

Future-Proofing Your Workforce:

A Changing Labor Market Requires a Shift to Modern Workplace Learning

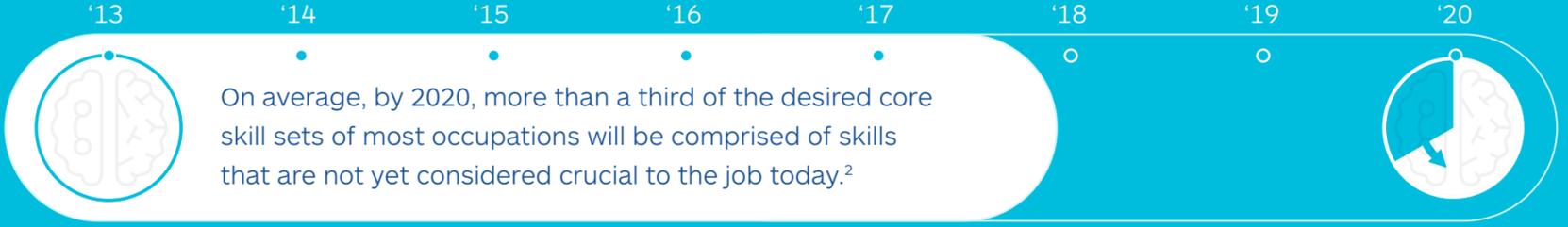


In an age of rapid, transformative change in the labor market, organizations are having to adapt their learning and development strategies to stay ahead of the curve. Attracting and retaining the right talent and future-proofing their workforce while maintaining the bottom line means organizations need to make the shift to a modern workplace learning experience. Investing in key components of a modern learning experience—such

as content curation and creation, video, and social learning—can help organizations foster a strong learning culture internally, arming them with a key competitive advantage in the labor market. They'll not only be able to provide today's employees with the kind of learning experience they look for from potential employers, but also bolster their bottom line and remain competitive by propelling increased employee performance through greater engagement around learning.

At least 30% of activities can be automated in

60% of all occupations.¹



10,000

baby boomers are retiring from the workforce each day.³



72%

of HR managers indicate that the loss of talented older workers is "a problem" or "a potential problem."⁴



83.1 M

millennials in the US today⁵ use YouTube as their most trusted learning resource.⁶



70%

of millennials indicate they are receiving no leadership training at all.⁷



69%

of learning and development professionals say talent is their #1 priority.⁸



92%

of executives agree there is a skill gap in the US workforce.⁹



TRAINING & DEVELOPMENT

Of all the benefits offered by employers, millennials value training and development the most.¹⁰



FOUR-YEAR DEGREE

only 16% of Americans think a four-year degree prepares students for a well-paying job in today's economy.¹¹



54%

of adults in the labor force say it will be essential for them to continuously train and develop new job skills to keep up with changes in the workplace.¹²



LEARNING & DEVELOPMENT

Only 16% of L&D spending is now allocated to instructor-led learning¹³, versus 33% in 2006.



ADVANCED MEDIA

In 2016, 13% of companies had adopted video, gaming, mobile, etc. for workplace learning, up 130% over 2015.¹⁴

10%

of what people learn in the workplace comes from formal courses. The rest comes from informal and social learning.¹⁵

25%

of businesses believe that workspace analytics tools, augmented reality tools, and micro-learning/training will have a role in the office environment within the year.¹⁶



Companies with a strong learning culture have 30%-50% higher engagement and retention.



They are 92% more likely to develop novel products and processes, and 52% more productive,



56% are more likely to be the first to market with their products and services, and 17% more profitable than their peers.¹⁷

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