

## Workplace learning and development An evolution

The #1 challenge for a Learning and Development (L&D) manager is unawareness by employees of their personal skills or performance gaps.

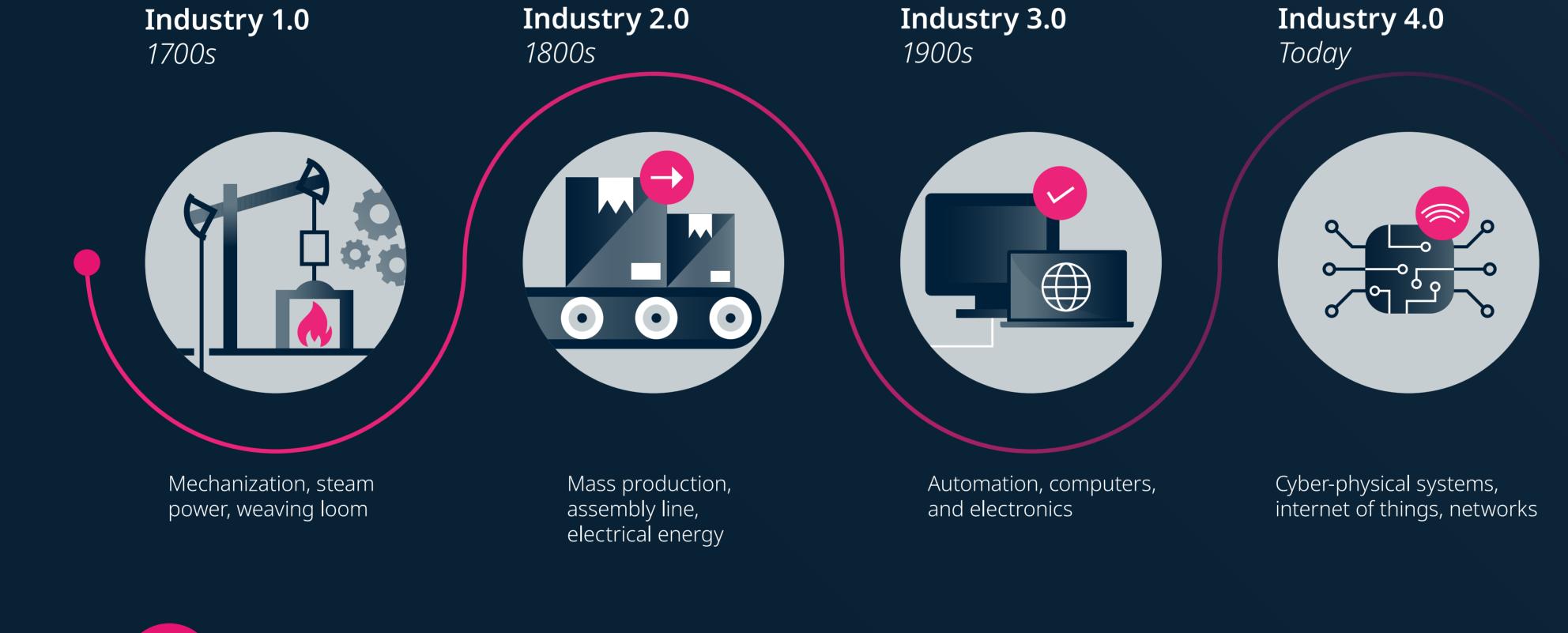
The Fourth Industrial Revolution (4IR) has accelerated the impact of new technologies on the world, disrupted traditional methods of work, and created a growing skills gap that businesses will need to address to retain staff and keep up with the rapid rate of change. Employees are worried that machines will replace humans, but while technology is driving change, humans are still very much in control of the destination. To support this, GetSmarter conducted research that reached over 8,000 respondents globally, allowing for significant insight into the current and future impact of these convergent forces.

