

InStride

# 5 STEPS

## to rapidly reskill your workforce



## Invest in **education** today to **achieve** tomorrow

When exogenous shocks like COVID-19 take place, make sure you have the right solution in place that supports rapid results versus trying to find a solution that “checks the box” and will inevitably fail.

It is a journey that requires you to meet your employees where they are and offer them education opportunities that invite and enable contributions that matter at the speed of business.

**87%**

of executives said they were **experiencing skills gaps in the workforce** or expected them within a few years.<sup>1</sup>

**70%**

of employees say they haven't even mastered the skills they need **for their jobs today.**<sup>2</sup>

**54%**

By 2022, **54% of all employees will require significant upskilling**, according to the World Economic Forum.<sup>3</sup>

### 1. **Level up** your workforce

Individuals are curious and have natural tendencies to learn. However, for workplace learning to be effective, you have to consider what knowledge the employee already has and start building a program from there. Employees can learn in numerous different ways, whether informally, formally or on the job.



**Informal learning**



**On-the-job learning**



**Formal learning**

#### The employee perspective

**87%**

reported their educational activities helped them feel more capable and well-rounded.<sup>4</sup>

**69%**

stated their learning opened up new perspectives about their lives.<sup>5</sup>

**64%**

said their learning helped them make new friends.<sup>6</sup>

### 2. **Let's talk money**

To effectively evaluate the cost of adding new skills to your team, you need to look beyond the traditional solutions and consider all of the financial implications:

It costs an organization up to **6x** more to hire from outside an organization rather than reskilling from within.<sup>7</sup>

- **Culture and engagement**
- **Productivity**
- **Skill building**
- **Recruitment and retention**

Clearly connecting workforce education to the broader financial impact of the organization can help you communicate the business case for the right learning program that will drive the results your organization needs.

### 3. **Find your champion**

How can your business leaders actively participate in the communication and utilization of your company initiatives?

While 96% of business leaders agreed that workforce education programs can help drive business growth and deliver a long-term competitive advantage ...<sup>8</sup>

**96%**

**ONLY**

**27%**

... 27% of learning and development experts believe that their CEOs are active champions of learning.<sup>9</sup>

### 4. **It's time to design the learner experience**

Enable a learning experience that focuses on ease of access.

96% of business leaders agreed that workforce education programs can help drive business growth and deliver a long-term competitive advantage.<sup>10</sup>

**96%**

**92%**

When it comes to meaningfully achieving company diversity and inclusion goals, 92% agree a strategic workforce education program helps an organization.

### 5. **Invest in a brighter future**

It's more important now than ever to create a culture that is constantly looking for ways to learn and build skills.

#### **Here's why:**

High-quality education will accelerate skill-building on the job by providing the foundation of learning, tools and mentorship opportunities that your employees seek.

Tapping into the power of education now will equip your people for today's challenges and tomorrow's disruptions.

InStride is the premier global provider of strategic enterprise education for employers who want to achieve transformative business growth and social impact by unlocking the power of education.

Schedule a free consultation session with our academic experts to **learn more.**

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

#### References

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2. [Gartner](#).
3. [SHRM](#).
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