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?

Knowledge for all. Power for all.

Invest in education today for your organization’s tomorrow.

Top 10 jobs affected by displacement

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

Top job loss leaders are:

- Food-preparation workers
- Retail salespeople
- Cashiers
- Food servers
- Stock clerks and order fillers
- Waiters and waitresses
- Sales representatives
- Barbers
- Truck drivers
- Building maintenance workers
- Bookkeeping, accounting and auditing clerks

Job quality 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.

This is a movement, not a moment.

How to design an education program for all employees

Meet your employees where they are:

- Provide the most in your workforce’s education by knowing where they left off. Knowing the level of education held by people in your organization you can focus on the certifications and programs your people need.
- Reduce barriers to entry
- Make education programs more attractive so that the bar is lower to participate. For example, those usually those with less access to education will need to cover their education expenses. By offering in-kind contributions to leadership roles make certification and skill-building more attractive.
- Assess 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 employers, creating an internal pipeline of ready and skilled workers to collectively take the next step in their careers.

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 educational programs that fit your organization’s needs.

Learn more at InStride.com

InStride

4 WAYS
to design a skill-building program for all employees

DE&I means business

Higher financial performance is reported by more ethnically diverse companies.

76% of job seekers report diversity as a key factor in evaluating a company and job offer.

45% of Americans say they have experienced discrimination at the workplace in the past year.

This is a movement, not a moment

References


1. Glassdoor and VentureBeat.

2. Gallup.

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

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