SUMMARY

Readying Your Workforce for the Future

Upskilling, reskilling, and hiring for skills empowers employees to adapt while enabling companies to thrive in the rapidly evolving world of work.

WHAT IT IS

Developing a future-ready workforce, or “future-proofing” a workforce, involves preparing employees to stay competitive and adaptable in a rapidly evolving work environment. This requires equipping them with the necessary skills, mindset, and tools to respond to emerging trends like AI, automation, and new workplace structures. It emphasizes continuous learning, flexibility, agility, and a forward-thinking approach to recruitment and talent management.

WHAT IT DOES

To be “future-ready,” organizations must focus on upskilling and reskilling employees to ensure they can transition into emerging roles. Systems must be put in place to manage this process. The steps to do this are outlined below.

1. **Assessing skills.** Start by identifying the current and future skills your organization needs. Conduct skills audits to understand where gaps exist between your workforce’s current capabilities and the evolving demands of your industry. This should involve evaluating both hard and soft skills, such as technological proficiency and problem-solving.
2. **Delivering learning and development.** Once skills gaps are identified, it's crucial to deliver targeted learning and development programs that also encourage continuous learning. This can include internal learning opportunities, large digital learning platforms, and mentorships. Companies have introduced numerous innovative learning tools, such as Adobe’s career discovery tool or Unilever’s FLEX Experiences.
3. **Creating internal talent marketplaces.** Internal talent marketplaces allow employees to explore different roles, projects, or gigs within the organization. These platforms leverage AI to match employees’ skills and interests with relevant internal opportunities. Talent marketplaces offer tremendous value to both organizations and their employees by supporting their career journeys while meeting changing workforce demand.

4. **Providing employees with opportunities for mobility.** Mobility includes not only promotions, but also learning experiences such as mentorships, cross-team projects, job shadowing, and job swaps. Providing opportunities for mobility is a key strategy for talent retention, and it positively impacts organizations' bottom lines.

WHO USES IT

Unilever	DBS Bank
Adobe	Schneider Electric
Nestlé	State Street

Where to Find Out More

MITSloan	**McKinsey**	**KornFerry**
AON	**AIHR**	