

Pluralsight engagement programs template

Try one (or more) of these ideas to create a culture of continuous learning and help your workforce keep up with the pace of today's technology.

Engagement programs

Boost learner and leader engagement with upskilling programs.



Encourage learning

As a plan manager and/or admin, we know you have big goals to help your organization close skills gaps, drive innovation, and stay on the cutting edge of tech through upskilling.

We recommend running **at least four engagement programs per year** to create a culture of continuous learning in your org, but feel free to adjust based on needs, goals, and resources.

Whether you're currently implementing a learning strategy to:

- Drive strategic upskilling initiatives aligned to objectives
- Encourage self-motivated learning
- Build a culture where learning is celebrated and encouraged
- Get your teams certified on a specific topic

...you'll be well on your way to technological transformation with the tactical best practices and inspiration in this guide.



Engagement programs

How to use these slides

Want to increase engagement for your learners? Use one of our engagement programs to boost time spent learning. Continued upskilling isn't an easy task for everyone. **Support your learners** with programs that communicate the relevance *and* fun of learning.

Strategic upskilling

- [Channel share by an executive](#)
- [Team enablement sessions](#)

Gamification

- [Bingo](#)
- [Advent calendar](#)
- [Skill IQ power hour](#)
- [Reskill power hour](#)

Self-guided learning

- [Executive-led dedicated learning time](#)
- [Learning champions/ambassador program](#)
- [Accountability partners](#)

Upskilling as an HR tool

- [Tie-in with performance management](#)
- [Coaching support](#)
- [Peer group team meetings](#)



Strategic upskilling

Tying your learning goals to your team's objectives—or better yet, your organization's objectives—is the most powerful way to drive upskilling. Leadership direction and engagement are core to the following upskilling programs:

- Channel share by an executive
- Team enablement sessions

Channel share by an executive

Goal	To have an executive (CIO, CTO, EO) share the importance of specific upskilling topics and timelines with the team to create urgency		
Run time	4 weeks	Frequency	Complete this program throughout the year
Effort	Medium		
Description	An executive (VP+) creates a Pluralsight channel, or selects one that aligns with their upskilling objectives, and shares it with the team. The executive sends out messaging about the channel and completion. Note: Consider your audience when creating the channel. If you'll strongly encourage learners to complete it, be mindful of the hours learners need to view content and meet deadlines. See steps on creating a channel .		
Requirements	<ul style="list-style-type: none">• Get executive buy-in• Choose an exec who will set expectations and promote a channel in meetings and messages• Set up a specific channel on Pluralsight and share with entire team• Create strategic messaging for executive to share about channel completion		

Team enablement sessions

Goal	To enable employees to develop their skills with Pluralsight and encourage learners to share the positive impact of upskilling		
Run time	Single event	Frequency	Repeat this program when you've a surplus of new learners or want to improve use. You can also include it in new-hire onboarding.
Effort	Medium		
Description	<p>This program has learners running 30- to 60-minute virtual sessions to support team member development with Pluralsight. When running these sessions, you should cover:</p> <ul style="list-style-type: none">• How to log in and use the platform• How often employees should use Pluralsight• Clear expectations for admins on what "good" usage looks like, e.g., regular Skill IQ use, blocked time in their calendar• Champions who can share the impact Pluralsight has had on their work• How to encourage employees to use the platform weekly <p>Use this email template to kick off your team enablement sessions.</p>		
Requirements	<ul style="list-style-type: none">• Identify employee participants• Set up and run virtual and/or in-person sessions for team members• Feel comfortable sharing the importance of skill development and answer any questions		

Gamification

The most fun way to engage your team is to set up a few friendly competitions. Turn our platform into even more of a challenge by setting goals—and maybe throw in prizes to amp up the excitement. Here are a few ways to gamify learning:

- Bingo
 - General bingo template
 - Cybersecurity template
 - Cloud template
 - Software development template
 - Blank copy to create your own
- Advent calendar
- Skill IQ power hour
- Reskill power hour

