

***T*alent Lifecycle Development Plan**

***K*EdTech Solutions, Inc.**

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Organizational Challenge

KEdTech Solutions, our mid-sized SaaS company serving learning institutions, is experiencing turnover rates higher than industry norms. Exit interviews consistently point to two issues:

- Lack of professional development opportunities
- Inadequate recognition for contributions.

This plan proposes specific strategies that will help attract, develop, and retain high-quality talent by prioritizing learning and continuous growth.

Section 1: The Impact of Learning & Development on Talent Attraction

A strong Learning & Development (L&D) program is key to improving an organization's ability to attract high-quality talent. In the fast-moving tech industry, where skill requirements can change quickly, candidates seek employers that support their long-term growth. L&D is non just a perk anymore; it's an expectation, especially for Millennial and Gen Z workers, who often view learning as essential to career advancement.

Data Insight & (Hypothetical) Example:

According to Jim Rush of the Bank of Montreal's Institute for Learning, their approach of embedding learning into day-to-day work led to improved bottom-line outcomes. Similarly, an internal survey at a SaaS company comparable to KEdTech showed a 25% increase in high-quality applicants and a 15% reduction in hiring time when they began emphasizing L&D in job ads and during recruitment. KEdTech can use this same strategy to better attract motivated candidates.



Competitive Advantages of Prioritizing L&D:

- **Stronger Employer Brand:** Promoting development means KEdTech is a company that invests in its people. Human capital is an important asset, not a cost. This approach appeals to high-potential talent and helps fill roles more efficiently.
- **Workforce Prepared for the Future:** Continuous upskilling gives teams the ability to adapt to new tech and client needs, which can lead to more innovation and long-term competitive advantage..

Two L&D Initiatives to Attract Talent:

- **KEdTech Grow-Path Program:** Career paths can be linked to learning milestones, mentorship, and paid credentials (like professional certifications, SHRM). These are highlighted during recruitment to showcase upward mobility and internal development.
- **Innovation Sprints & Learning Showcases:** Modeled after Motorola's action learning, employees work on real challenges and present results to offer recognition. These stories are shared during recruitment to demonstrate how learning makes a difference at KEdTech.

Section 2: Development Initiative Supporting Employee Growth

To address concerns about limited development opportunities, KEdTech will launch the “SkillUp Initiative,” a project-based learning experience that supports employee growth while solving real business challenges.

Development Initiative: “KEdTech SkillUp”

This initiative includes short, focused learning sprints that center around specific company needs such as software platform improvements, HR data analytics, or new instructional methods. Employees will work in cross-functional teams and receive guidance from subject matter experts (SMEs).



How It Addresses the Challenge:

- **Professional Growth:** The SkillUp Initiative provides relevant, hands-on learning aligned with career paths, giving employees opportunities to build new skills and prepare for future roles.
- **Recognition:** It offers structured opportunities for employees to present final projects to leadership, gain internal visibility, earn digital credentials, and become eligible for advancement and awards.

Scalability and Adaptability:

- **Modular Design:** The SkillUp Initiative is built with modular training units that can be customized by department, role, or experience level. For example, beginner to advanced coding, HR analytics, or client onboarding.
- **Blended Learning:** It uses a blended approach that combines self-paced learning through our L&D Hub, virtual webinars/workshops, and team-based projects, providing flexibility for remote and in-office teams.

Effectiveness Evaluation Methods:

- **Skill Assessments:** The SkillUp Initiative includes pre- and post-assessments such as knowledge tests, certifications, or project rubrics to measure learning progress.
- **Project Impact Metrics:** It tracks measurable outcomes, including improvements in our platform's performance, internal processes, and customer satisfaction.
- **Employee Feedback:** It gathers ongoing employee feedback through pulse surveys to evaluate relevance, perceived recognition, and engagement.
- **Retention Rates:** It monitors the retention rates of participants and compares them to overall company averages to assess long-term impact.

Section 3: Retention Strategy Through Continuous Learning

To reduce turnover tied to lack of development and recognition, KEdTech will implement the “Mastery & Impact Program,” which inserts learning opportunities into daily operations and ensures ongoing recognition for applied skills.

Continuous Learning Strategy: “Mastery & Impact Program”

This program reinforces our SkillUp initiative by making sure learning is a long-term practice. It supports career ownership and highlights how learning drives both individual and company growth.



How It Supports Retention:

Ongoing learning creates a sense of progress, purpose, and belonging. When employees see their skills growing and their contributions being valued, they're more likely to stay. It also combats the fear of skill obsolescence—especially relevant in a tech-forward company like KEdTech.

Two Integration Approaches:

- **Protected Growth Hours & Personalized Learning Paths:** Employees receive two dedicated hours each week for self-guided learning or peer group participation. Learning paths are personalized using analytics and tracked through the L&D Hub. Completion is recognized with digital badges, internal spotlights, and performance review highlights.
- **Cross-Functional Impact Projects with Mentorship:** Employees join short-term teams to apply new skills to real KEdTech challenges, supported by senior mentors. Teams present outcomes to leadership, and standout contributors may earn Innovator Awards or small bonuses tied to measurable results.

Monitoring and Measurement Methods:

- **For Growth Hours & Learning Paths:** Monitoring is done by tracking participation rates and course completion via L&D Hub. Measurement is done through employee surveys and tying learning metrics to job performance or efficiency improvements.
- **For Impact Projects:** Monitoring is done by tracking how many projects are completed, employee involvement, and feedback on the mentoring experience. Measurement is done by comparing retention rates of participants and assessing ROI based on outcomes like cost savings, customer impact, or process improvements.

About KEdTech Solutions, Inc.

KEdTech Solutions is a mid-sized SaaS company specializing in integrated HR and Learning & Development (L&D) tools for educational institutions. Its cloud-based platform supports everything from onboarding, payroll, and performance management to course creation, compliance training, and skill development.

Designed for schools, training centers, corporate L&D teams, and online academies, KEdTech helps clients with streamlined tools, improved staff development, and enhanced learning results. Our company's mission is to empower educators and administrators through innovative solutions that provide growth and support lifelong learning.