



## Reskilling the Workforce to Meet the Organization's Changing Needs

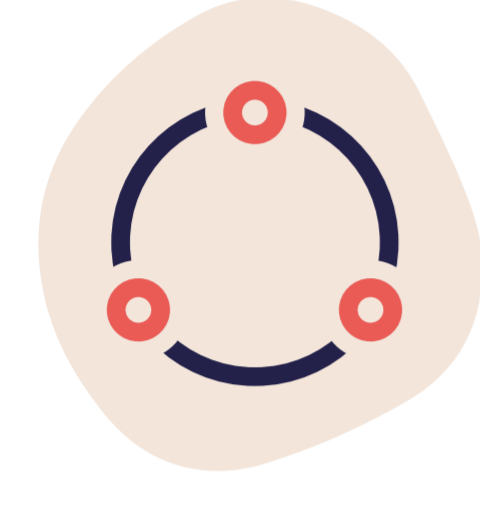
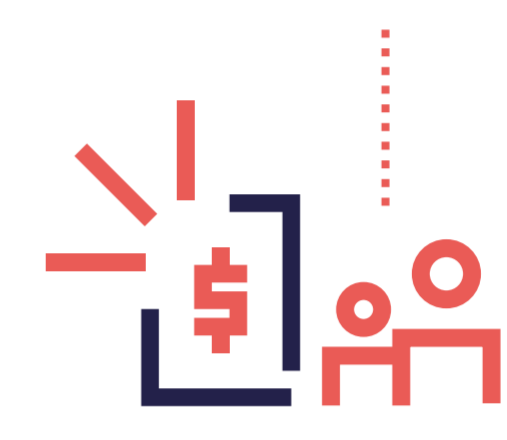
There's a talent and skills crisis in today's labor market. Employees who have access to growth and development opportunities feel supported by their employers report being more engaged and happier at work. However, tracking and managing professional development requires a great deal of time and attention, which businesses might not be able to devote. To close gaps, companies are turning to reskilling and upskilling. So, what's your plan?

### Investing in employees can result in cost savings

Currently, upskilling and reskilling are the top learning and development concerns that organizations have.<sup>1</sup>



Employees want access to growth and development opportunities, but this requires a great deal of internal resourcing, which employers might not be able to allocate at this time.

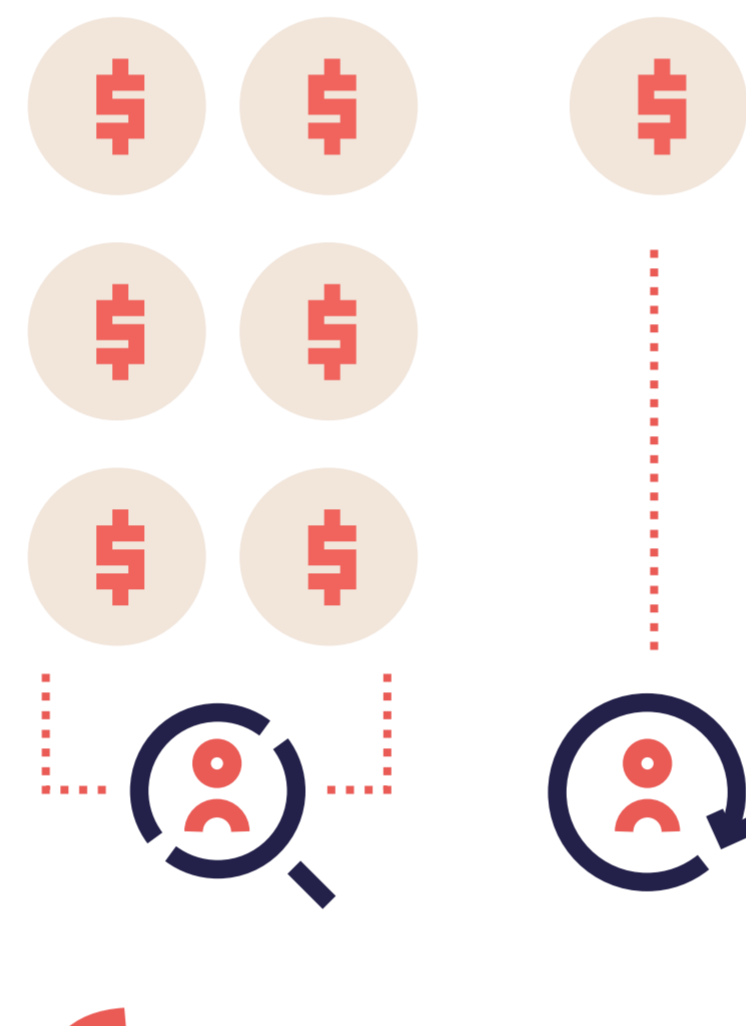


A PEO can enable organizations to save time and resources by helping design and deploy programs that equip existing employees with new skills.