## The workplace of the past Look back to move forward

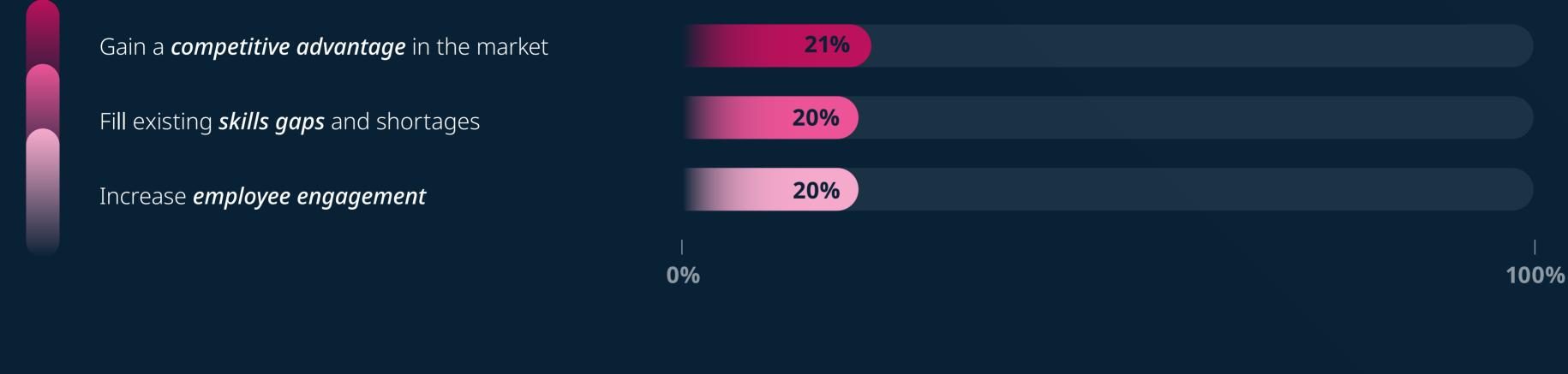
to embark on a period of unparalleled technological advancement. The next five, 10 and 20 years will present both significant challenges and opportunities. In order to stay competitive and thrive in business, organizations need to keep up with a changing workplace.

The 4th Industrial Revolution is now. Humanity continues

We cannot wait until there are massive dislocations in our society to prepare for the Fourth **Industrial Revolution.** Robert J. Shiller, Professor of Economics, Yale University

