

Solution Provider Profile

Degreed

March 2023



Company At-a-Glance	
Name of Product/Offered	Learning Experience (LXP and LXP+), Academies and Benefits (Learn In), Professional Services (add-on to Degreed technology), Extended Enterprise (add-on)
Headquarters	Pleasanton, CA
Year Founded	2012
Geographic Coverage	North America, Latin America, EMEA and APAC
Industries	Finance, Professional Services, Retail, Manufacturing, Telecommunications, IT.
Website	https://degreed.com

Degreed OVERVIEW AND VALUE PROPOSITION

Degreed is a technology suite that combines lifelong learning and data-driven development, through continuous learning, deep skill-building, financial access, real-time employee skill data and a connected ecosystem.

Degreed's LXP is the leading workforce upskilling and reskilling platform. It integrates everything people use to learn, build their skills and grow their careers — including skill insights and HR systems plus LMSs, courses, videos, articles, podcasts, collaboration and on-the-job projects. Then Degreed uses data science and machine learning to automatically match people to development opportunities and work based on their unique skills, roles and goals.

Core functionalities include:

1. Guidance on the skills individual employees should and could be developing

Degreed's Plan develops the skills needed to qualify for the role of "Solutions Architect." It includes curated Pathways ("playlists"), content, people and experiences relevant to a specific role or skill. And users or subject experts, as well as system admins, can easily customize them.

2. Resources for workers and managers to develop on their own and with each other, through their day-to-day work

This includes browser and mobile extensions to share and capture (in Pathways or Plans) articles, blog posts, videos, events and other content they encounter in the flow of work. In addition, there are Skill Coach, Skill Review and checkpoints, along with a personalized feed based on what co-workers in similar roles and groups are learning.

3. Insights to quantify skills and gaps, build good habits and visualize progress

Degreed tracks learning activity through integrations with learning and content solutions as well as user skills via proprietary self, manager and peer ratings, and proprietary Skill Reviews (adaptive online assessments) and Skill Certifications. Degreed's new Focus Skills feature allows users to identify up to four skills they want to focus on developing and where they rank with those skills. The data is also valuable to team managers as well as business leaders.

4. Opportunities to advance skills and careers through projects or jobs that match their interests

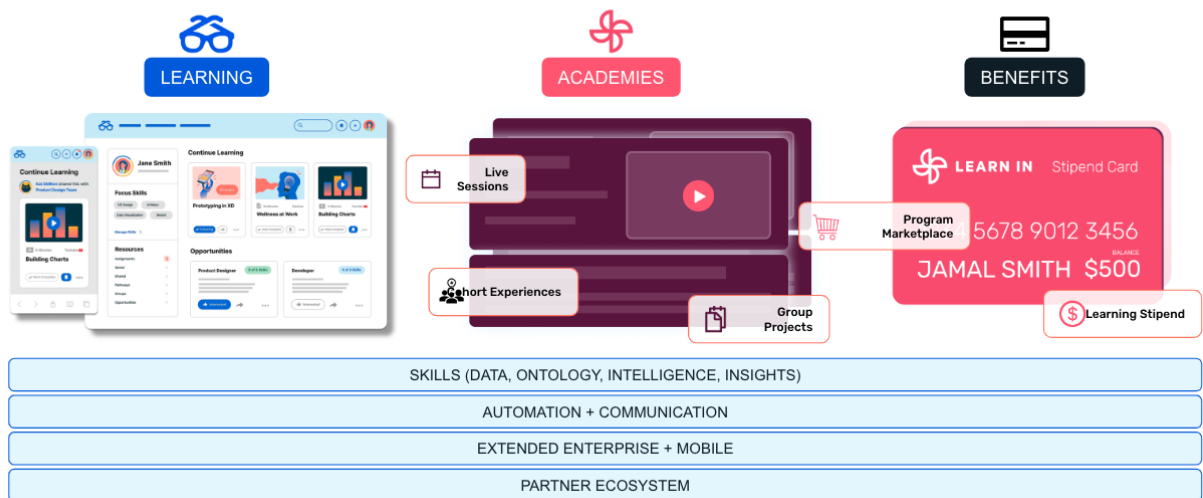
Experiential learning opportunities seek to deepen theoretical knowledge and newly learned skills via real-world experiences. These include stretch assignments, temporary redeployments, volunteering and mentoring.

