Pearson

Future-proof Your Workforce & Fuel Business Growth

Language and Skilling Solutions for the Workforce

Recruit, Develop, Retain Talent

The world of work is changing fast. As skills shortages, digital transformation, and globalisation continue to disrupt, the importance of finding, retaining and upskilling the right talent has never been greater.

Skills Gap

$8.5 trillion

the estimated cost by 2030 of **85 million unfilled jobs**[1]

50%

of all employees **will need reskilling** by 2025[2]

Communication Gap

$62 million

The annual cost of miscommunication in companies due to language barriers[3]

Learning Gap

94% of employees

Would stay at a company longer if it invested in their L&D[4]

Pearson

We work with over 5,000 leading enterprises around the world, helping them to diagnose language and non-language skills gaps, identify learning pathways and interventions, and mobilise their workforces through verifiable skill credentials.

Pearson provides companies with solutions for every stage of the journey, from screen to hire, to train to retain, supporting a continuous loop of learning and development that fuels business growth.

Diagnose
What skills do we have?

> **Learn**
How do we develop those skills?

> **Verify**
Are we on track?

> **Mobilise**
How do we recognise the achievement of skills?

Underpinned by Global Scale of English > What skills do we need?

1   Global Talent Crunch by Korn Ferry, 2018
2   World Economic Forum, 2020
3   The Cost of Poor Communications by David Grossman, 2016
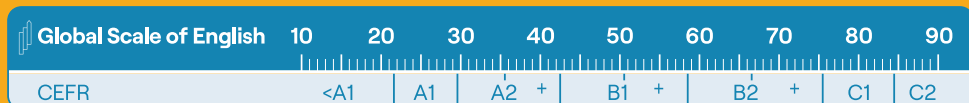4   LinkedIn Workplace Learning Report, 2019

Global Scale of English

Understand the language skills needed for specific roles

Global Scale of English
Fast-track your progress

English is becoming more important in the global economy. In a recent survey, 76% of employers in APAC said they regard English skills as important or extremely important to their business*. Whether hiring or developing talent, organisations can benefit from a better understanding of the specific English skills required to perform a particular job, and the current skill level of those who seek to do that job.

The Global Scale of English (GSE) underpins all Pearson learning and assessment workforce solutions. It extends the CEFR by pinpointing on a 10-90 scale exactly what language skills need to be mastered for specific job roles and career pathways.

Global Scale of English	10	20	30	40	50	60	70	80	90
CEFR			<A1	A1	A2 +	B1 +	B2 +	C1	C2

With over 1300 mapped job roles, the GSE is a powerful toolkit that helps organisations:

Understand what language skills are needed to be successful in a particular job role

Set benchmarks for hiring and L&D opportunities

Compare job roles to inform personalised learning pathways and upskilling requirements

The Global Market Leader in AI Scored Language Testing

(((•))) VERSANT™ by Pearson

Versant measures a variety of language skills and competencies anywhere, at any time, using patented AI technology to help your organisation set a global standard level of communication – and get a view on real language proficiency **fast**.

Clear communication is a foundation for quality customer service... and Versant identifies candidates who communicate clearly.

This helps you to:

- Make faster, more informed hiring decisions
- Reduce recruitment costs and mistake hires
- Create better brand support and customer experiences
- Improve FCR, CSAT, and net promoter scores
- Improve employee experience and retention
- Scale and simplify global recruitment processes

Versant tests address voice and non-voice requirements

	Versant Speaking Test	Versant Writing Test	Versant 4 Skills Test
Duration	15 mins	35 mins	30 mins
Delivery mode	Mobile app, computer	Computer	Computer
Score reporting	Overall score + intelligibility, pronunciation, fluency, vocabulary, sentence mastery	Overall score + grammar, organisation, reading comprehension, vocabulary, voice & tone	Overall score + reading, writing, speaking, listening
Languages	English, Spanish, French, Arabic, Dutch, German	English	English
Remote monitoring available	Yes	Yes	Yes

Trusted by

AMERICAN EXPRESS · KPMG · Hilton · PERSOL · CONCENTRIX · tcs TATA CONSULTANCY SERVICES

The Ultimate Talent Assessment Platform
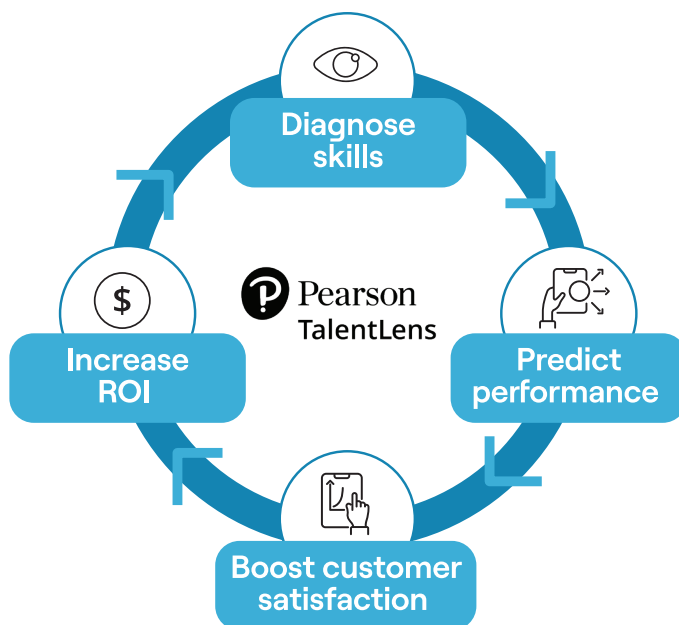
Pearson
TalentLens

