

EBOOK

Closing the Readiness Gap:

A Practical Blueprint to Enable Competency-Driven Training & Development in Pharma, Medtech, and Life Sciences

A Response to the Meta-Study: The Future of Training in Pharma, Medtech & Life Sciences

This eBook builds on the findings of the recent meta-study, translating research insights into practical high-impact solutions companies can implement today. Discover how Realizeit is uniquely designed and engineered for training and assessing frontline workers in pharmaceutical, medical device, and life sciences sectors.



FOREWORD

In an industry where lives, regulatory integrity, and innovation hang in the balance, training cannot be treated as an afterthought or mere compliance checkbox.

The recent meta-study on L&D across the pharmaceutical, medtech, and life sciences sectors makes it clear: **the greatest threat to training effectiveness isn't lack of effort or leadership — it's outdated technology.**

Legacy LMS platforms, paper-based evaluations, and rigid one-size-fits-all courses were built for a slower, less dynamic era. They cannot adapt to the pace of scientific discovery, regulatory evolution, or workforce transformation now facing these industries. Training leaders aren't failing their people. They're being failed by the systems and technology they've become overly dependent upon.

This eBook builds directly on the findings of a **comprehensive meta-study** that synthesized insights from ten independent research reports focused on **learning and development in the pharmaceutical, medical device, and life sciences sectors in 2024-2025** (see appendix). That analysis revealed five practical, actionable areas where individual companies can make meaningful improvements to overcome the most pressing training challenges facing their sector — even if broader systemic reform remains outside their immediate control.

In the pages that follow, we explore each of these five findings — and share precisely how Realizeit's intelligent training platform is uniquely equipped to solve them with agility, precision, and verifiable impact.



1. | Adopt Intelligent, Data-Driven Training Systems



META-STUDY FINDING:

Traditional learning systems are **reactive, disconnected, and difficult to scale**. Data-driven platforms enable continuous assessment, personalized development, and predictive planning.

WHY THIS MATTERS:

Outdated systems simply cannot keep pace with the scale or speed of change in these sectors. Training remains slow, generic, and decoupled from performance. Intelligent systems unlock real-time learning that adapts to each employee's needs and supports ongoing job readiness.

REALIZEIT RESPONSE:

Realizeit's adaptive, AI-powered platform is built for dynamic training and learning. It continuously evaluates individual knowledge and skill gaps, delivering personalized content that targets only what's needed. **Managers gain insight into workforce readiness in real-time**, allowing them to make adjustments, as needed, to ensure each worker is qualified for the role they're being assigned to.

A large pharmaceutical client recently saw immediate efficiency gains when deploying Realizeit's adaptive technology in their compliance training programs. By personalizing the learning journey based on what employees already know, what they still need to learn and adapting to their specific roles and geographies, they're able to significantly reduce mandatory training hours while increasing knowledge assurance.

2. | Make Competency Development Central to L&D



META-STUDY FINDING:

Training is most effective when grounded in defined role competencies and aligned to real job performance. Competency-based models help validate readiness, reduce rework, and ensure performance.

WHY THIS MATTERS:

Conventional training systems focus on completion, not verification. In highly regulated and safety-critical environments, it's not enough for employees to "attend" training — they must demonstrate they can apply the knowledge and skills conveyed. When job roles evolve or procedures change, competency must be re-validated dynamically, not once a year.

REALIZEIT RESPONSE:

Realizeit doesn't just deliver training — it verifies whether people can actually do the job by continuously confirming employees can demonstrate the requisite knowledge and skills on-demand through assessments, supervisor sign-offs, and on-the-job observations. If a gap is found, the system responds instantly with targeted remediation. **It's a closed-loop model: assess, adapt, validate.** Instead of assuming job readiness, Realizeit delivers evidence of competency — by role, by individual, and across geographies.

A clear demonstration of this model can be found in AstraZeneca's tiered internal certification framework for GenAI training. Using Realizeit, over 5,000 employees recently progressed through Bronze, Silver, and Gold certification levels. The system validated knowledge at each level with real-time assessments, flagged gaps, and auto-triggered targeted refreshers. This enables AstraZeneca to build and assure fluency in GenAI, a strategic priority area, across functions and regions at scale.