Bingo program

Goal	To gamify learning and create a friendly competition among colleagues		
Run time	4 weeks	Frequency	Use multiple times per year, though you're likely to receive more participation when run once per year.
Effort	Medium to high		
Description	Learners complete activities in a straight line on a 3 x 3 grid for a bingo. Once learners complete an activity, they screenshot their results or badge and paste it into their bingo card. Learners who complete a bingo will qualify to win a prize. Additionally, each tile will give learners a number of points so they can also compete for highest total points.		
Requirements	<ul style="list-style-type: none">• Choose someone to run the program and share the rules• Identify learner participants• Keep track of bingo cards and points• Determine prizes		

General bingo template

<p>Skill IQ 5x</p> <p>Take five Skill IQs to unlock this badge</p> <p>10 points</p>	<p>Stellar explorer</p> <p>Take a Skill IQ and follow a recommended learning path</p> <p>2 points</p>	<p>Back-to-back days 5x</p> <p>Learn five days back to back to unlock this badge</p> <p>5 points</p>
<p>Weekly goal 1x</p> <p>Set and reach your weekly view time goal once to unlock this badge</p> <p>4 points</p>	<p>Prime time (5 hrs)</p> <p>Complete five hours of content to unlock this badge</p> <p>8 points</p>	<p>Skill IQ retake 1x</p> <p>Reassess your skills over time to see how they're evolving</p> <p>3 points</p>
<p>Hands-on learner</p> <p>Complete a hands-on lab (labs as part of a video course are also eligible)</p> <p>5 points</p>	<p>Knowledge seeker</p> <p>Complete two hours of content to unlock this badge</p> <p>4 points</p>	<p>Week to week 1x</p> <p>Learn in back-to-back weeks to unlock this badge</p> <p>4 points</p>

Cybersecurity template

Security fundamentals Complete this Skill IQ 7 points	Cybersecurity executive briefing Complete this exec briefing 4 points	Security awareness 2024 Complete this skill assessment 3 points
Security champion for data analyst Complete this path 6 points	OT security Complete this skill assessment 4 points	Information and cybersecurity literacy Complete this path 8 points
Incident responder Complete this channel 3 points	Penetration and vulnerability tester Complete this channel 2 points	Security champion for developers Complete this path 8 points

Cloud template

<p>Stellar explorer</p> <p>Complete the Cloud Computing Fundamentals Skill IQ and follow a recommended learning path</p> <p>2 points</p>	<p>Skill IQ x2</p> <p>Complete the Introduction to Azure course</p> <p>4 points</p>	<p>Skill improvement</p> <p>Move up one level from your current proficiency level in any Skill IQ</p> <p>3 points</p>
<p>Hands-on learner</p> <p>Spend at least 30 minutes in a cloud lab</p> <p>6 points</p>	<p>Weekly goal 1x</p> <p>Set and reach your weekly view-time goal once to unlock this badge</p> <p>4 points</p>	<p>Prime time</p> <p>Complete the AWS Cloud Security path to unlock this badge</p> <p>8 points</p>
<p>Skill IQ retake 1x</p> <p>Reassess your skills over time to see how they're evolving</p> <p>3 points</p>	<p>Test time</p> <p>Take at least one cloud-related practice exam</p> <p>5 points</p>	<p>View enablement session/recording</p> <p>Watch the Creating a Culture of Cloud Innovation conference</p> <p>3 points</p>

Software development template

Stellar explorer

Take a [Kubernetes](#) or [Docker](#) Skill IQ and follow recommended learning path

2 points

Skill IQ x2

Take two [Skill IQs](#) on any [programming language](#) to unlock this badge

4 points

Hands-on learner

Complete a [developer hands-on lab](#)

5 points

Practice pro

Spend time in a [developer project](#) and practice your skills

3 points

Weekly goal 1x

Set and reach your weekly view-time goal once to unlock this badge

4 points

Prime time

Complete five hours of any [software development content](#) to unlock this badge

8 points

Skill IQ retake 1x

Reassess your skills over time to see how they're evolving

3 points

Show time

Complete 30 minutes of the [API developer path](#) to unlock this badge

2 points

Security sentinel

Complete a [secure coding course](#) specific to your programming language

6 points

Blank copy to create your own

<p>Title</p> <p>Activity</p> <p># points</p>	<p>Title</p> <p>Activity</p> <p># points</p>	<p>Title</p> <p>Activity</p> <p># points</p>
<p>Title</p> <p>Activity</p> <p># points</p>	<p>Title</p> <p>Activity</p> <p># points</p>	<p>Title</p> <p>Activity</p> <p># points</p>
<p>Title</p> <p>Activity</p> <p># points</p>	<p>Title</p> <p>Activity</p> <p># points</p>	<p>Title</p> <p>Activity</p> <p># points</p>

