

JOB ARCHITECTURE FOUNDATION

Role Architecture

You can't adapt your workforce if you can't clearly see it.

Adaptability is the key
7 in 10 business leaders say their competitive edge over the next three years will come from staying nimble, adapting quickly to changing customer, market, and business needs.

– Deloitte 2026 Global Human Capital Trends Report

Pearson's Role Architecture transforms fragmented job data into a clear, standardized view of roles and skills. Give your organization the foundation needed to understand its workforce, improve decisions, and plan for change confidently.

Role Architecture enables you to navigate changing job roles as AI and emerging technologies reshape the workplace.



- Map your existing job roles to the Pearson framework with minimal employee data
- Understand how work is performed across the organization now, what skills are needed, and where work overlaps across teams
- Focus workforce planning and development where they will have the greatest impact



How Role Architecture Transforms Workforce Planning



Unify job titles

Bring consistency to job titles across teams, systems, and regions. Replace confusion with a shared language, so you can compare roles, trust your data, and see your workforce clearly.

Make decisions with clarity

Get a complete, consistent view of your workforce. With aligned roles and reliable data, you can plan ahead, model change, and make decisions with confidence.

Start with a strong foundation

Give every talent decision a clear starting point. With a consistent baseline, your insights are sharper, your planning is stronger, and your transformation efforts scale across the organization.

Role Architecture lays the framework to access the full value of Pearson's Talent Planning solutions to unlock data-driven insights and make more effective talent planning decisions.



Who it's for

Built for organizations that need a consistent, shared view of roles across their workforce.

It's especially valuable for organizations with large, complex, or globally distributed teams, where job titles, role definitions, and workforce data vary across regions, systems, and functions.

Working to bring consistency to your workforce data, improve visibility, or create a stronger foundation for workforce planning and transformation? Role Architecture is the place to start. It's the first step to unlock talent planning capabilities to model changing skill demands, increase career mobility, and understand the impact of technology on the workforce.

Take the next step

Talk with our experts about how Job Architecture Foundation – Role Architecture and our full suite of Talent Planning Solutions can help you plan for the workforce of tomorrow.

Visit go.pearson.com/work to connect with a Pearson expert and discuss your needs.