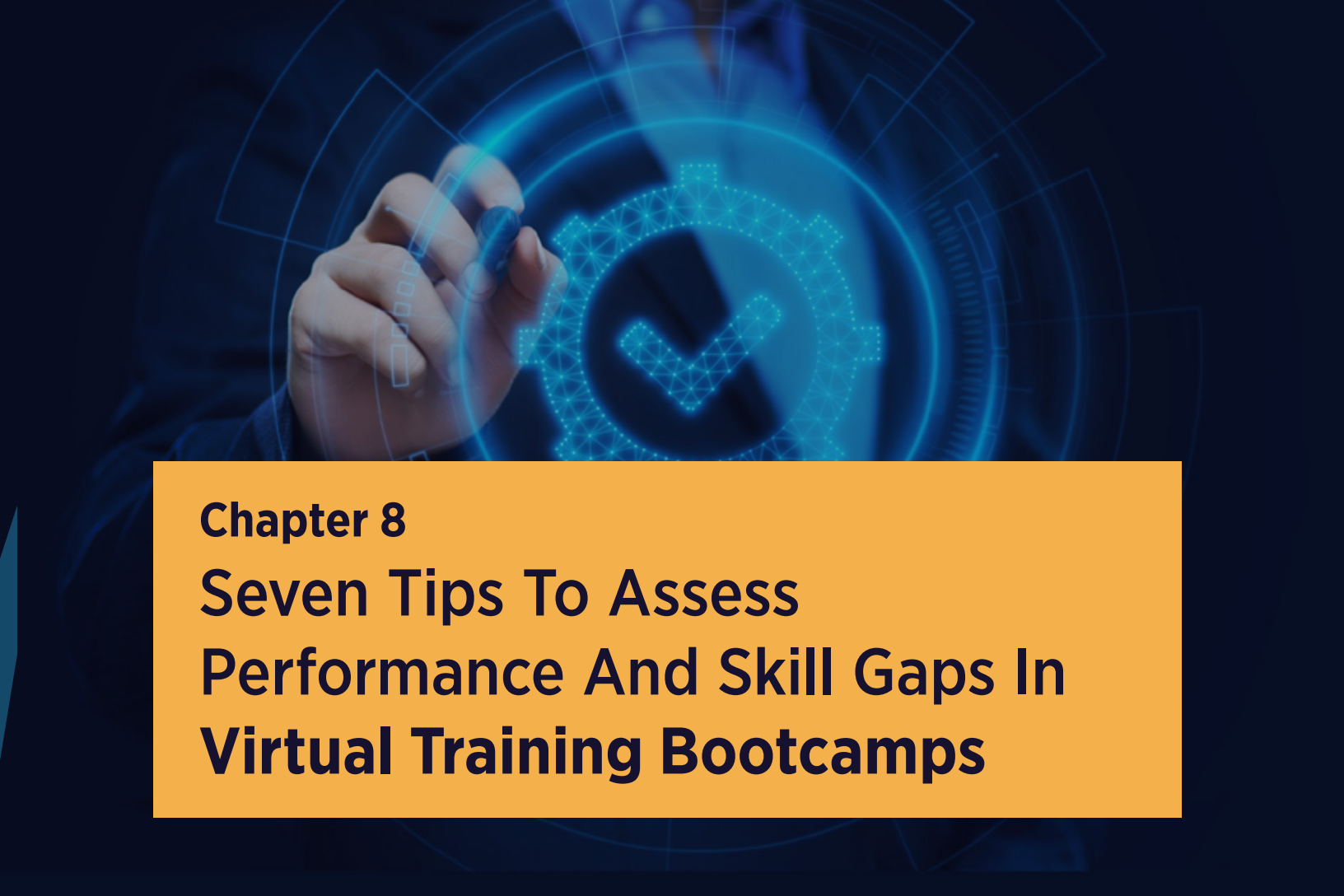
Reality

Massive online open courses (MOOCs) are the original model for online training courses, and these have proven to have poor completion rates (below 30 percent, and in many cases, below 10 percent). However, digital bootcamps are not MOOCs. Instead, digital bootcamps incorporate much more interaction and individualized attention to learners.

Well-designed digital bootcamps incorporate learner progress tracking and automated learner prompts to keep learners on the program's timeline, along with learner success assessments to detect and respond to any learners that show signs of not understanding the material or demonstrating the skills being taught. A good digital bootcamp has completion rates above 80 percent, and often into the 90s.

Clearly the myths surrounding digital bootcamps don't reflect reality.