3. | Empower Trainers and Supervisors with Guided Tools



META-STUDY FINDING:

Supervisors are critical to verifying in-field readiness, but **inconsistent methods and lack of digital tools** compromise effectiveness and auditability

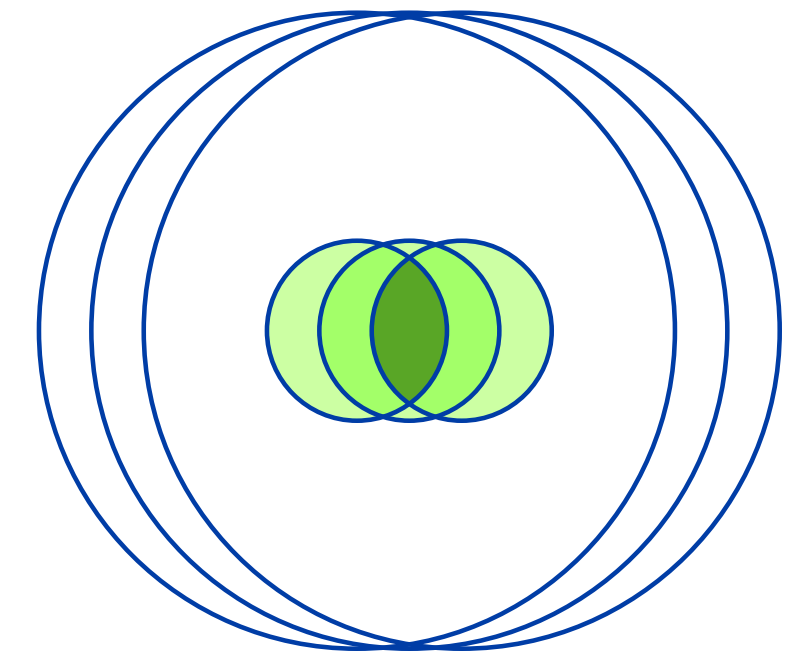
WHY THIS MATTERS:

Supervisors are often the first and last checkpoint for on-the-job learning. Without structured support, they assess based on gut instinct or incomplete criteria, creating inconsistency and risk.

REALIZEIT RESPONSE:

Realizeit equips supervisors with **mobile, guided tools to evaluate skills consistently and confidently**. These tools provide structure, guidance, and automated evidence capture — even in offline environments like cleanrooms or field sites. Supervisors become trusted enablers of competency assurance.

In a coaching use-case for Sales, AstraZeneca is leveraging Realizeit to personalize knowledge checks and integrate video-based coaching tools for their line managers. Supervisors no longer rely on generalized quizzes; they can directly evaluate reps' ability to articulate product knowledge accurately and confidently. This shift gives leadership more confidence in sales readiness while enabling tailored coaching for individuals.



4. | Integrate Learning with Operational Metrics



META-STUDY FINDING:

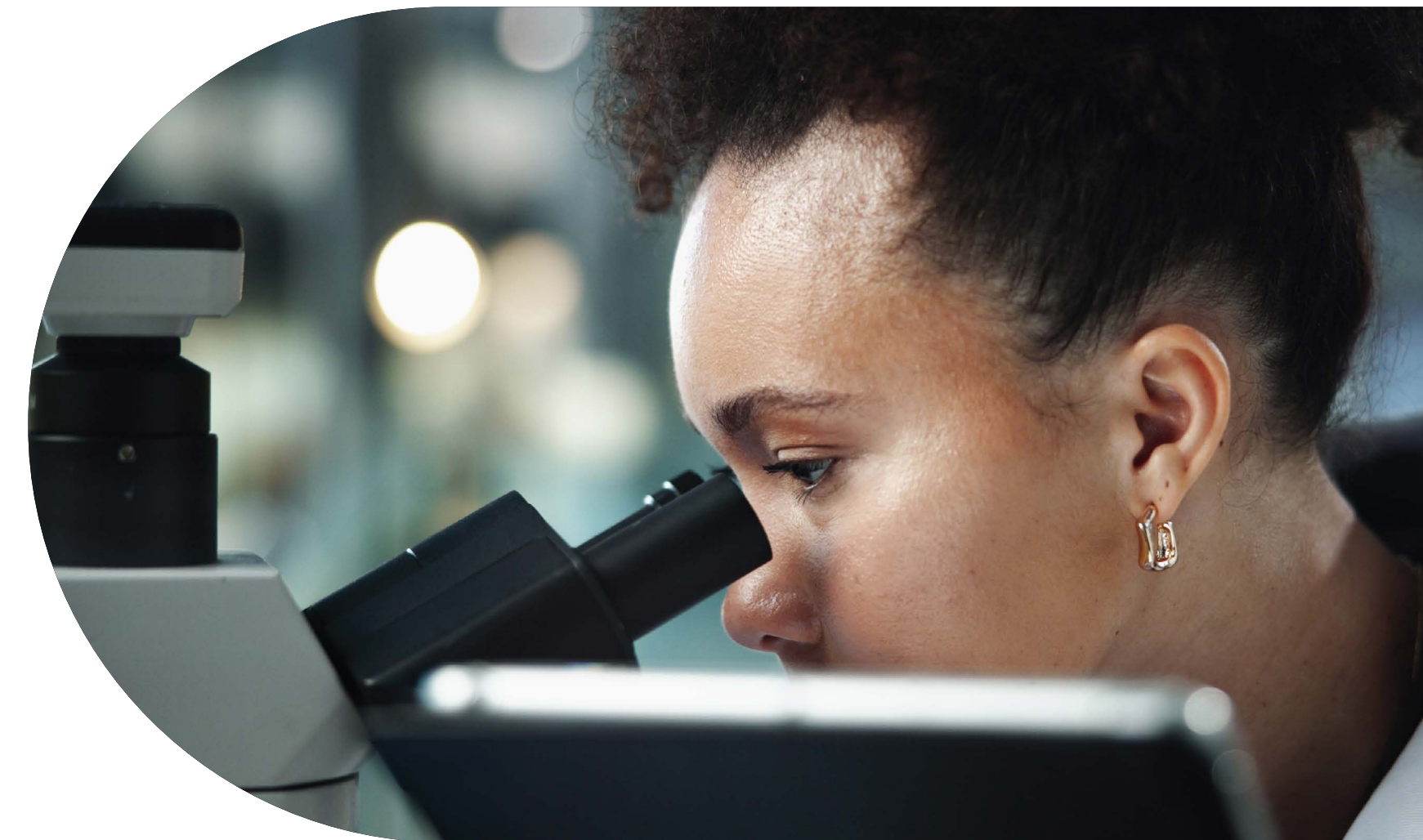
Best-in-class organizations work to **connect training more directly with operating KPIs** — including safety, quality, compliance, and workforce productivity.

WHY THIS MATTERS:

If training data lives in isolation, it can't be leveraged to inform operational decisions. Leaders benefit from having visibility and insight into how learning activities impact day-to-day operations — and how gaps in job readiness correlate with risk.

REALIZEIT RESPONSE:

Realizeit enables companies to leverage learning records with operations. Dashboards show managers **which employees are ready, where gaps remain, why there are gaps** and enable supervisors to **take action to close those gaps**. With these insights, leaders can intervene and prioritize manpower to ensure operational integrity.