5. Deep skill building via Degreed Academies and Degreed Benefits

With the Learn In acquisition, Degreed now brings capability academies (also known as mastery platforms) and tuition benefits into the Degreed suite of solutions. Learn In is the world's first platform for organizations to build academies at scale; supporting companies in establishing internal talent academies, bringing together the resources needed for building a highly skilled workforce.

L&D teams can build custom academies including elements of practice, collaboration, scheduling, coaching, community, approval workflows and purchasing via a prepaid learning stipend card and a world-class skills marketplace.

Learning + Academies + Benefits



Ultimately, these five features create learning experiences that span the entire employee experience and their time at an employer. From onboarding and training to meet essential requirements, to cultivating the technical, functional and leadership skills an organization needs to succeed in the future; finally, to reskilling people for new roles and different career paths.

SCREENSHOTS

Figure 1: Following a Plan

Following a Plan ✕

You are about to follow the plan "Solutions Architect." If you follow this plan, the best content from the checked resources below will appear in your learning Feed to help you master this plan.

People
Follow 4 people ∨

Pathways
Enroll in 4 pathways ∧

- Making Decisions
- Degreed - Complex Problem Solving
- Degreed - Critical Thinking
- Practicing Design Thinking

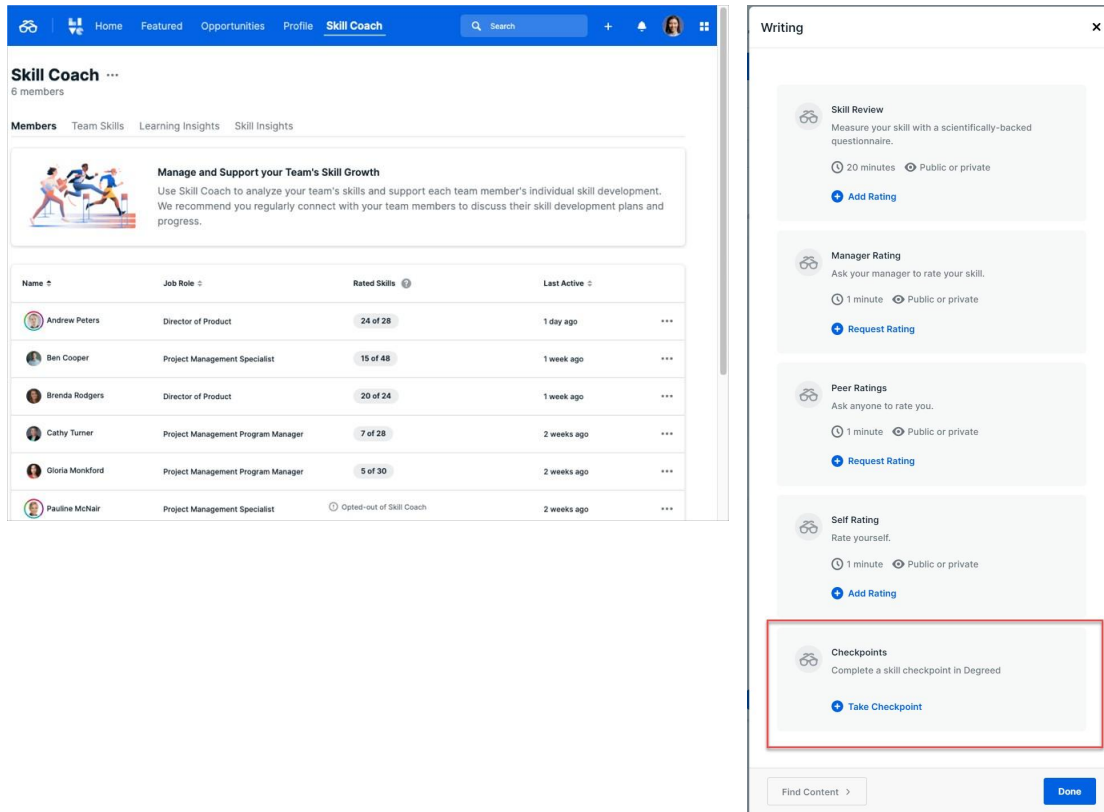
Skills
Follow 18 skills ∧

- Authentication
- Business Solutions
- Communication Skills
- Complex Sales
- Creativity
- Enterprise Software
- Presentation Skills
- Product Knowledge
- Prospective Clients
- Request for Proposal (RFP)
- Sales
- Sales Cycle
- Sales Engineering
- Software as a Service (SaaS)
- Strategic Thinking
- Talent Management
- Verbal / Oral Communications
- Writing

Groups
Join 2 groups ∨

Cancel Follow Plan

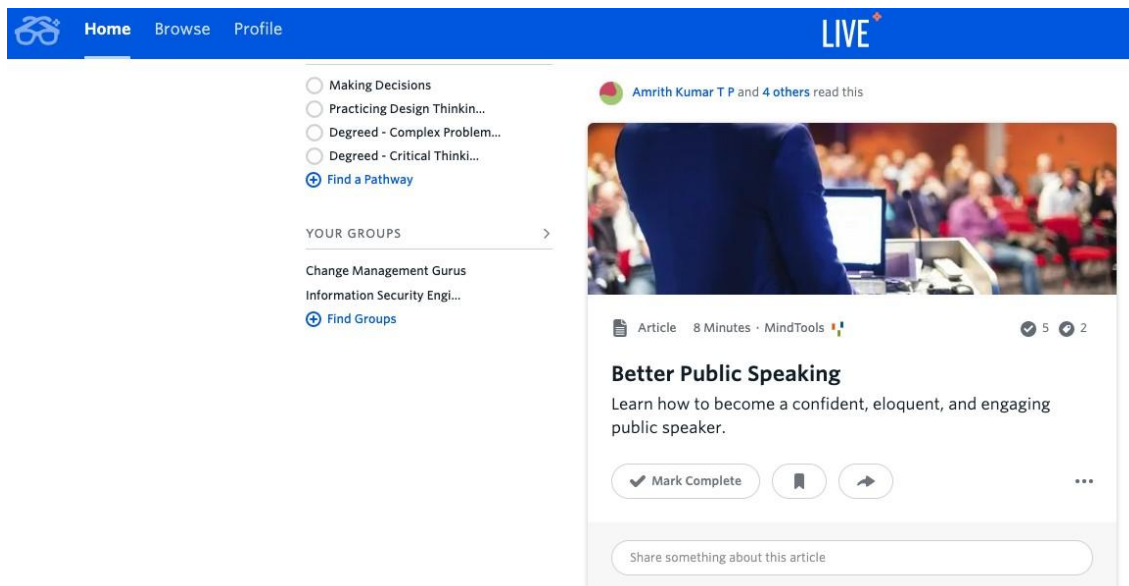
Figure 2: Skill Coach, Skill Review and Checkpoints



The screenshot shows the Skill Coach interface. On the left, a team page for 'Skill Coach' (6 members) lists team members with their job roles and skill progress. On the right, a 'Writing' skill review modal is open, showing options for Skill Review, Manager Rating, Peer Ratings, and Self Rating. The 'Checkpoints' option is highlighted with a red box.

