

self-improvement:

accelerating professional development



human forward.

workmonitor 2022.

The events of the last few years had a big impact on how we live and work. A prime example is the rapid acceleration of an increasingly digital world and the resulting risk of skills obsolescence for the workforce. Today, employees who want to stay ahead know they need to commit to continuous learning.

According to Workmonitor 2022 and Randstad Sourceright's 2022 Talent Trends research, reskilling the global workforce is a priority:



53% respondents want to develop in their current role



88% respondents say they would engage in learning and development if opportunity available



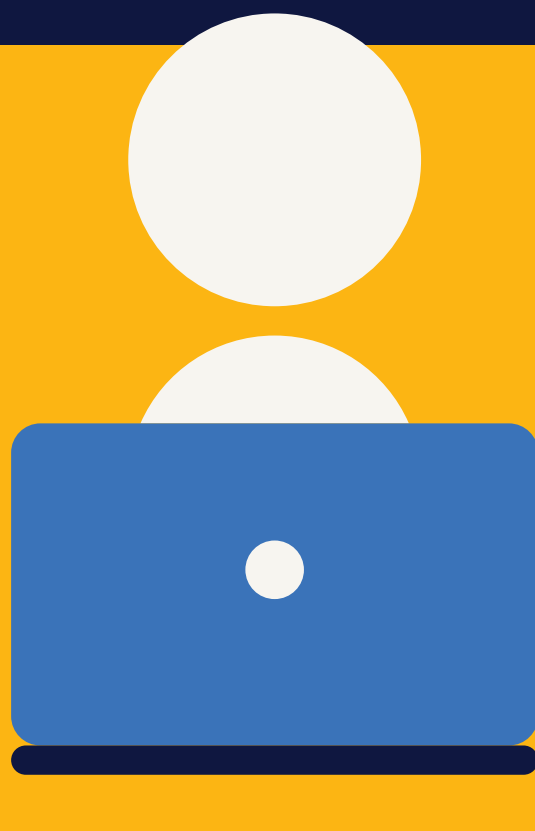
84% respondents say they would speak with a career coach if given access to one

Our 2022 Workmonitor survey shows 3 focus areas for employers:

1. technical skills

According to the International Labour Organization, jobs in a variety of markets have been lost entirely due to technology, among other structural shifts. Yet only a small number of employees are prepared to move into higher-skill jobs.

48% of employees want to be sure their technical skills stay up to date



2. soft skills

A greater focus on learning and development, along with a significant cultural shift in society resulted in an increased interest in soft skills. The same number of respondents, 48 percent, would like to develop their soft skills, with the youngest generation more likely to do so:



Certain areas stood out:

- 13% respondents are interested in combating unconscious bias
- 24% respondents are interested in sustainability training

3. coaching

Believing a coach can help them achieve goals and future-proof their career, a majority (84%) of respondents would speak to a coach if given the opportunity.

What kind of guidance is preferred?



age and geography variations

Understandably, younger generations are most concerned with self-improvement. With regards to their careers and future, additional training and development is important to:



76% of respondents worldwide value the importance of training and development

Plus, certain regions place different emphasis on new skills:

For example, Europe as a whole values soft skills training while Asian countries such as China prefer technical training.



promoting continuous learning

For most people, access to the skilling content they need already exists. In order to continue to stay in touch with the self-improvement needs of the workforce, employers can:



close the skills gap. Conduct a skills audit of employees followed by aid from learning and talent acquisition departments.



reward participation. Reward the workforce for learning opportunities to increase participation and align subsequent programs.



offer guidance. Offer training that can help retain talent as well as promote higher productivity and innovation.



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