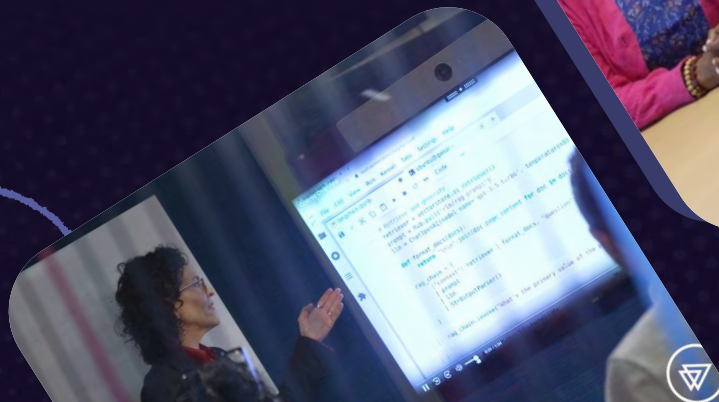
 PLURALSIGHT + Morgan Stanley

# Driving client value with people-first learning

Learn how Morgan Stanley used Pluralsight to provide busy employees with flexible, customized upskilling to innovate at the pace of rapidly changing tech.



# The challenge

## Advancing at the pace of tech innovation

From low-latency trading to supporting financial advisors with generative AI tools, Morgan Stanley has consistently used innovation to drive better outcomes. But as the rate of tech advancement continued to increase, the company recognized the need to pick up the pace.

They sought the most effective way to modernize their tech stacks, invest in their people, and deliver on business goals. The stakes were high: If Morgan Stanley didn't address these challenges, they would be less effective in supporting customers and clients to achieve their goals.

AI, cybersecurity, and cloud were the most important technologies to master. Each of these domains demanded a thoughtful approach with a deliberate plan to manage risk.

It became clear that in order to meet these challenges, Morgan Stanley needed to improve their talent development. A one-and-done, one-size-fits-all upskilling approach wouldn't cut it. They needed a personalized learning solution designed to fit into their employees' busy schedules and deliver targeted solutions in a fast-paced market environment.

## Who they are

As a global financial services firm, Morgan Stanley is committed to technological innovation. The firm relies on its technologists around the world to create leading-edge, secure platforms for its businesses.

AI

JS

aws

Headquartered in  
**New York,  
NY**

80,000  
employees

Founded in  
**1935**

Serves  
**6.8 million**  
households



# The solution

## Building a team of skills heroes

Since partnering with Pluralsight, Morgan Stanley has empowered its technologists to access the content they need on demand and on their own time. Pluralsight also supports engaged continuous learning through expert-led webinars. There's been a strong correlation between time spent on continuous learning and high performance on the job.

On top of the learning content itself, Pluralsight's advanced analytics have been vital for evaluating progress. Morgan Stanley now employs comprehensive tracking of activity across all tech stacks and integrates this data into their master dashboard. These analytics help ensure talent development is aligned to overall strategy, with concrete insight into skills gaps and how to address them. Additionally, learners gain deeper visibility into their progress through skill- and role-based self-assessments.

The company has formalized the new upskilling approach via co-sponsored learning campaigns: Skills Hero in 2023 and ElevateU in 2024. The campaigns feature themed learning blocks aligned to relevant topics and prizes to inject fun into the process. Learners and leaders alike have responded with frequent engagement and positive feedback.

### Tech learning for any schedule

“Pluralsight has been a great fit for our upskilling challenges at Morgan Stanley. With on-demand learning, all of our engineers and technologists can access the information on their schedule as they need it.”

— Trevor Brosnan,  
Distinguished Engineer, Head of Technology  
Strategy Execution





## Key benefits of Pluralsight for Morgan Stanley

### Efficient upskilling

Learners saw a 46% year-over-year decrease in the number of days needed to upskill.

### Flexible learning

Employees can fit regular upskilling into busy schedules and drive stronger performance on the job.

### Advanced analytics

Detailed metrics provide insight into skills gaps and how to address them, ensuring talent development is aligned to strategy.

### Insight into progress

Learners drove a 56% skill increase using skill- and role-based self-assessments for deep visibility into their own development.

## Next steps

### Flexible learning for evolving tech

Morgan Stanley may have found a great learning partner in Pluralsight, but they're certainly not standing still. They aim to stay ahead in a rapidly changing tech environment, align learning plans to their technology strategy, and ensure their people have increasing access to the learning they need across all key technology domains—from data to AI, cyber, and governance solutions—to drive client and customer value.

Ultimately, it's the learners behind the technology who matter most. Distinguished Engineer and Head of Technology Strategy Execution, Trevor Brosnan, puts it best: "Technology is a people business. In today's world, with all this focus on AI and automation, it's easy to lose sight of the fact that technology depends on all of our people. And Pluralsight is our partner in achieving that mission."

### A partner, not a platform

“When I hear about Pluralsight, what comes to mind is customization of content, timely ability to get content that we need, and strong analytics, in addition to a collaborative team that we really appreciate.”

— Christina Dacauaziliqua, Senior Learning Partner for Strategic Programs

### User-friendly upskilling

“Our technologists appreciate the high-quality courses taught by vetted professionals. They also love gamification and collecting the badges. The user interface is clean and intuitive, making it easy to navigate and find what they’re looking for.”

— Natalia Borisova,  
eLearning Program Manager

Want to increase the speed of innovation at your organization?

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