



**XPRIZE  
RAPID  
RESKILLING**

**NEWPROFIT**

# **FAST-PACED SKILLS TRAINING: XPRIZE RAPID RESKILLING & THE FUTURE OF WORK**

# OPERATIONS TEAM



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## XPRIZE RAPID RESKILLING

## WE ARE XPRIZE

At XPRIZE, our mission is to inspire and empower a global community of problem-solvers to positively impact our world. We believe the solutions to the world's problems can come from anyone, anywhere.

Our role is to define the problems, set the targets, and crowdsource solutions through global competitions to incentivize the development of technological breakthroughs that accelerate humanity toward a better future. We provide the opportunity and the platform for people to take risks that ultimately lead to solutions that seemed out of reach or impossible. Instead of simply celebrating great ideas, we reward innovators who follow through on their vision and create tangible solutions that are validated through extensive testing and judging.

The first-ever XPRIZE competition, the \$10 million Ansari XPRIZE for sub-orbital spaceflight, captured the world's imagination and catalyzed a multi-billion-dollar commercial space industry, representing a massively leveraged initial philanthropic investment. Since then, we have launched seventeen competitions in the areas of Energy, Environment, Civil Society, Human Health & Longevity, Learning, Exploration, and Mobility.



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## ATTENDEES WILL GAIN...

- A better understanding of how fast-paced skills training is improving the rate at which unemployed and underemployed populations are reentering the workforce.
- Early impressions from the adoption of Rapid Reskilling technology and ways technology is closing skills gaps.
- Tips to bring Rapid Reskilling training tools to their businesses, workforce development organizations, and institutions of learning.
- If you have questions after the webinar presentation please email us at: **[rapidreskilling@xprize.org](mailto:rapidreskilling@xprize.org)**



## XPRIZE RAPID RESKILLING

# TECHNOLOGY & WORK

- Over the past 18 months [and leading up to the pandemic] technological advancements have transformed how we work--and where.
- Digital disruption/adoption
  - Standards/ possibilities of workforce development & training
    - Udemy, LinkedIn Learning
    - Certification/ Credentials and Competencies
  - Where and how work is done
    - Where and how its happening (Zoom, MS Teams)
    - Cloud-based collaboration & work
- The Fourth Industrial Revolution calls for workers with technology skills--in addition to business and human skills (e.g., critical thinking, problem solving, leadership and communication skills).
- Future forward skills and methods of training/learning



## XPRIZE RAPID RESKILLING

**WORKER NEEDS & TRAINING**

- Inefficient reskilling is costly to the worker and employer
  - Time to completion
  - “Tuition” and overhead costs
- American workers need flexible, faster train-to-employment/promotion opportunities
  - Asynchronous vs. synchronous
  - Cell phones (app based) vs LMS platforms
  - Virtual vs in person
  - Hybrid
- Expectations in workplace climate, benefits and compensation are changing, too
  - Raising min wage, living, thriving wage
  - Childcare, healthcare, transportation
  - Strikes, protests

## JOB GROWTH & LABOR MARKET DEMANDS

- Industries (e.g., healthcare, construction, manufacturing, sales, hospitality and restaurant) employ a significant # of American workers both in public/private sectors.
  - (e.g., Assoc. General Contractors of America: Construction ~7M employees; Census: Healthcare ~22M)
- As industries adapt (& adopt tech), more jobs are projected over the next decade.
  - Reimagining industries
  - Creating new jobs
- Reskilling and upskilling as an ongoing activity
  - Knowledge shifts; technological skills
  - New and experienced workers



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## **CHANGING THE FUTURE OF WORK**

Under-resourced communities in the U.S. face systemic barriers to learning, mobility, and progress. Core problems impeding effective workforce development include a widening skills gap, deteriorating job quality, and a lack of collaboration between players in the labor market. With an unprecedented digital disruption and adoption caused by COVID-19 comes a new opportunity to radically change the lives of millions of Americans.

**XPRR will change the future of work by testing new methodologies for rapidly training American workers for jobs.**





### 3 ROUNDS IN 30 MONTHS

## PRIZE DESCRIPTION

XPRIZE Rapid Reskilling will span a total of 30 months from Launch through the Final Round phase. Through this competition, the brightest, most innovative and entrepreneurial minds will build effective, robust, rapid workforce training solutions that will not only provide the fastest way to employment in the short term, but will **forever change the job training landscape in the United States.**

Teams will **demonstrate that reskilling can be done at least twice as fast** as current solutions and in a way that is affordable and accessible, all while leveraging momentum and driving impact through strong partnerships with employers and other entities in the labor market.

