

Transforming Federal Workforce Through Training

The federal workforce is undergoing rapid demographic changes, leading to significant capability gaps that are expected to widen as retirement rates accelerate. Federal agencies will need to update and enhance their training and development programs to adapt to these evolving needs.

IS THIS A FUNDING PROBLEM?

In response to growing calls for employee upskilling, learning and development efforts in the United States have intensified, with total expenditures across all sectors reaching \$101.8 billion in 2023.¹ However, despite these substantial investments, there remain systemic challenges within the realm of training and development.

Many traditional "check-the-box" training programs are ineffective, consuming billions of dollars annually but failing to yield desired results due to misaligned success metrics and uninspiring outcomes. These learning models focus on passive knowledge transfer rather than active skill development and overlook the principles of adult learning (andragogy). Further exacerbating the issue are time-based, compliance-based legacy training models that fail to change behavior on the job or attend to the neuroscience of learning.

Established industry providers are hindered by their size and often struggle to adapt their offerings. This inflexibility, combined with a reliance on traditional profit models and existing partnerships, turns previous assets like extensive content libraries and familiar training methods into liabilities. These providers are unable to move away from ineffective, one-size-fits-all training models, which are increasingly being recognized as inadequate in meeting the dynamic needs of today's workforce. In essence, their size impedes their success, preventing them from supporting everybody effectively and ensuring each dollar is utilized responsibly.

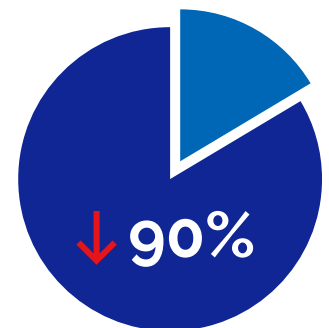
As emerging technologies like generative AI reshape global employment and labor markets, federal employees will need to hone their skills in areas like program management, data analytics, and systems thinking. Simply increasing funding will not resolve the challenges facing federal workforce training.

¹ [Total Training Expenditures in the United States from 2012 to 2023](#)



By 2028, nearly 50% of all employees will face skillset disruption in their appointed positions.²

² [Evolution of Federal Financial Management Reforms: FedScope - Federal Workforce Data](#)



90% of learned material is forgotten within two weeks if not reinforced with clear, relevant, and practical applications.³

³ [What Is the Forgetting Curve \(and How Do You Combat It\)?](#)

MDC-BUSINESS UNIVERSITY

In 2022, MDC acknowledged challenges across the federal workforce and utilized its expertise in resource management and leadership to establish MDC-Business University. This initiative spearheaded an innovative, research-based approach, specifically designed to meet the evolving needs of the workforce, with a focus on developing human capital. By adopting best practices in adult learning, MDC-Business University has successfully fostered a shift in mindsets, skill sets, and job performance behaviors, all underpinned by trust and proven credibility.

At MDC-Business University, our mission is to build lifelong partnerships with public sector professionals through the development and enhancement of new and existing skillsets across the entire spectrum of management disciplines. Our collaborative learning model provides a holistic education and training platform that partners with and empowers learners by leveraging the tenets of adult learning theory and incorporating agency-specific competencies in the development, delivery, and sustainment of training and development events.

Our training and development events are fully accredited by the International Accreditors for Continuing Education and Training (IACET) and are facilitated by industry-leading professional faculty who have decades of federal experience in leadership and management disciplines.

OUR CAPABILITIES

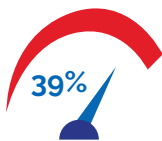
- Collaborative Professional Development Workshops
- Industry-Specific Training Seminars
- Certification Programs with Peer Learning
- Interactive Online Learning Modules and Courses
- Continuing Education and Training (CE/T) and Continuing Educational Units (CEUs)

WHO WE ARE

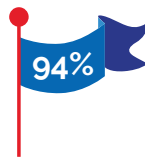
Our faculty and facilitators are experts in their respective fields, bringing years of leadership and financial management expertise from top-tier federal service positions. They are thoroughly trained in the methodologies of adult education, ensuring they deliver content effectively. Additionally, our team includes skilled instructional design professionals who collaborate closely with our subject matter experts to develop all courses and materials. This partnership ensures our educational offerings are grounded in the most current adult learning theories.

OUR RESULTS

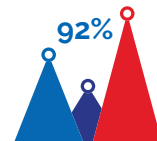
Courses with summative assessments for the prior 18 months indicate:



Learners increased their knowledge of assessed content by an average of **39.11%** pre-test to post-test.



Learners' overall satisfaction with the learning events exceeded **94%**.



In a multi-cohort assessment (financial, admin, technical, and other professionals) **92%** of learners reported the learning event would significantly improve their ability to perform in their jobs.

For additional information on our services or to begin a partnership opportunity that aligns with your organization's modernization objectives, contact businessdevelopment@mdc-llc.com. MDC-Business University is an IACET-accredited provider.