Advent calendar

Goal	To gamify learning and create a fun way for teammates to explore AI		
Run time	4 weeks	Frequency	Run during the holiday season
Effort	Medium		
Description	As you're winding down the year, make sure your teammates are up-to-date on all things AI. Share the following advent calendar to explore Pluralsight's AI offerings during the holiday season.		
Requirements	<ul style="list-style-type: none">• Choose someone to run the program (share the calendar, track the dates/courses to be completed, create a channel to share information via Slack/Microsoft Teams)• Identify participants• Create a channel for engagement and to remind teammates which course to complete each day• Keep track of who's completed the most courses<ul style="list-style-type: none">◦ Participants share course completion screenshots in channel; program manager tracks completions on a spreadsheet.• Determine if there's a prize for learners who complete all courses		

Advent calendar



[Click here](#) to download the advent calendar

AI course advent calendar: Course list

- Day 1: What Is Artificial Intelligence
- Day 2: Chat GPT and Generative AI: The Big Picture
- Day 3: Artificial Intelligence Essentials: Responsible AI
- Day 4: Getting Started with Artificial Intelligence for Business
- Day 5: AI and Office
- Day 6: Introduction to Microsoft Copilot
- Day 7: Exploring Generative AI Models & Architecture
- Day 8: Artificial intelligence Essentials: Smart Assistant
- Day 9: Navigating Generative AI Hurdles: Prototyping, Evaluation, & Ethics
- Day 10: Using Generative AI to Troubleshoot Microsoft Windows
- Day 11: Generative AI Techniques for Cyber Defense
- Day 12: OpenAI: Prompt Engineering Best Practices
- Day 13: Reinforcement Learning from Human Feedback (RLHF)
- Day 14: How to Design and Delight for 8 Billion Humans
- Day 15: The OpenAI API
- Day 16: The IT Ops Sessions: Using OpenAI for Service Desk Automation
- Day 17: ChatGPT Enterprise: Advanced Data Analysis
- Day 18: ChatGPT Enterprise: Advanced Features
- Day 19: Using Generative AI to Troubleshoot Microsoft Windows
- Day 20: Prompt Engineering for Improved Performance
- Day 21: Using Generative AI to Troubleshoot Linux
- Day 22: ChatGPT Plugins for IT Professionals
- Day 23: Practical Application of LLMs
- Day 24: The Data Sessions: ChatGPT Roundtable Discussion with Pluralsight Experts

Skill IQ power hour

Goal	To assess your team's or organization's skill proficiency in an engaging way		
Run time	2 – 6 weeks for initial session (includes 1 – 2 Skill IQ Power Hours plus dedicated learning time)	Frequency	Run 1 – 2 reassessment sessions after learning is complete
Effort	Medium		
Description	An executive (VP+) invites their team(s) to a Power Hour—a targeted 30- to 60-minute time slot when everyone devotes time to taking a few Skill IQs and other targeted skill development efforts as appropriate. Learners <i>and</i> management share progress in real time in a supporting collaboration channel (e.g., Slack, Microsoft Teams). Prizes and recognition also happen in real time in the channel. The exec kicks off Power Hour with a short meeting to set expectations and wraps it up with a quick recap call.		
Requirements	<ul style="list-style-type: none">• Choose an exec to set expectations, run the intro meeting, ensure team members make this a priority, and share their results• Define skill areas to assess• Have the program lead set up timing, prizes, and other logistics• Set up a collaboration channel• Send an email inviting team members to participate in the Skill IQ Power Hour <p>Use this email template to invite team members to your Skill IQ Power Hour.</p>		