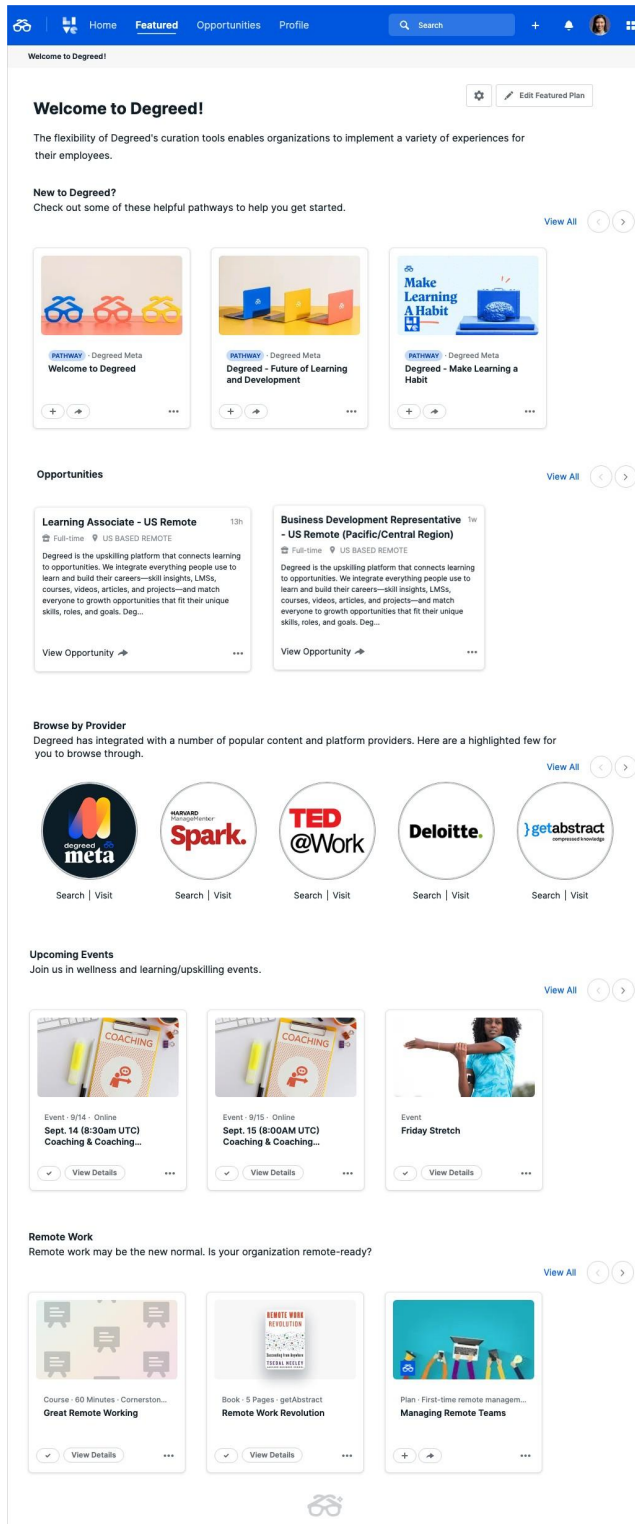
Name	Job Role	Rated Skills	Last Active
Andrew Peters	Director of Product	24 of 28	1 day ago
Ben Cooper	Project Management Specialist	15 of 48	1 week ago
Brenda Rodgers	Director of Product	20 of 24	1 week ago
Cathy Turner	Project Management Program Manager	7 of 28	2 weeks ago
Gloria Monkford	Project Management Program Manager	5 of 30	2 weeks ago
Pauline McNair	Project Management Specialist	Opted-out of Skill Coach	2 weeks ago

Figure 3: Personalized Feed Based on What Similar Co-Workers are Learning



The screenshot shows a personalized feed interface. On the left, there are navigation options like 'Home', 'Browse', and 'Profile'. The main content area displays a feed item for 'Better Public Speaking' by Amrith Kumar T P and 4 others. The article is 8 minutes long and is from MindTools. The feed item includes a title, a description, and interactive buttons like 'Mark Complete', 'Bookmark', and 'Share'.

