

↑ the state of skilling: where do you stand?

Reskilling and upskilling are top of mind for nearly every organization. We surveyed over 2,200 organizations and individuals globally in late 2020 to find out the practices, trends, successes and gaps in skill-building.

what are the trends?

68% of organizations ask or require employees to upskill or reskill to meet changing business needs.

72% make skilling opportunities continuously available for career development.

61% provide skill-building opportunities to all employees.

what's working?

98% of organizations say employees were either fully or partially able to use the skills they learned to benefit the business.

67% say employees focused on soft skills development and 50% completed courses in IT, software or programming in 2020.

Adaptability and communication are the top soft skills needed for the future according to employers and employees.

where are the gaps?

65% of team leads/managers received or were required to take skills training.

44% of individual contributors and high-potential employees received the same opportunities.

are you building an agile organization by making skilling available to all?



27% of businesses overall offer skilling for employees in outplacement.

Half of the companies with workforce reductions in 2020 offered skilling and 85% believe that it helped their impacted employees find new work.

are you providing skilling at outplacement?



Employers and employees agree that having a strategic roadmap for upskilling and reskilling would make skilling more effective. How?

- > 57% skills assessments.
- > 50% broad view of learning opportunities.
- > 43% assistance with selecting best-fit courses and learning opportunities.
- > 41% data on in-demand skills.

are you maximizing your return on your skilling investment?

Randstad RiseSmart is the fastest-growing career transition and talent mobility provider, and an operating company of Randstad N.V., a €20.7 billion global provider of flexible work and human resources services that helps more than two million candidates find meaningful work every year. Our outplacement, career development, redeployment and contemporary tech & touch solutions strengthen employer brands, improve retention and re-engage talent. For more information, visit www.randstadrisemart.com.