Reskill power hour

Goal	To reassess your team's or organization's skill proficiency in an engaging way		
Run time	4 – 6 weeks	Frequency	Complete 1 – 2 times after initial Skill IQ Power Hour
Effort	Medium		
Description	A Reskill Power Hour is the same format as a Skill IQ Power Hour (30 – 60 minutes) and done with the same group. The group retakes the same Skill IQs after developing the recommended skills and shares their improvement.		
Requirements	<ul style="list-style-type: none">• Choose an exec to set expectations, introduce the plan, ensure team members make this a priority, and share their results• Define skill areas to reassess• Have the program lead set up timing, prizes, and other logistics• Set up a collaboration channel• Send an email inviting team members to participate in the Reskill Power Hour		

Self-guided learning

Create a culture that supports skill development and encourages team members to take control of their learning. Here are a few options to encourage self-guided learning:

- Executive-led dedicated learning time
- Learning champions/ambassador program
- Accountability partners

Executive-led dedicated learning time

Goal	To use executive communication to (re)focus employees on dedicated learning time to reach objectives. You can aim to have all employees focus on a specific learning objective or foster a cultural shift that continuous learning is a must-have, not a nice-to-have.		
Run time	4 – 6 weeks	Frequency	Complete this program throughout the year
Effort	High		
Description	Executives announce a dedicated time for learning (i.e., one hour every Friday). The company announces the initiative publicly with a press release and/or social media posts and messaging cascades internally throughout the org. When it's the dedicated time, execs share publicly about their learning and encourage employees at all levels to do the same. The company communicates the increase in learning time internally and externally.		
Requirements	<ul style="list-style-type: none">• Get executive buy-in and choose someone to announce program publicly (ideally the CEO; could also be CIO, CTO, or VP level)• Determine what days/times dedicated learning should take place; work sprints could include learning time• Send out external communication about the organization's initiatives• Cascade the messaging and expectations internally• Encourage leadership to participate and publicly share their progress• Have program lead drive communication and reporting		

Learning champions/ambassador program

Goal	To have employees lead the way in learning by establishing champions within teams who can share how upskilling helps them, answer ongoing questions, and support L&D and leadership. The champion will lead the way when it comes to all things related to upskilling and Pluralsight.		
Run time	4 – 6 weeks	Frequency	Complete this program throughout the year
Effort	Low		
Description	Champions are identified based on team, usage of Pluralsight, etc., and gathered to participate as ambassadors. They're encouraged to help their groups recognize success with Pluralsight. You can bring them together periodically to share new messaging and discuss what's working in their groups. Ambassadors may also work together with leadership to define skills gaps and how best to address them. Ambassadors may receive a reward or appropriate incentive for their work, such as coffee with an executive.		
Requirements	<ul style="list-style-type: none">• Identify members who can become ambassadors• Have ambassadors lead sessions with their teams and report results to executives• Outline incentives to support ambassador efforts• Encourage ambassadors to check for improvement in Pluralsight usage stats		

Accountability partners

Goal	To encourage regular learning on your team and discuss applicability of learned skills in the workspace. This is also an opportunity for employees to hold each other accountable in their learning.		
Run time	4 – 6 weeks	Frequency	Complete this program throughout the year
Effort	Low		
Description	Studies show that people tend to stick to a new habit if they have someone they're accountable to. By encouraging employees to pair up, they can discuss their plans for skill development, help each other achieve their goals, and discuss how to apply tech skills in their work environment—a move that makes the learning stick.		
Requirements	<ul style="list-style-type: none">• Determine who will run and oversee the program• Have employees pair up or assign partners• Have an executive set expectations about accountability partners• Designate a leader to share messaging about accountability partners, follow up with the group, highlight successes, and encourage others		

Upskilling as an HR tool

Stand out as an organization with an established culture focused on continuous career development and engaged learning. Try some of these programs to use upskilling as an HR tool:

- [Tie-in with performance management](#)
- [Coaching support](#)
- [Peer group team meetings](#)

Tie-in with performance management

Goal	To use Pluralsight as part of your performance management. Skill IQ and regular skill development should be a core pillar of performance management.		
Run time	N/A	Frequency	Run quarterly or at the six-month or yearly mark
Effort	High		
Description	This program includes messaging about how to use Pluralsight as part of development resources with performance management. Messaging can include manager support for development conversations with teams. It can also include messaging to learners about how to share their Pluralsight progress when speaking with managers and prepare a learning plan to support their goals.		
Requirements	<ul style="list-style-type: none">• Choose an executive to set the expectation with teams about development conversations• Enable managers to track their team's skill levels• Create messaging to share with managers and learners• Help managers and learners pull data from Pluralsight to use in their performance review		

