

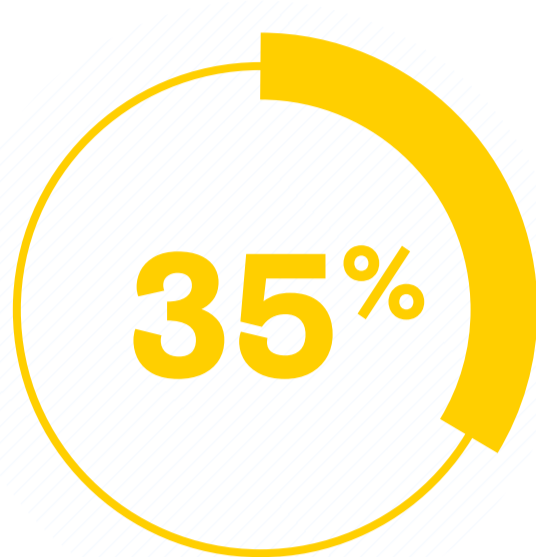
# 4 WAYS

to design a skill-building program for all employees

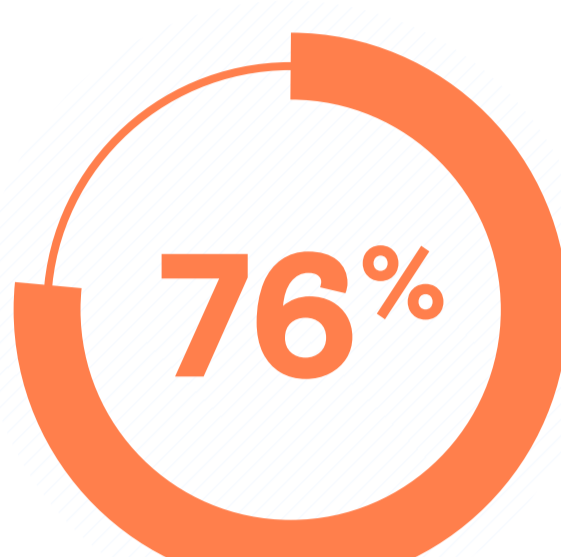
## DE&I means **business**

**Diversity, equity and inclusion (DE&I)** initiatives are more important now than ever before. The best way leaders can drive real DE&I change is to offer flexible pathways for all employees. Companies are able to drive business impact by encouraging lifelong learning. So, how is your organization providing opportunities and support for all employees?

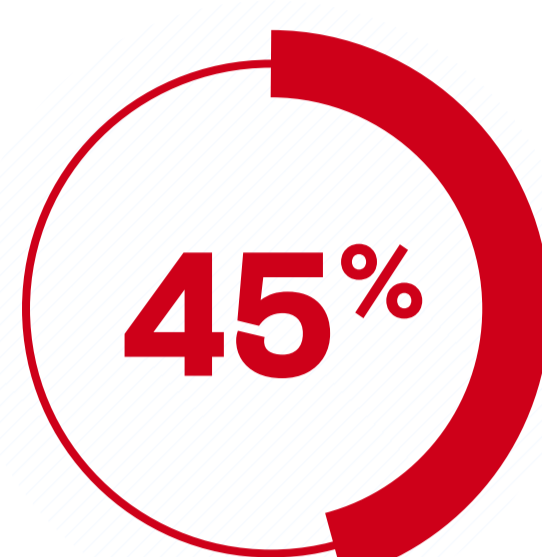
Now is the time to take action, here's why:



higher financial performance is reported by more ethnically diverse companies.<sup>1</sup>



of job seekers report diversity as a key factor in evaluating a company and job offer.<sup>2</sup>



of Americans say they have experienced discrimination in the workplace in the past year.<sup>3</sup>

## This is a **movement**, not a moment

How to design an education program for all employees



### Meet your employees where they are

Provide the next step in your workforce's education by knowing where they left off. By knowing the level of education held by people in your organization, you can focus on the certifications and programs your people need most.

### Reduce barriers to entry

Reimagine how your organization can limit the out-of-pocket expenses for employees by covering all expenses upfront. This will increase participation in your program when employees know they don't have to foot the bill first.



### Asses shortfalls and create opportunities for growth

Creating growth opportunities for underrepresented people, usually those with less access to quality education, will lead to new career and leadership pathways. After all, studies have shown that more diversity in leadership roles leads to more innovation and better financial outcomes.

### Give confidence that this will lead to greater contribution

Strategic education and skill-building create a win-win for employees and enterprises, creating an internal pipeline of ready and skilled workers to collectively take the next step in their journey.



## Knowledge for all, **power for all**

### Invest in education today for your organization's tomorrow

Factors such as the pandemic and the ever-changing economy will continue to shape and evolve the workforce and the jobs needed. Minorities will be some of the most impacted in terms of displacement and automation of jobs, making upskilling and reskilling critical for all.

### Top 10 jobs affected by displacement

	Jobs potentially displaced.		Displacement rate. %	Share of 2017 workforce. %
Food-preparation workers	1,375		28	2.8
Retail salespeople	1,180		23	2.9
Office clerks, general	1,159		34	2.0
Stock clerks and order fillers	1,020		46	1.3
Bookkeeping, accounting and auditing clerks	921		49	1.1
Cashiers	917		24	2.3
Secretaries and administrative assistants	824		30	1.6
Food servers	726		25	1.7
Cooks, restaurant	638		47	0.8
Customer service representatives	507		16	1.8

Job loyalty increased dramatically with millennials when employers addressed DE&I and reskilling. It is time to solidify your employer brand and ensure your employees can feel confident that your organization is creating a safe, diverse and inclusive workplace.

InStride takes a comprehensive approach to understand an organization's needs to design inclusive educational programs that help meet their business growth objectives.

Talk with our experts today to learn how to design an educational program to fit all of your employees' needs.

**Talk with our experts today.**

Learn more at [InStride.com](https://www.instride.com)

### References

1. [McKinsey & Company](#).

2. [Glassdoor and VentureBeat](#).

3. [Gallup](#).