Figure 4: Featured Plan



Welcome to Degreed!

Welcome to Degreed!

The flexibility of Degreed's curation tools enables organizations to implement a variety of experiences for their employees.

New to Degreed?
Check out some of these helpful pathways to help you get started.

Welcome to Degreed

Degreed - Future of Learning and Development

Degreed - Make Learning a Habit

Opportunities

Learning Associate - US Remote
Full-time | US BASED REMOTE
Degreed is the upskilling platform that connects learning to opportunities. We integrate everything people use to learn and build their careers—skill insights, LMSs, courses, videos, articles, and projects—and match everyone to growth opportunities that fit their unique skills, roles, and goals. Deg...

Business Development Representative - US Remote (Pacific/Central Region)
Full-time | US BASED REMOTE
Degreed is the upskilling platform that connects learning to opportunities. We integrate everything people use to learn and build their careers—skill insights, LMSs, courses, videos, articles, and projects—and match everyone to growth opportunities that fit their unique skills, roles, and goals. Deg...

Browse by Provider
Degreed has integrated with a number of popular content and platform providers. Here are a highlighted few for you to browse through.

meta | Search | Visit

Spark | Search | Visit

TED@Work | Search | Visit

Deloitte | Search | Visit

getabstract | Search | Visit

Upcoming Events
Join us in wellness and learning/upskilling events.

Event - 9/14 - Online
Sept. 14 (8:30am UTC)
Coaching & Coaching...

Event - 9/15 - Online
Sept. 15 (8:00AM UTC)
Coaching & Coaching...

Event
Friday Stretch

Remote Work
Remote work may be the new normal. Is your organization remote-ready?

Course - 60 Minutes - Cornerston...
Great Remote Working

Book - 5 Pages - getAbstract
Remote Work Revolution


Plan - First-time remote managem...
Managing Remote Teams

Figure 5: Focus Skills

Skills Collection Pathways Plans Groups Insights FlexED


Filter for skills Rating Type [+ Add Skill](#)

Focus Skills
Skills within this section will be highlighted on your learner home. You can add up to 4 skills.




Product Marketing
SKILL REVIEW

[Following](#) [Star](#) [Share](#) [More](#)




Strategic Positioning
Add Rating

[Following](#) [Star](#) [Share](#) [More](#)



Business Communications
Add Rating


[Following](#) [Star](#) [Share](#) [More](#)



Public Speaking
Add Rating

[Following](#) [Star](#) [Share](#) [More](#)

Other Skills



Andrew Peters
Technical Account Manager

Search for a Skill [Columns](#) [Recommend Skills](#)
