***On the contrary:* digital bootcamps have many substantial advantages over traditional in-person bootcamps and training programs.**



Chapter 8

Seven Tips To Assess Performance And Skill Gaps In Virtual Training Bootcamps

To make the best use of digital bootcamps for skilling and workforce development in your enterprise, **it's important to use the right tools to understand what skills you need to focus on and whom in your workforce you should target for skill development.**

Tip #1

Pre-assessment of the organization's needs and skills gaps

Before embarking on an enterprise program for reskilling and upskilling with digital bootcamps, you need to assess your organization's current and future skills requirements, taking into account your organization's plans for adopting new technologies and new business models. You should carry this assessment down to the department level to determine where skills are used and where there are gaps between what skills are (and will be) needed and what skills are available. Your bootcamp provider will be able to give you insights into the technologies and job roles emerging in your industry.

Tip #2

Skill assessments for the members of your workforce

As part of the assessment of your skills gaps, your organization should work with the bootcamp provider to assess the existing skills inventory of your workforce at the aggregate level and at the individual level.

The assessment should look both at the skills your employees use in their current positions and the skills they possess but aren't currently using at work.

This latter aspect can help you find opportunities to offer employees reassignments that let them use their hidden skills to the best advantage of both themselves and your organization.

Tip #3

In-course progress monitoring

To be effective, your digital bootcamp provider should include ongoing learner monitoring for both engagement and progress. The learning platform should track the progress of learners through each phase of courses and each course of role-aligned learning paths. The platform should provide automated and human interventions to prompt the learners to keep pace with the course schedule for timely completion.

The monitoring function should also track how well the learner is progressing in skills acquisition. If a learner is struggling to demonstrate mastery of the material and the skills in the course, the system should suggest interventions that help the learner get back on track.

Tip #4

Automated evaluation of tests, labs, and projects

The learning platform should use automation, including AI and machine learning, to evaluate and grade quizzes, tests, labs, and projects. In some instances, the automated evaluation

provides a score to judge the learner's performance. In other instances, the automated evaluation provides information for decision support to let the instructor or teaching assistant make a rapid and well-informed decision about the learner's demonstration of understanding and skill proficiency.

Tip #5

Skill certification tracking

The digital bootcamp platform's administrative tools should include tracking the actual issuance of certifications to learners. Some certifications may be issued by the bootcamp provider directly, while others will require testing by industry bodies or technology providers. Tracking certifications gives you a record of the satisfactory completion of the training and also provides the information you need to keep your organizational skills inventory up to date.

Tip #6

Role-aligned learning path progress tracking

For learners enrolled in multi-course role-aligned learning paths, the bootcamp learning platform should track progress through all of the courses in the learning path. The platform should report both the completion of each course in the path and the overall completion of the aggregate requirements for successful completion of the total learning path.

Your organization should have the information it needs to determine which employees have the full skill sets for their assigned roles, which skills they need to fill out their current roles, and what skill foundation they have for future roles that your organization needs.

Tip #7

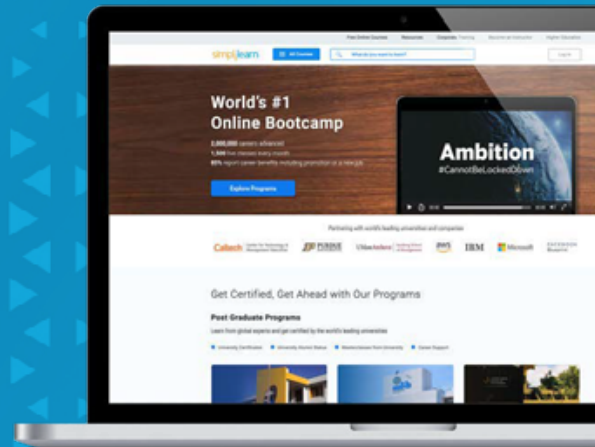
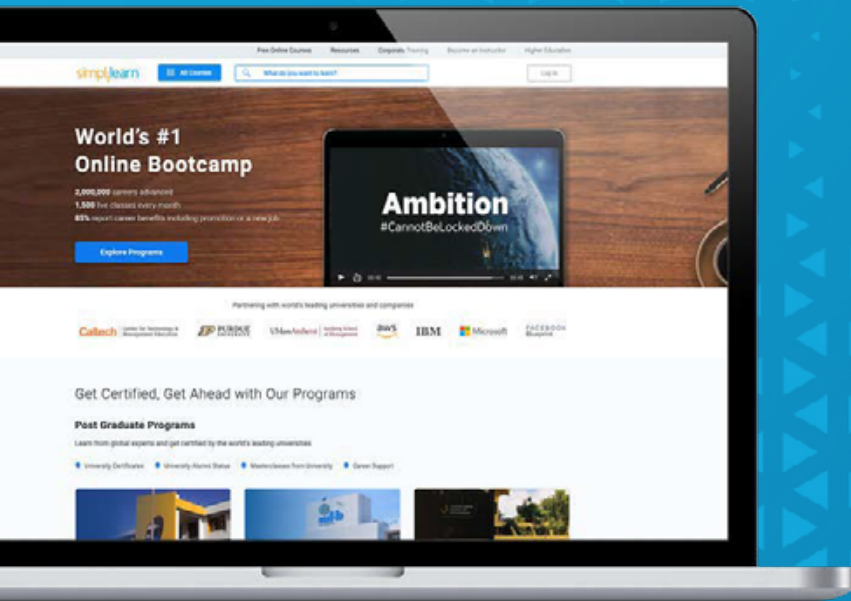
Alignment with specific organizational needs

