

IT skills development checklist

Aligning enterprise enablement with strategic business results

Use this strategic checklist to assess whether your organization's workforce development program aligns with key business outcomes. Evaluate the current enablement strategy to see how well it bridges capability gaps and empowers IT teams to adopt new technology faster, boost operational performance, and deliver measurable value.

1 Accelerate technology adoption and business outcomes

Evaluate if the organization's existing learning strategy can support newer technologies and critical business initiatives that matter most. Make certain the enablement strategy can answer these important questions:

- ▶ **Align learning with operational priorities:** Does the platform offer learning paths aligned to initiatives such as hybrid cloud, automation, and cloud-native application delivery?
- ▶ **Accelerate productivity:** Does the platform provide structured onboarding paths that help engineers and developers build proficiency safely and in less time?
- ▶ **Build practical skills:** Does the platform provide interactive, cloud-based sandboxes and real-world labs that help teams develop hands-on operational readiness?
- ▶ **Understand current capabilities:** Does the platform provide skills assessments that establish a baseline of team capabilities and identify gaps ahead of technology initiatives?

2 Prepare for AI, automation, and production expertise

Assess whether IT teams have the practical skills and validated expertise needed to adopt, integrate, and manage AI and automation across a hybrid cloud environment. Answering questions like these can help leaders select the correct software, products, and services for success:

- ▶ **Build AI skills for enterprise environments:** Does the platform provide practical AI learning paths covering deployment, configuration, and security for AI workloads?
- ▶ **Accelerate troubleshooting with AI-guided practice:** Do teams have access to contextual AI guidance during hands-on learning to help resolve issues faster and reduce reliance on senior technical experts?
- ▶ **Connect AI and automation skills:** Can developers and operations teams access shared AI and automation resources that help them build, test, and manage complex workflows together?

3 Scale workforce capabilities without infrastructure complexity

Determine if the current learning platform can support a distributed workforce while minimizing administrative overhead. Answer these questions to make sure the present workforce is preparing effectively for the future workplace.

- ▶ **Simplify access to hands-on learning:** Does the platform provide cloud-based labs and sandboxes that reduce dependency on local infrastructure and ongoing maintenance?
- ▶ **Support active, on-demand learning:** Can teams access a flexible combination of self-paced courses, live virtual classes, and concise learning experiences when they need them?

- ▶ **Standardize skills globally:** Does the platform provide consistent learning experiences across roles, teams, and geographies while supporting enterprise-wide skills standards?
- ▶ **Measure skills development:** Can IT team leaders assess capabilities, track progress, and identify skills gaps over time to realize the outcome of their learning investment?

4 Measure business value and return-on-investment

Beyond course completion, every learning strategy should deliver measurable business outcomes. An IDC White Paper found that structured training and certification can deliver significant business value, including an average 450% three-year [return on investment] ROI with a five-month payback period.¹

Consider whether the organization’s current learning strategy can contribute to outcomes such as:

- ▶ **44% more efficient infrastructure teams.**
- ▶ **73% increase in infrastructure automation.**
- ▶ **47% higher productivity, development teams.**
- ▶ **36% more efficient security teams.**
- ▶ **54% faster MTTR:** Reduced time to repair infrastructure problems (2.8 hrs vs 6.3 hrs).
- ▶ **46% faster to full productivity, new hires.**

¹ IDC Business Value White Paper, sponsored by Red Hat. “[The Business Value of Red Hat Training and Certification](#).” #US54623226, July 2026.

Ready to optimize team skills to achieve faster results?

Use the result of this checklist to help identify capability gaps and prioritize strategic initiatives.

- ▶ [Contact a Red Hat learning specialist](#) to get started building learning paths tailored to your organization’s goals.



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