5. | Tailor Training to Fit the Work Environment



META-STUDY FINDING:

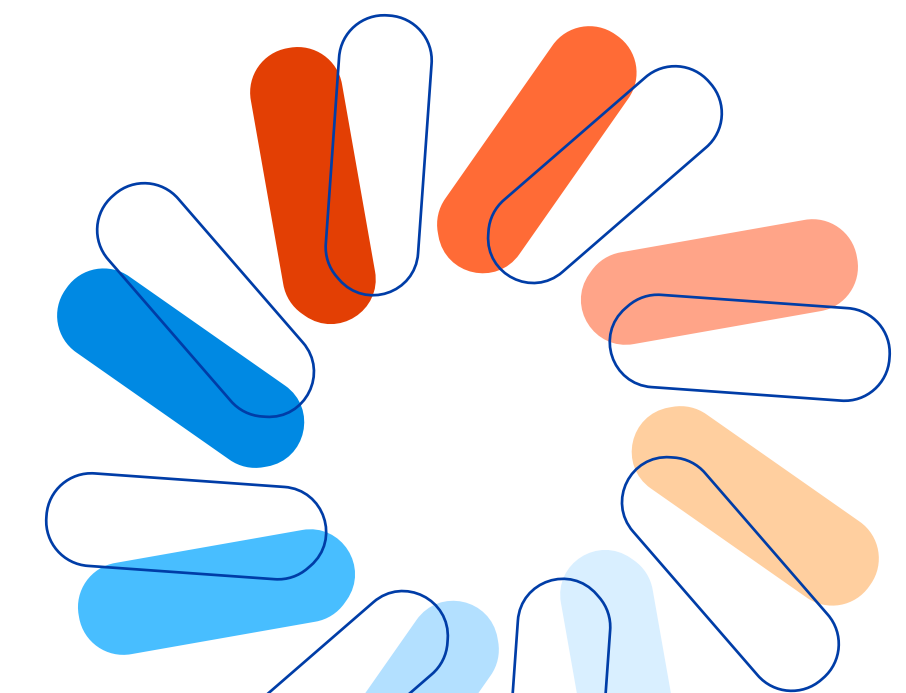
Environments like cleanrooms, clinical trial sites, and manufacturing floors require training delivery that works in **multiple languages, fits within operational constraints and is relevant to each individual in their job roles.**

WHY THIS MATTERS:

If training tools don't fit the field context, they don't get used. The right delivery model improves adoption, ensures consistency, and enables a diverse, mobile workforce.

REALIZEIT RESPONSE:

Realizeit is **purpose-built to function in real-world environments where frontline teams operate** — not just where administrators sit. Whether on a manufacturing line, in a cleanroom, or inside a sterile lab, **Realizeit adapts to the location, language, and operational constraints.** It can work offline if needed and supports multilingual delivery. But more importantly, it isn't just accessible — it's actionable. Training, assessments, and competency validations can all be completed without leaving the floor or field. For a workforce that's constantly in motion, it is critical that the system flex with operations.



CONCLUSION

The evidence compiled by these independent studies is overwhelming: the most concerning gap in pharma, medtech, and life sciences training isn't knowledge — it's insufficient verification of knowledge transfer and application.

Too many companies operate under the assumption that training "completions" as they happen today equates to job readiness. It doesn't — the data on safety incidents, errors, re-works, operational breakdowns, etc. prove the point. In these industries where lives, reputations, regulatory approvals and billions in revenue are on the line, those are risks most organizations want to reduce if not eliminate.

What is also true is that **these sectors are all evolving faster than the training systems in place to support them.** APQC's benchmarks confirm it. Skillnet's field insights prove it. The meta-study underscores it: legacy LMSs, disconnected assessments, and once-a-year compliance courses are structurally incapable of keeping up. What's needed is not just modernization — it's a shift in mindset, technology and models.

This is where Realizeit stands alone.

It's a mistake to think of Realizeit as a better LMS. It's a **real-time competency development and assurance system designed for regulated, high-stakes environments** where it's essential for operational performance that only qualified, job-ready personnel are on active duty. Realizeit enables training to migrate away from being a passive checkbox model into a proactive operational control tool — surfacing who is ready, what gaps remain, and how to close them before they create risk. It adapts on the fly, functions in the field, and verifies job readiness when it matters most.

If competency, compliance, and performance-enablement matter — Realizeit is the system you can count on to deliver results.

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Let's talk about how you can elevate training to give your organization an operational edge.

Learn more

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