

Upskilling and Reskilling a Workforce Transformed by COVID-19

How Companies Can Address Today's Skills Gaps



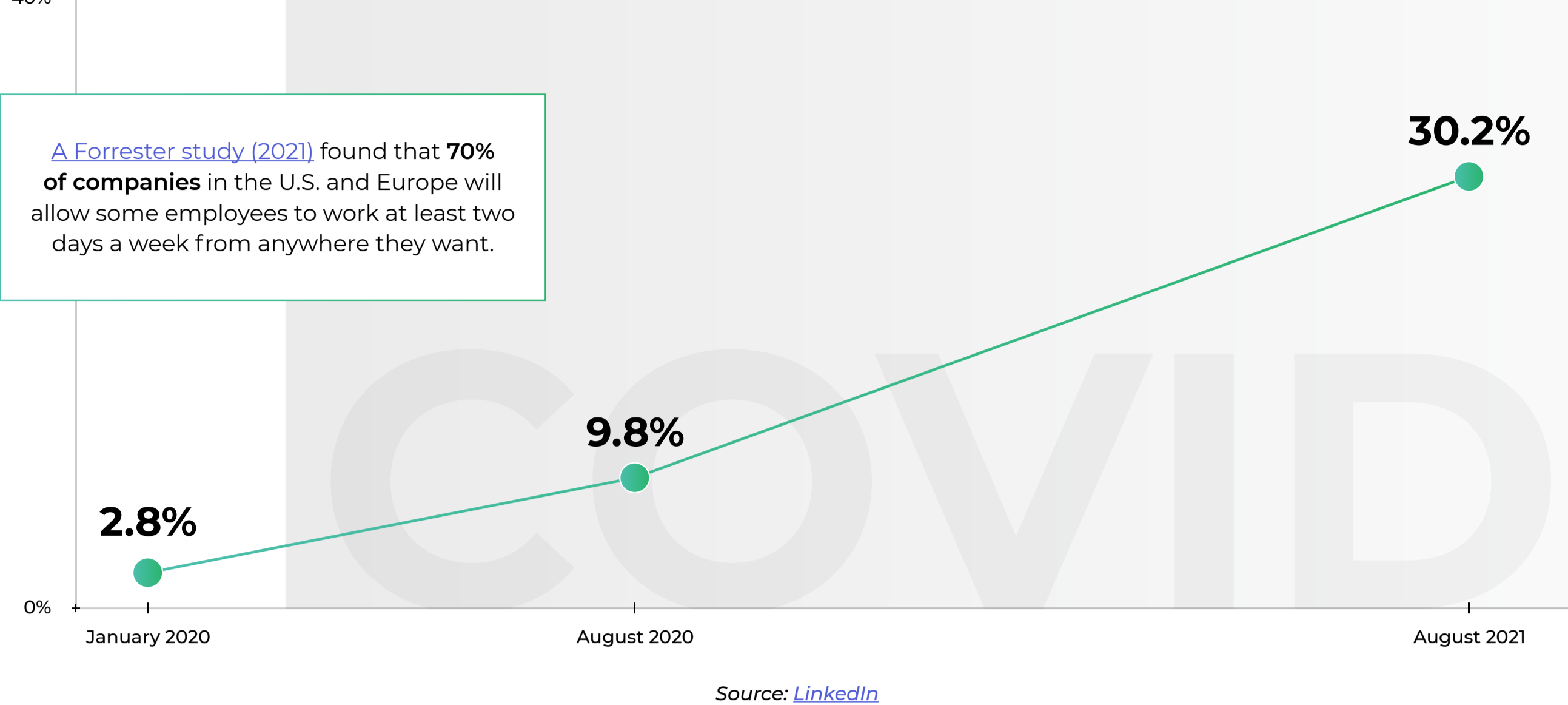
COVID-19's Impact on the Workplace

Remote and Hybrid Work Have Risen in Popularity

The global shift to remote and hybrid work due to COVID-19 in 2020 persisted into 2021 and beyond.

LinkedIn: More Job Candidates Are Applying to Remote Opportunities

30.2% of all applications to paid U.S. job postings were for remote positions in August 2021.



How Else Has the Pandemic Changed Work?