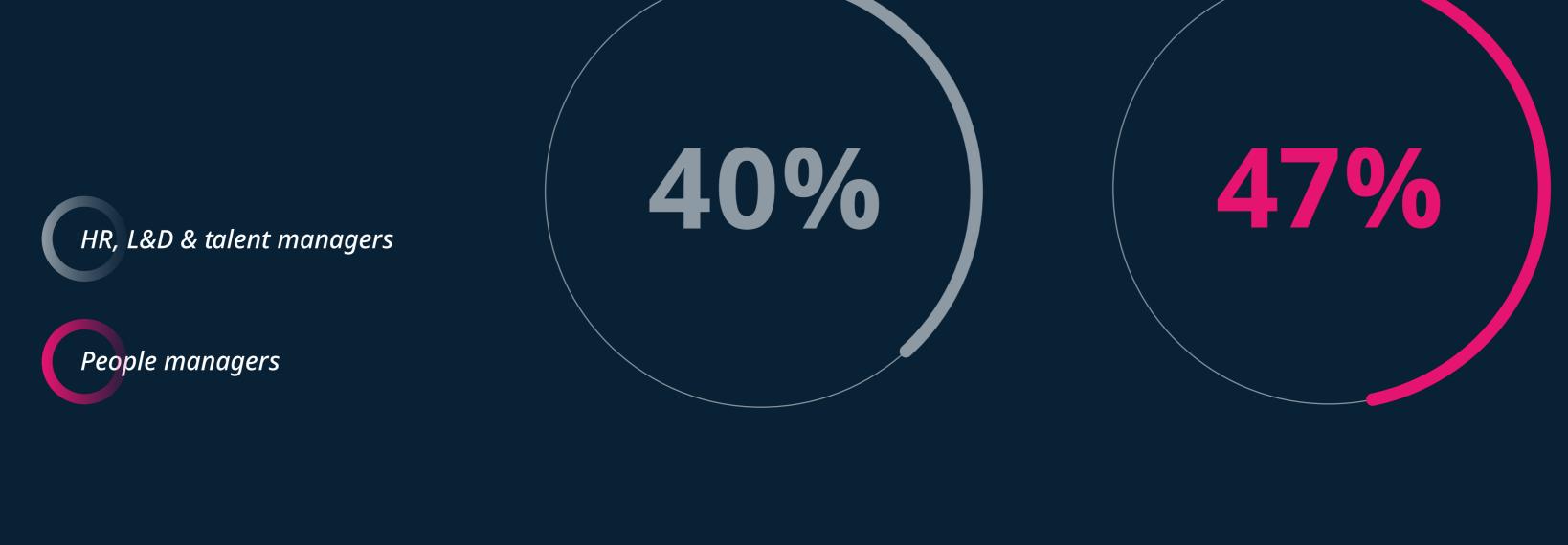


Why is it important to develop employees through learning?



40% of HR, L&D and talent managers, as well as 47% of people managers, are coping with the significant

changes of the 4IR by upskilling their teams to close skills gaps rather than hiring outside talent.



## Identify current skills gaps

Skills needed today

Technology is the catalyst to change in the workplace but humans are the

sustaining force behind the machines.

Our defining quality as the human race is our adaptability. It has driven the first three of the industrial revolutions, and drives this shift that we are currently experiencing. New technologies have introduced the need for new skills, with automation and artificial intelligence (AI) accelerating this.

