Skills Development Index™

The Global Knowledge Skills Development Index answers the question: What type of training do I need? Your optimal training type is dependent on the type of skill you need to add.

First, define the importance of your skills need to the business (y-axis). Then, use the Index to determine the formality of training you should pursue (x-axis).

Based on priority, value and risk, the Skills Development Index classifies skills in five categories: Interesting, Emerging, Core, Cohort and Project.

For Interesting or Emerging skills, informal training options (e.g., blogs, videos, paid libraries) can suffice. For Core, Cohort or Project skills, formal training (e.g., blended learning, instructor-led courses) provides your best chance for success.

Criticality of Skills

Project
Skills required for an individual to accomplish projects that are high-priority, high-value, or high-risk

Cohort
Skills required for a team to jointly accomplish projects that are high-priority, high-value, or high-risk

Core
Skills required to enhance base skills and perform job role core tasks

Emerging
Knowledge and skills that may be required over the next 12-24 months

Interesting
Knowledge and skills adjacent to those required to perform job role tasks

Self-Study	**Social Study**	**e-Learning Library**	**Blended**	**Instructor-Led**	**Private Group**
Google, YouTube	Ask-a-coworker, mentoring	Subscription-based, video classes / MOOC	Combination of instructor-led and on-demand	Live Classroom and Virtual courses	On-site, instructor-led / Blended

Structure / Formality of Training

SDI-002