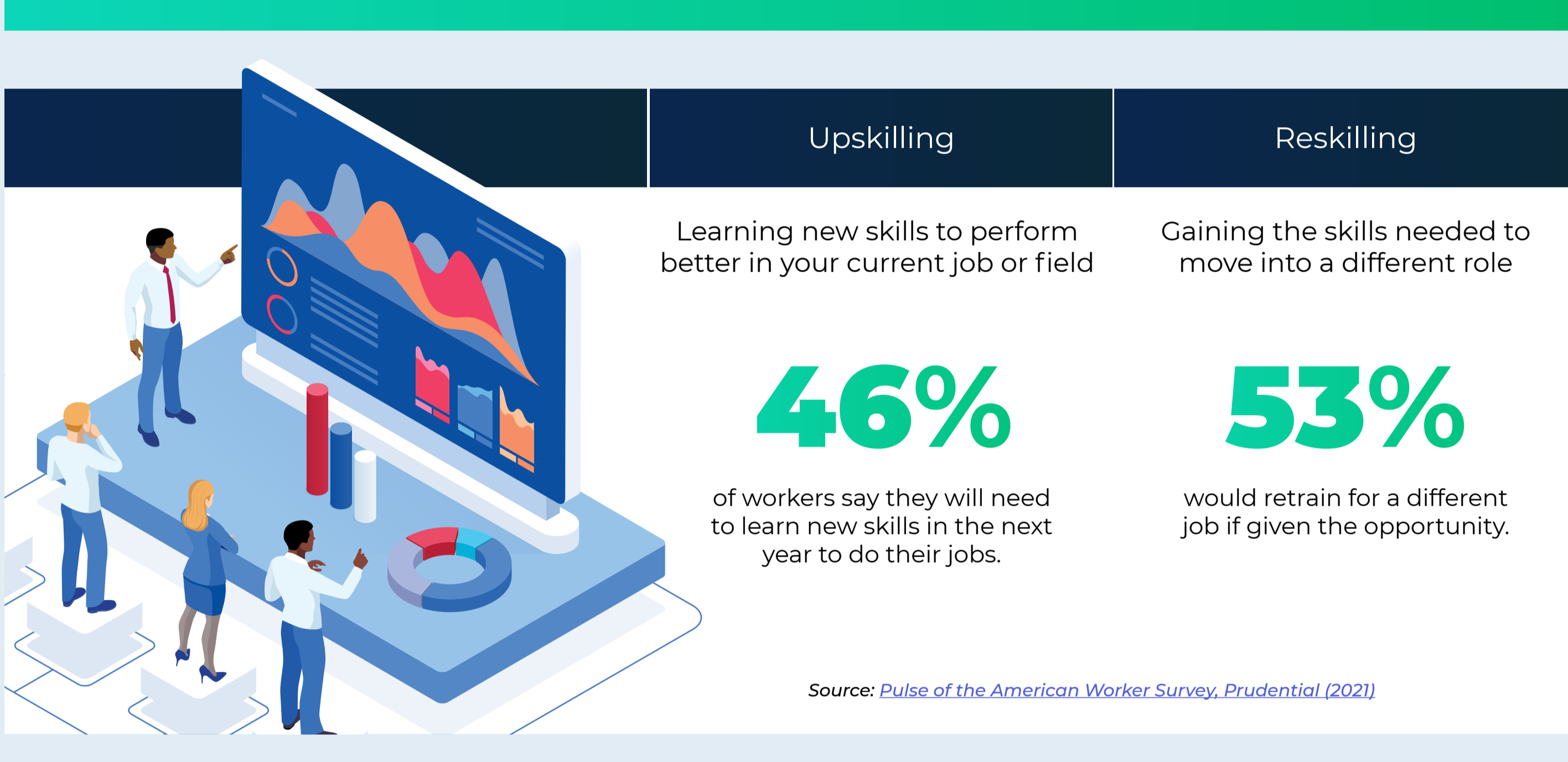
- Greater use of digital tools and innovations
- Increased automation and use of AI
- More digital transactions and sales
- Changes in work hours
- Increased socioeconomic inequalities
- Increased stress and burnout
- Need for social distancing
- Greater appreciation for frontline workers

The Great Resignation: Upskilling and Reskilling to Improve Employee Retention

Burnout + shift to remote/hybrid work + other factors = **Workers quitting their jobs in record numbers**



Upskilling and Reskilling a Changing Workforce



Soft Skills in Demand Due to COVID-19

- Leadership + Management
- Critical Thinking + Decision Making
- Creativity
- Flexibility + Adaptability
- Digital Literacy + Communication

Source: McKinsey & Company; Emeritus 2021 Global Career Impact Survey

Hard Skills in Demand Due to COVID-19

- AI + Machine Learning
- Data + Analytics
- Automation
- Business Strategy
- Digital Transformation

Source: Emeritus 2021 Global Career Impact Survey

6 Ways to Upskill or Reskill Your Workforce

- Identify priority areas, skills in demand, and open roles
 - Communicate why upskilling and reskilling are needed
 - Enroll employees in courses or training programs
 - Utilize internal mentors and external experts
 - Provide stretch assignments for employees
 - Follow up with your staff and track progress
- Learn more about how to [upskill](#) and [reskill](#) your employees.