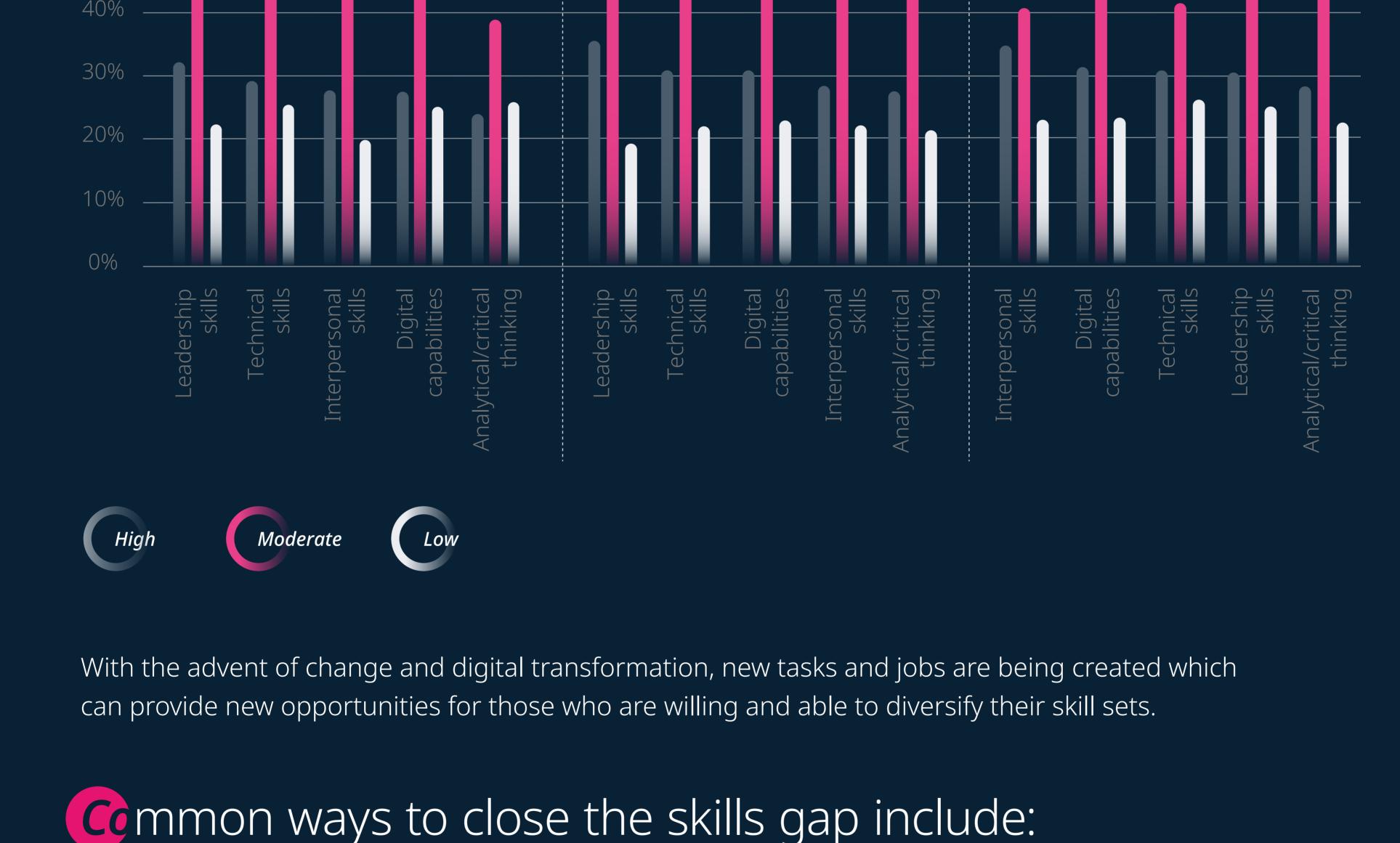
Critical thinking skills, leadership and interpersonal skills are the top valued skills currently.

There is a need to empower