Coaching support

Goal	To establish a growth mindset among leaders and learners by adding messaging to current materials that highlights Pluralsight and its features		
Run time	N/A	Frequency	Complete this program throughout the year
Effort	Medium		
Description	This program adds messaging about Pluralsight into existing coaching materials. For example, if your organization has growth mindset coaching materials, you can share messaging with managers on how to speak about Skill IQ in the context of a growth mindset-focused coaching process. Use this example messaging in your materials.		
Requirements	<ul style="list-style-type: none">• Use existing coaching materials at your org (if unavailable, see tie-in with performance management program)• Determine ways you can add Pluralsight messaging to coaching materials• Assign someone to revamp materials		

Peer group team meetings

Goal	To have your team collaborate with peers on what they're learning and encourage learning for all		
Run time	4 – 6 weeks	Frequency	Complete this program throughout the year
Effort	Low		
Description	Encourage teams to add one of these agenda items to meetings to foster development in peer groups (rotate choices): <ul style="list-style-type: none">• Share a Skill IQ• Share a learning tip• Share application of a skill• Choose a lightning round option:<ul style="list-style-type: none">◦ What are you learning this week?◦ What are you planning to learn next week?◦ How will you apply what you're learning?		
Requirements	<ul style="list-style-type: none">• Provide messaging to managers and teams and send periodic reminders• Add this program to existing meeting agendas; return to it on a consistent basis• Encourage active participation from team members		

Appendix

Team enablement email template

Subject: [Company] Learner Day: Discover the power of Pluralsight Skills

Hello!

You're invited to **[Company] Learner Day** on [Date], a day dedicated to exploring Pluralsight Skills and uncovering the opportunities Skills provides for continuous learning and skill advancement.

Here are the key focus areas for Learner Day:

- **Overview of Skills:** Dive into the technology skills platform that equips you with hands-on tools, skill assessments, and curated learning paths tailored to your goals
- **Value of Skills:** Discover the value of Pluralsight Skills for your learning journey
- **Search and filter:** Master the search and filter functions to pinpoint relevant content effectively
- **Skill IQ:** Gauge your proficiency in specific technologies, identify areas of strength and improvement, and receive personalized learning recommendations aligned with your current knowledge level

We'll guide you through these features (and more) and offer insights on how to leverage the platform to build stronger tech skills and maintain a competitive edge. Ensure you have access to the platform to prep for Learning Day and maximize upcoming learning initiatives.

Get ready to get skilled! See you on [Company] Learner Day on [Date].

Regards,

Skill IQ power hour email template (1/2)

Subject: Join the Pluralsight Skill IQ Power Hour. Unlock your learning potential.

Dear [Team/Colleagues],

Get ready to level up your skills.

You're invited to join us for the Pluralsight **Skill IQ Power Hour**, a dedicated session that highlights the benefits of Skill IQ. This interactive session will provide you with valuable insights as you take Skill IQ assessments and unlock your learning potential.

During this session, we'll come together as a team for a skill-building adventure. Here's what you can expect:

- **Understand the benefits of Skill IQ**
 - Assess and validate your skills
 - Identify knowledge gaps
 - Take a personalized learning journey
 - Boost confidence and credibility
 - Track progress and set goals
- **Uncover personalized learning journeys:** Skill IQ will help you chart a path for continuous improvement tailored to your skill level and career goals and guide you towards reaching new milestones.
- **Discover the power of dedicated learning time:** You'll set aside dedicated time to take Skill IQ assessments. It's an opportunity to challenge yourself, discover your strengths, and identify areas for growth.

Skill IQ power hour email template (2/2)

To participate, make sure you have a Pluralsight license and join the Slack #[insert slack channel] channel for announcements and opportunities to win prizes.

Don't miss this chance to take your tech skills to the next level and unlock your full potential with Skill IQ. Mark your calendar now.

Date: [Session Date]

Time: [Session Time]

Location: [Virtual Meeting Link]

If you have any questions or need further information, feel free to reach out.

See you at our Skill IQ Power Hour!

Regards,

[Your Name]

[Your Position/Role]

[Your Contact Information]



PLURALSIGHT