Your digital bootcamp provider should be able to match the labs and projects in its curriculum to your organization's specific needs. A good example is the capstone project of a role-aligned learning path. The capstone project asks the learner to apply all of the skills from the learning path into an industry-aligned project that simulates a real on-the-job challenge. Your bootcamp provider should be able to work with you to use project specifications that directly relate to your business, so you can assess the employee's skills against the requirements of your business.

A well-designed digital bootcamp program with these assessment tools will provide you maximum effectiveness. Your learners will achieve high course completion rates and high levels of proficiency in skills you want them to have. Your organization will fill its current and emerging skills gaps quickly and efficiently.



Coming Up: **Chapter 9** >>



Chapter 9

About Simplilearn: The World's #1 Online Bootcamp Provider

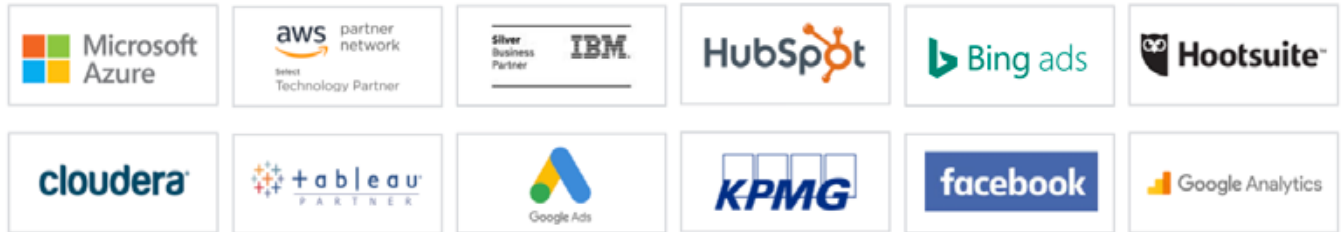
Simplilearn offers digital bootcamp courses and programs that support both individual and enterprise skill development.

Simplilearn's Programs are Designed in Partnership With World-Renowned Institutions:

The best academic partners



Industry leaders



Standards bodies that define skill benchmarks



Simplilearn’s enterprise skilling programs can draw upon our entire catalog of offerings:

Paid Programs	Free Programs
<ul style="list-style-type: none">✔ Post Graduate Programs✔ Master’s Programs✔ Certification Courses	<ul style="list-style-type: none">✔ SkillUp courses

Paid Programs

✔ Certification courses

often in collaboration with industry leaders, to enable learners to become proficient in specific skills and earn certificates from Simplilearn and from standards organizations.

✔ Master's programs

that integrate a series of courses into a larger training regimen to provide learners with a complete set of skills around a specific digital economy role. The certifications the learners earn in the individual courses are supplemented by an overall Master's program certification that attests to their full skill sets.

✔ Post Graduate Programs

that build on Master's programs by associating them with leading academic institutions. Our academic partners and collaborators aid in curriculum development and offer masterclasses by their faculty. The Post Graduate Programs culminate in capstone projects that require learners to draw on all the skills they've gained in the program and integrate them into industry-based projects that can become part of their professional portfolios.

Free Programs

✔ SkillUp free short courses,

using self-study materials and video content to provide introductory and refresher courses in a wide range of digital economy skills.

Simplilearn's Approach is Simple, Focused and Comprehensive

Our role-based learning paths provide a concise and simplified outline of the skills that will make your task as an L&D manager easier. You don't need to map your organization's job roles to skills and then assemble sets of courses to match: Simplilearn has done that work for you.



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