employees to gain knowledge and skills, but there is also a misalignment

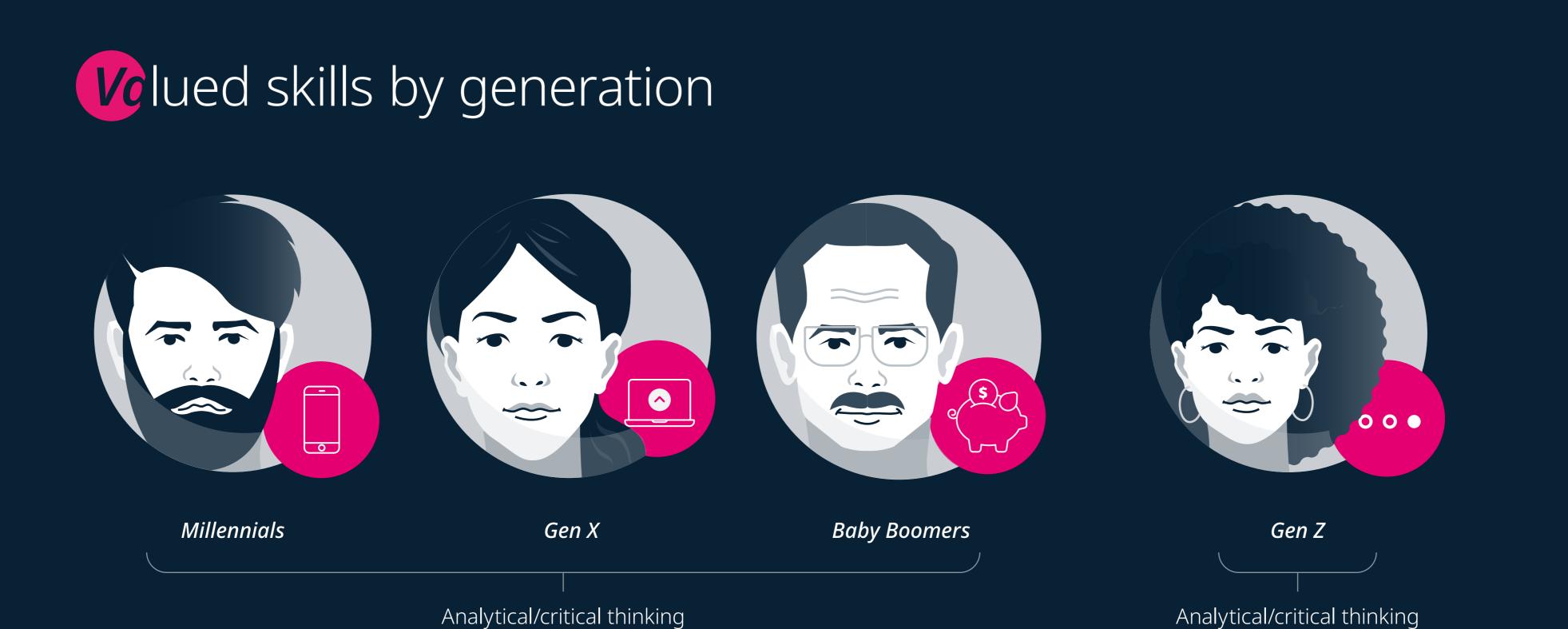
into what skills are perceived to be the most valued ones.