The Benefits of Skills Transformation

For Employees

- Improved performance in current roles or the ability to take on new role
- Career growth and enhancement
- Improved confidence and morale
- Increased adaptability in a changing workforce



For Employers

- Increased employee retention and engagement
- Closing skills gaps for a better equipped workforce
- A culture of learning
- Cost savings when compared with hiring new employees*

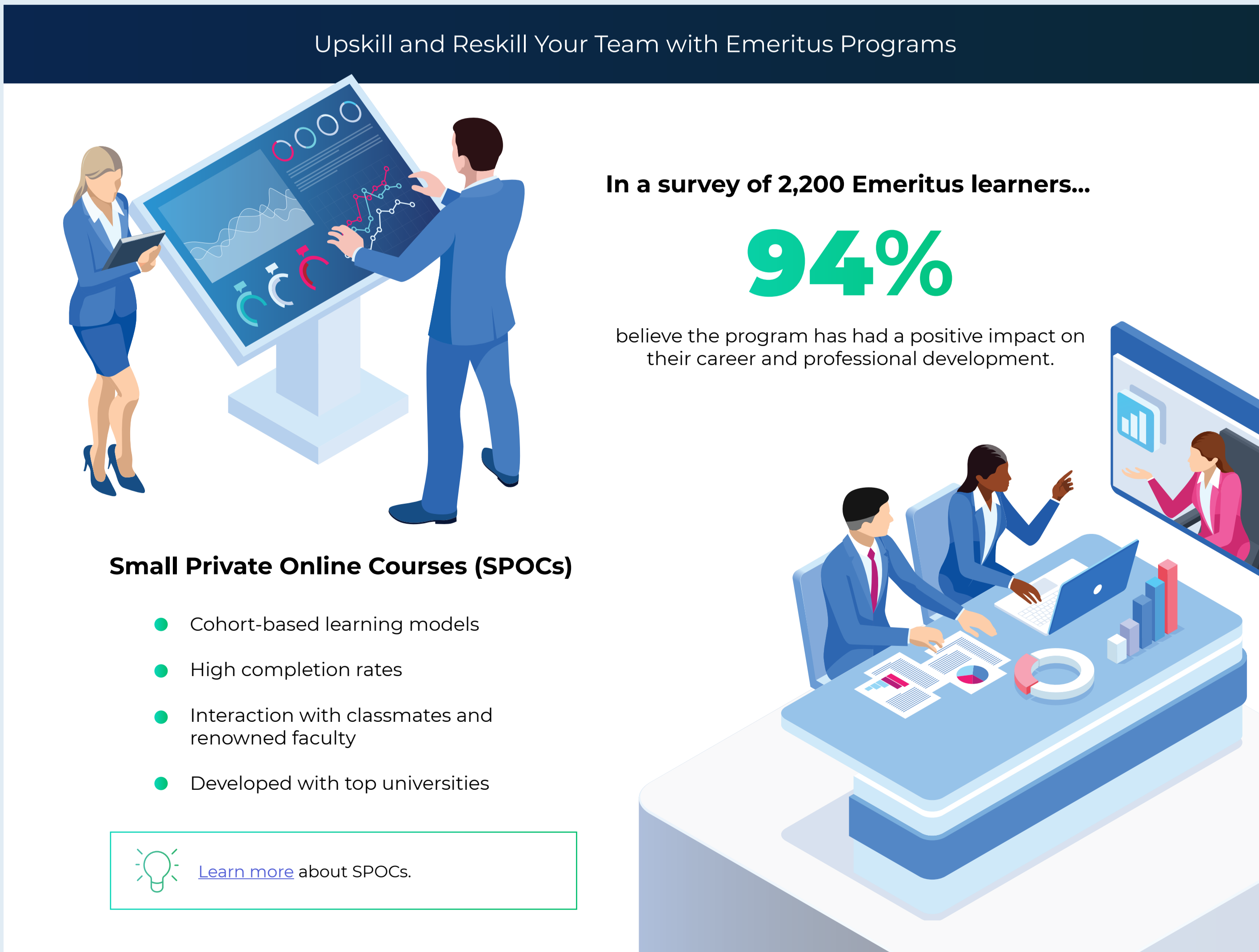
*Replacing an employee can cost more than 100% of the position's annual compensation, whereas reskilling can cost less than 10%.
Source: McKinsey & Company

The Power of Online Learning

Credentials Offered Online Are Widely Accepted by Today's Employers



Upskill and Reskill Your Team with Emeritus Programs



Upskill Your Team with Emeritus and Top Universities



Learn more about how we can help prepare your employees for a changing workforce.

[Let's Talk](#)