You know how important it is to build a talented and qualified workforce, but how can you balance time to source, qualify candidates' soft skills, and determine who's fit to advance to the interview stage?

Role Specific Assessments

TalentLens is for organisations that need to understand, build, and mobilise a future-fit workforce based on objective insights into the skills and preferences of their potential employees. With data-driven results from customisable role-specific assessments, recruiters can be confident that every candidate that moves to the next phase of the hiring process has real potential.

Diagnose skills

Predict performance

Boost customer satisfaction

Increase ROI

Pearson
TalentLens

Quick facts

Skills covered

- General cognitive ability
- Specific cognitive ability
- Work styles
- Language proficiency

Results reported

- Custom role-by-role assessments measuring ability and fit
- Candidates ranked against ideal profile
- Detailed candidate assessment results for further investigation

Other features

- Customised settings to allow as much or as little automation to the hiring process
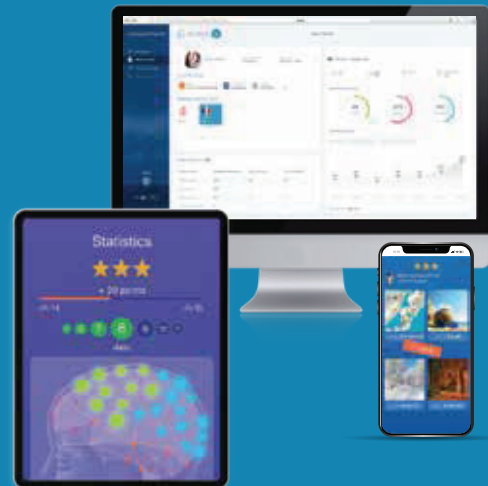
Trusted by

salesforce

KONICA MINOLTA

AXA

SNCF

regis

CHANGI
airport singapore

Supercharging Language Skills to Grow Your Business

mondly WORKS
by Pearson

MondlyWORKS is the perfect tool to enhance your employees' learning beyond standard training.

⭐ Attract and retain top and diverse talent.

⭐ Boost productivity and collaboration.

⭐ Improve your employees' communication skills.

⭐ Strengthen your company's brand.

⭐ Increase customer satisfaction.

The most efficient and competitive way to learn new languages

41 languages

synchronised between devices – iOS, Android and Web

assured learning with unique **repetition system**

gamified learning experience

listen to **authentic language**

world class **speech recognition** technology

micro learning for specific job roles and task

practice **conversation on-the-go**

track usage and progress

Trusted by

Forbes

"Great tool for fostering a language learning environment"

THRIVE GLOBAL

"A fun, gamified experience for employees"

INTERESTING ENGINEERING

"How to Establish a Multilingual Workforce through MondlyWORKS"

Small Business TRENDS

"An effective way to teach and learn a language"

Empower Your Workforce and Unlock Your Organisation's True Potential

Credly
by Pearson

Issue digital badges, gain talent marketplace insights, and use verified skills to make better human capital management decisions on the world's largest digital credential network.

3,500+
partners on Credly network

70M+
Credentials issued

95%
of the top IT Certifications

What is in a badge?

Digital Credentials
Automatically issue verified digital badges to recognise all kinds of achievements. Manage your learning programmes and learners and analyse programme engagement.

Workforce Insights
Understand the skills each of your employees brings through the world's most connected digital credentialing network.

Strategic Workforce Planning
Uncover skills needed for the future and identify personalised learning paths for every employee in order to bridge the gap.
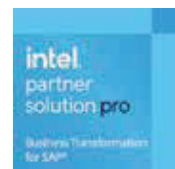
Skills-Based Recruiting
Source the best candidates and reliably evaluate them using verified skills alongside pre-hire assessments like Versant and TalentLens.

Brand awareness
When your earners share badges on social media, they generate positive advertisement for your organisation as well as for the quality of training represented by your badges.

COMPLETED
Customer Service
clusiv

CISCO
CERTIFIED
SPECIALIST

intel
partner
solution pro

Trusted by

Microsoft intel ORACLE IBM aws Adobe SIEMENS SAP

Pearson

We help organisations recruit, retain, develop and enhance their most vital assets – their people

Learn more