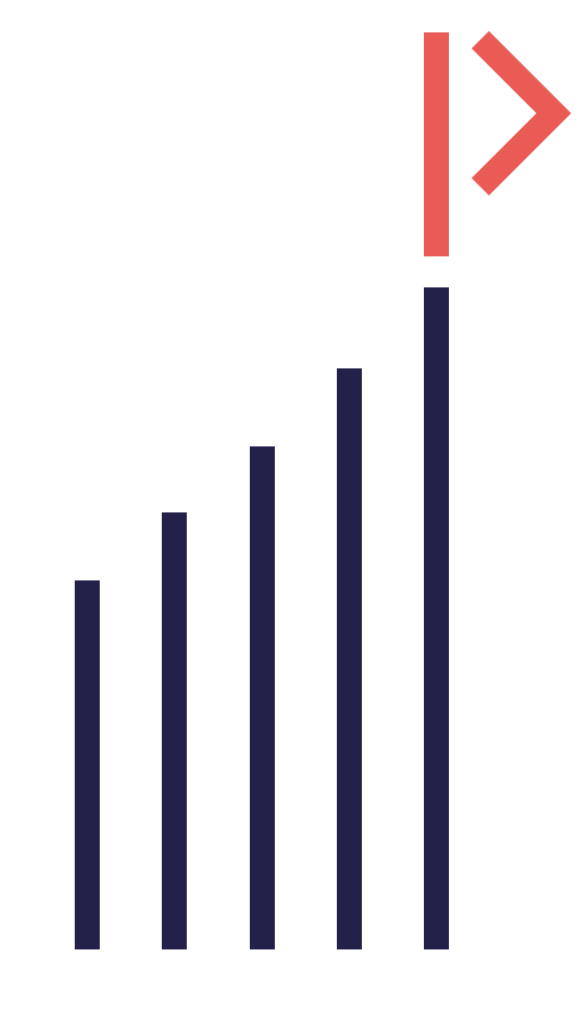
**90%**

Nearly 9 in 10 organizations face a skills gap or expect to in the next five years.<sup>2</sup>



