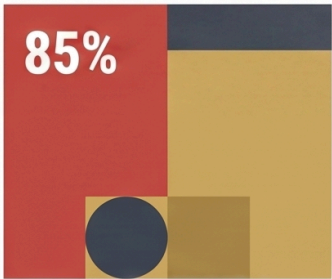


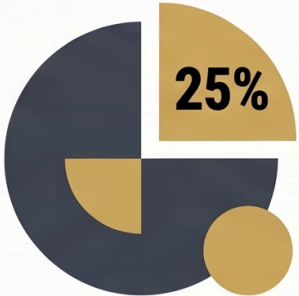
WORKFORCE CAPABILITY: THE SHIFT TO PERSON-CENTERED LEARNING

CONTEXT SUMMARY: The modern workplace faces continuous disruption from technological acceleration, aging populations, and remote work. To remain sustainable, learning must shift from a narrow focus on organizational performance to a “person-centered” model that prioritizes individual employability and self-directed capability.

DRIVERS OF DISRUPTION



85% Workforce Transition
Projections show most workers must transition jobs or tasks by 2030 due to automation.



25% Silver Workforce
By 2030, workers aged 55+ will constitute one-quarter of the total labor force.



The Remote Learning Gap
Remote work reduces informal, observational learning opportunities essential for onboarding and socialization.



THE PARADIGM SHIFT