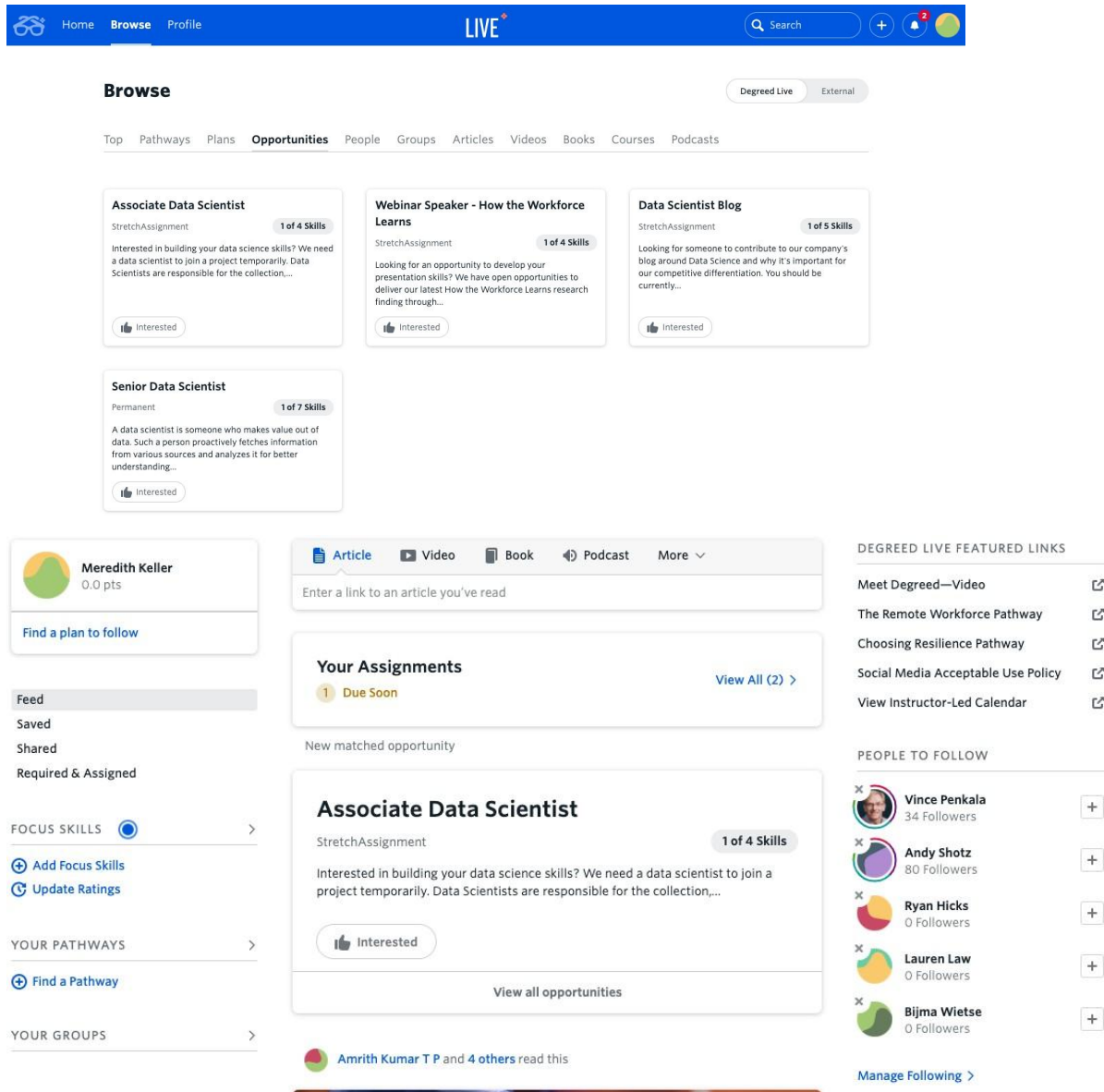
Skill	Self Rating	Manager Rating	Skill Target	
★ Data Integration				More
★ Change Management				More
★ Program Management				More
★ Strategic Planning				Find Learning
★ IT Architecture				More

Figure 6: Opportunities to Advance Skills and Careers through Matching Projects or Jobs



The screenshot displays the Degreed LIVE user interface. At the top, there is a navigation bar with 'Home', 'Browse', and 'Profile' options, along with a search bar and notification icons. The main content area is titled 'Browse' and includes filters for 'Degreed Live' and 'External'. Below this, there are several job opportunity cards, each with a title, a brief description, and an 'Interested' button. The opportunities include 'Associate Data Scientist', 'Webinar Speaker - How the Workforce Learns', 'Data Scientist Blog', and 'Senior Data Scientist'. On the left side, there is a user profile for Meredith Keller (0.0 pts) with a 'Find a plan to follow' button. Below the profile is a 'Feed' section with options for 'Saved', 'Shared', and 'Required & Assigned'. There are also sections for 'FOCUS SKILLS', 'YOUR PATHWAYS', and 'YOUR GROUPS'. In the center, there is a 'Your Assignments' section showing a 'Due Soon' notification. Below this, a 'New matched opportunity' section highlights the 'Associate Data Scientist' role. On the right side, there is a 'DEGREED LIVE FEATURED LINKS' section with several links, and a 'PEOPLE TO FOLLOW' section listing users like Vince Penkala, Andy Shotz, Ryan Hicks, Lauren Law, and Bijma Wietse.