## RAPID RESKILLING

## HOW TO WIN

## THE WINNING TEAM WILL:

**Rapidly train** 350 low-skill, low-education individuals at no entry cost to the individual

- The team will achieve at least a 50% reduction in standard training time for the chosen occupation. Training must be conducted in 90 days or less
- The occupation must be one that provides a living wage and is growing faster than the national average

**Place** cohort into jobs in the chosen occupation within the following 60 days

**Support the workers** to ensure job retention of at least 60 days

**Demonstrate exponential adoption** by training at least 5,000 individuals in three different occupations in any industry and placing them into relevant jobs in 10 months.

## XPRIZE RAPID RESKILLING

# TECHNOLOGY & TOOLS

- Features:
  - Testing the effectiveness of AR/VR; digital learning platforms (LMS, applications)
  - PC, mobile devices
  - Assessments, Resume writing, mock interviews, job fairs
- Duration
  - Average training: ~8 weeks
    - (range: 2-18 wks)





## XPRIZE RAPID RESKILLING

## WORKER NEEDS & TRAINING

- Workers encounter systemic roadblocks to training
- Training as a process; not outcome
- Training with a holistic approach that takes into account mental, financial, emotional, and environmental aspects of life.
- Training that is flexible/tailored to worker needs



## JOB GROWTH & LABOR MARKET DEMANDS

- Slow shifts in training paradigm
- Employer preferences vs. state requirements
  - Certification, Training time
    - Engagement, motivation
  - Job readiness
    - Are employers' standards outdated/relevant?
- Higher wages offered by larger employers
- Do these solutions patch a hole in a very leaky pipeline?



## XPRIZE RAPID RESKILLING

## WHAT EDUCATORS SHOULD CONSIDER

- Personalized support during and after successful training completion
- LMS that offer asynchronous and tailored training experiences
  - Build soft skills and build a solid foundation of digital literacy skills
- Continuation of Career & Technical Education postsecondary

## XPRIZE RAPID RESKILLING

# WHAT EMPLOYERS SHOULD CONSIDER

- Are you offering competitive, living wages?
- Are the training programs/certifications you use as benchmark too slow to net you the employees you need now?
- Are the metrics by which you measure competency/skill/experience outdated?
- Strategy to incorporate training in a ongoing, intentional way (tools for development & retention vs. compliance)
  - Budget, objectives, inputs (resources), outputs (results)
  - Reduce turnover, increase retention

# WHAT WORKFORCE DEVELOPMENT PROFESSIONALS SHOULD CONSIDER

- Can training be funded by WIOA? Other resources?
- Would it compliment the model in place?
  - Do the solutions offer unique functions?
  - Would it elevate services/offerings?
- Are the training curricula relevant to industry demand in your region?
- Is the staff able to manage the technological tools required to deploy these solutions?
- Are employers in your region willing to hire/promote trainees? Would they find the training method acceptable?





## WHAT ENTREPRENEURS SHOULD CONSIDER

Are you prepared to address societal issues impacting underserved users? How might your technology address these issues?

- Wifi/internet dependent
- Mode of delivery
- Individuals with disabilities, low-income communities
- Minimum to basic digital (literacy)
- Bilingual, ELL
- Transitioning communities

Do you know how to best serve your target demographics? (emotional intelligence, cultural competence/relevant pedagogy & content, regional norms & characteristics)

Do you have the resources (networks, partnerships) to address needs not met by your technology/training?

## XPRIZE RAPID RESKILLING

**BENEFITS TO  
LEARNERS/WORKERS**

- Shorter training=career opportunities sooner
- Technical knowledge & digital skill building
- Connected to a workforce professional, additional resources and supports



# THANK YOU

**NEW PROFIT**

**WORKFORCE DEVELOPMENT BOARD PARTNERS**

**JOB FOR THE FUTURE (JFF)**

**SOLUTION TEAMS**

**WORKERS/TRAINEES**

**EMPLOYERS &**

**OTHER COLLABORATORS ON THIS PRIZE**

## CALL TO ACTION

Do you have learners, workers, or clients who could benefit from learning new job skills? All participants to enroll in the pilot will receive free access to reskilling tools from March-December 2022.

As an **Outreach Partners** you will have the option of Amplifying and/or Scaling.

As a **Scaling Partner** you will partner with finalist teams to distribute the reskilling solutions to people in your ecosystem who meet the field test eligibility requirements and assist in securing employers to hire individuals who complete training. The team and the prospective partner would be responsible for securing the partnership to scale solutions.

Scaling Partners would be offered:

- Connections to all Finalist Teams.
- A blog piece on the XPRIZE Rapid Reskilling website.
- A session at the finalist team summit (February 2022).

As an **Amplifying Partner** you will conduct community outreach to raise awareness of the prize and its solutions to your ecosystem through the use of newsletters, social media posts, emails, podcasts, etc.

Amplifying Partners would be offered:

- Opportunity to promote your organization/program in the XPRR Newsletter.

**INTERESTED IN PILOTING? CONTACT US AT [RAPIDRESKILLING@XPRIZE.ORG](mailto:RAPIDRESKILLING@XPRIZE.ORG).**



