INTREPID™
LEARNING AT WORK, TOGETHER.

cotality™

GLOBAL IT UPSKILLING SUCCESS THROUGH COLLABORATIVE LEARNING ACADEMIES

Cotality, formerly CoreLogic, a global leader in real estate data, overcame IT upskilling challenges by implementing collaborative learning academies. By partnering with Intrepid, Cotality scaled its training program to reach a global workforce, increasing learner engagement by 80% and driving future innovation through upskilling in emerging technologies like generative AI.

CHALLENGE

Cotality, formerly CoreLogic, faced challenges upskilling over 3,500 IT professionals during its rapid cloud migration. Key hurdles included ensuring the program could scale for a large, diverse workforce across multiple time zones and languages. The ever-evolving tech landscape meant that skills needed regular updating to keep up with cloud innovations, and talent

retention remained critical in a competitive market. Traditional in-person training was insufficient due to its limited capacity, prompting Cotality to seek scalable, interactive learning solutions that would adapt quickly to new technologies and workforce.

- ■ **BUSINESS CHALLENGE**
  Upskilling

- ■ **INDUSTRY**
  Tech/IT Services

- ■ **NUMBER OF LEARNERS**
  3,500

- ■ **L&D STRATEGY**
  Cohort-based Learning

SOLUTION

To address these challenges, Cotality partnered with Intrepid and a consulting services company to create a collaborative learning platform with an academy-focused approach. This solution leveraged workforce diversity and encouraged knowledge sharing. Key components included:

Collaborative Learning: Global teams learned from each other, enhancing teamwork.

Scalability: Accommodated 150+ learners per cohort, compared to 16 in the previous in-person model.

Interactive Features: Gamification and project-based learning increased engagement.

Exclusive Enrollment: Required manager nominations for enrollment created a sense of scarcity, boosting commitment and participation.

Strategic Leadership Buy-In: Demonstrating benefits like increased productivity and reduced dropout rates secured leadership support.

RESULTS

Cotality's collaborative learning program delivered impressive results for the organization, including:
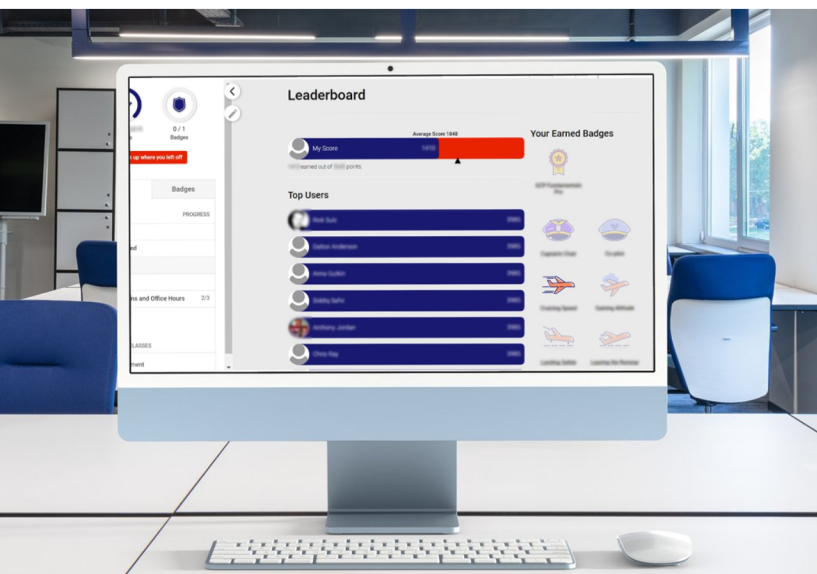
820% **Increase in Scale:** Reached significantly more learners than in-person training.

80% **Increase in Learner Engagement:** Participation and commitment grew significantly.

300% **Decrease in Cost:** Cohort-based learning drastically improved cost efficiency.

62% **Decrease in Dropout Rates:** Exclusivity and engaging content reduced dropouts.

Cotality's ability to scale and innovate through collaborative learning set the foundation for continued IT growth and to effectively capture the skills gap.

> **Brian Cator, Senior Director, Software Engineering**
>
> Cotality's investment in continuous training empowers us to stay ahead in advanced technology, ensuring we deliver innovative solutions to our clients while fostering a culture of growth and expertise. We are proud to partner with similar minded companies, like Intrepid by VitalSource, to achieve our goals.

READY TO ACHIEVE SIMILAR UPSKILLING SUCCESS?

See how to get started with a collaborative learning program to upksill and retain a diverse, global workforce.

Chat with a learning advisor today!