All screenshots provided by Degreed

Analysis by Brandon Hall Group

Situational Analysis

The Learning Experience Platform (LXP) market continues to undergo rapid transformation with the emergence of new technologies and capabilities, the competitive rise and fall of vendor offerings, mergers and acquisitions, and the ongoing drive by most providers to expand their offerings to reach more of the market. Learning organizations find LXP technology purchasing decisions very complicated.

Challenges to the Business

The very nature of how learning takes place in the workplace has shifted dramatically and that evolution shows no sign of slowing down. The emergence of new technologies and modalities has opened endless possibilities for learning and development professionals. Integral to that is the relentless push to personalize and individualize the learner experience while quickly upskilling and reskilling the workforce. Where once you had an LMS and a single-user desktop authoring tool, you now need a learning technology ecosystem that could easily rival the most robust and complex business infrastructures.

Implications for the Business

Learning teams must now be able to maintain their expertise in workplace learning as well as become technology architects and specialists. They must also be skilled customer success professionals and be able to bring together the needs and wants of various stakeholder groups to offer solutions that drive success for the individual employee and the business. They must be able to clearly articulate what they need from their LXP provider and translate that into a seamless and easy learner experience to deliver improved performance across the enterprise.

Questions to be Answered by the Business

- Do we have well-defined use cases for an LXP solution?
- Do we know what capabilities are requirements we need?
- How can we provide the quality of learner experience we want by adding an LXP?
- Are we able to provide users in multiple roles (learner, administrator, instructor, manager) the tools they need with an LXP?
- Can we tell the story using the data we are generating in the LXP?
- Are we able to keep up with the pace of change in our business?

Degreed as the Answer

First and foremost, an LXP that has what it takes to successfully upskill and reskill the workforce must be able to identify skills, the level of proficiency needed and create a personalized learning experience to develop an employee for any role. This cannot happen in a vacuum or as a one-time event. To successfully develop people, every minute of every day must be devoted to this cause.

Development and the path to get there must be continuous and shadow the employee on every step of their career journey. Technology is the only way to scale this level of commitment to every employee. This is a daunting and arguably impossible requirement for traditional learning technology. Enter Degreed. First, Degreed is not a point solution — far from it, it is a unified technology suite that delivers continuous learning and skills development with a data-driven and evidenced-based approach. Why do you need a data-driven and evidenced-based approach? Because the stakes are high in getting development right and there's no room for error. You need data to make the right decisions about how to develop every employee.

Degreed still calls themselves an LXP, but in pulling back the curtain, there's much more. Degreed has evolved into a world-class upskilling-and-reskilling platform. The platform is a perfect marriage of learning, skills-building and career development with data-driven insights leading the way. Degreed artfully leverages data science and machine learning to match advancement opportunities and work at hand with every employee's individual abilities, capabilities, aspirations and goals. This is a platform that brings back the energy and excitement for every employee to learn, prosper and thrive.

Summing it all up, the feature-rich environment of Degreed delivers exceptional experiences for every step of an employee's development. Degreed can support education, learning and training to meet any role requirement now and into the future.

- Michael Rochelle, Chief Strategy Officer and Principal HCM Analyst, Brandon Hall Group

About Brandon Hall Group

With more than 10,000 clients globally and 30 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.



ORGANIZATIONAL EXCELLENCE CERTIFICATION PROGRAM

recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.



SMARTCHOICE® PREFERRED PROVIDER PROGRAM

uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's twenty-eight-plus years' experience in evaluating and selecting the best solution providers for leading organizations around the world.