Skills gaps in organizations





Upskilling employees to progress in their current role 27% A combination of skills development techniques, such as 27% upskilling, reskilling, learning about disruptive technologies, and improving both technical and interpersonal skills



14%

100%

100%

and technical skills

66%

## 66% of HR-adjacent professionals believe that continuous learning is a joint responsibility between company and employee

employee development and the role they play in it.

learning opportunities.

Adapt to the future

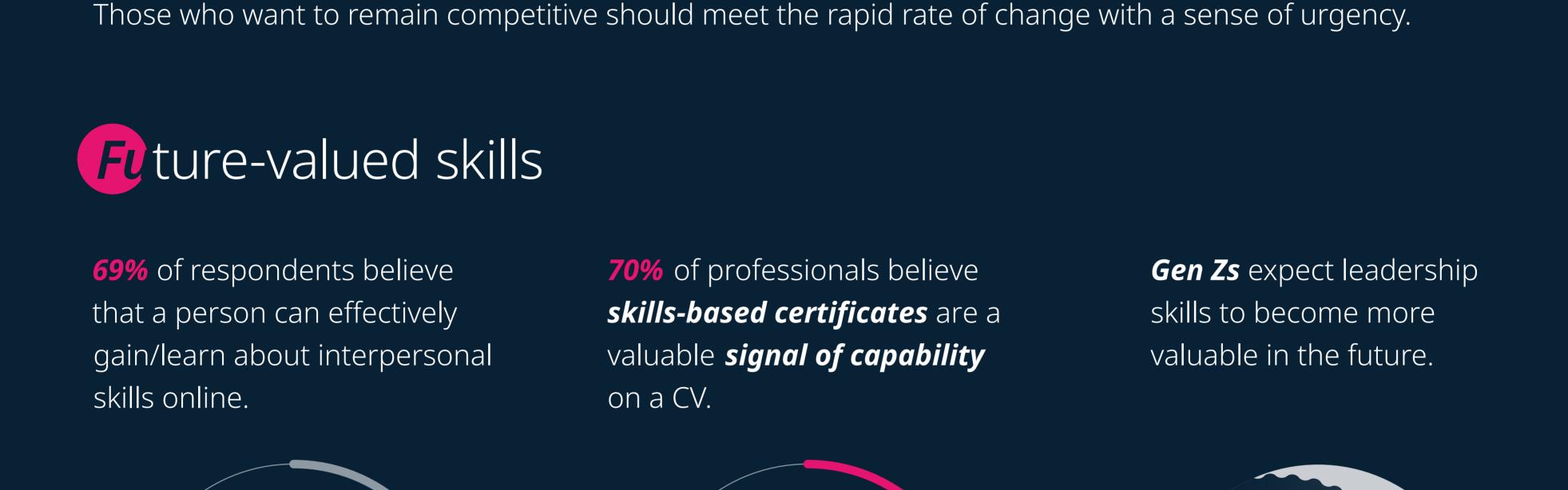
Prepare to progress and thrive

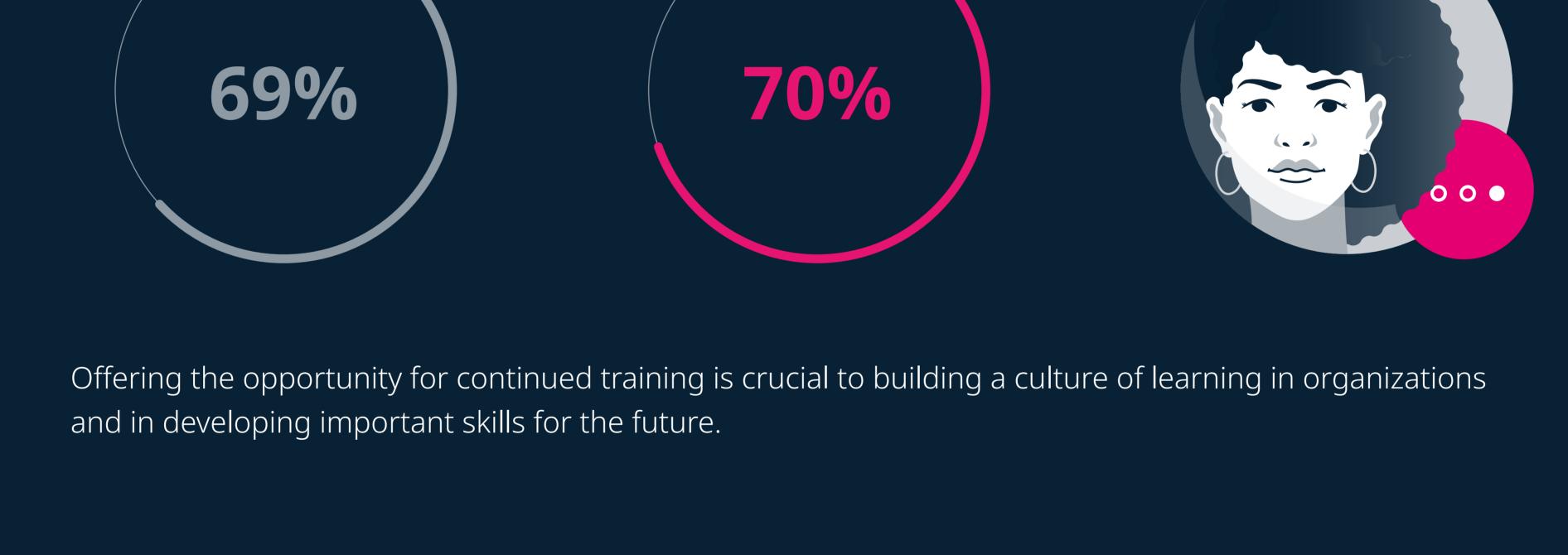
Reskilling to change careers

Only 50% of non-HR professionals believe that continuous learning is a joint 50% responsibility between company and employee 0%

92% of professionals feel more engaged when they are offered

As the business landscape continues to shift around us, companies need to think strategically about





GetSmarter, a 2

Develop the skills within your organization to thrive

in an ever-changing business world.

Download the Future of Work report

GetSmarter's latest report, which surveyed over 8,000