**6x**

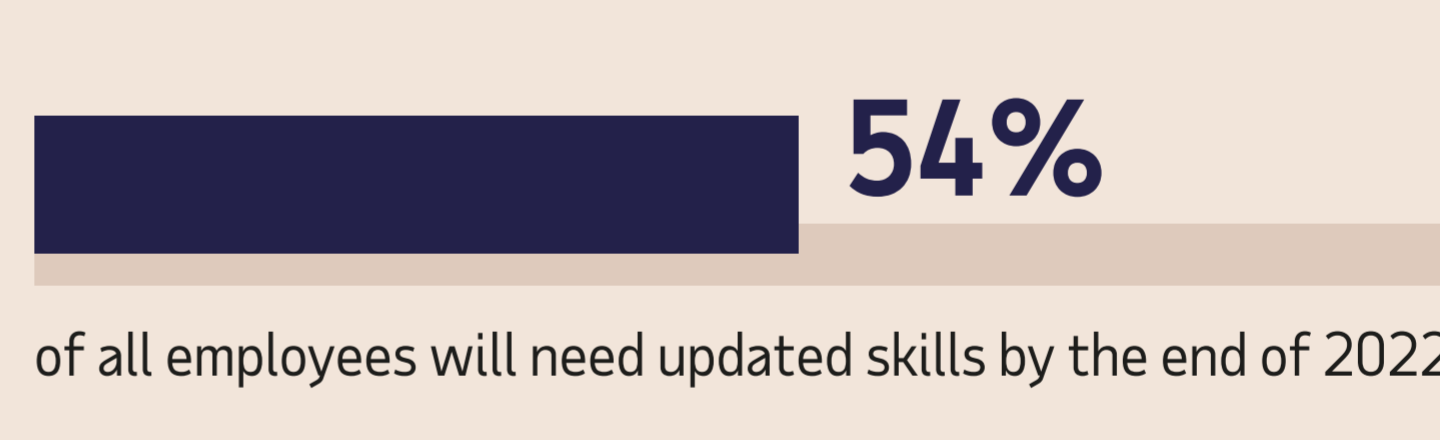
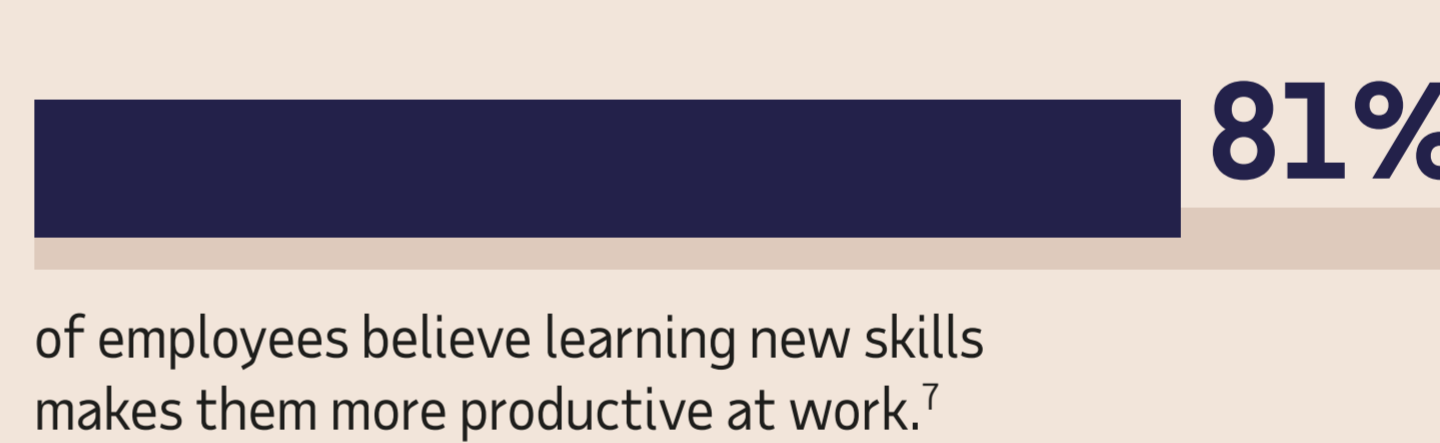
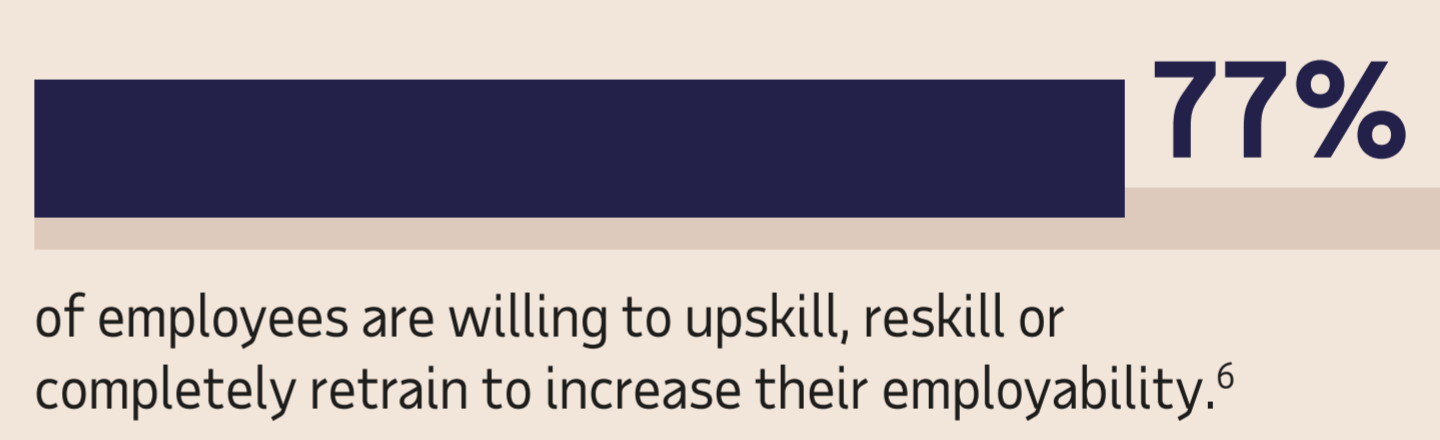
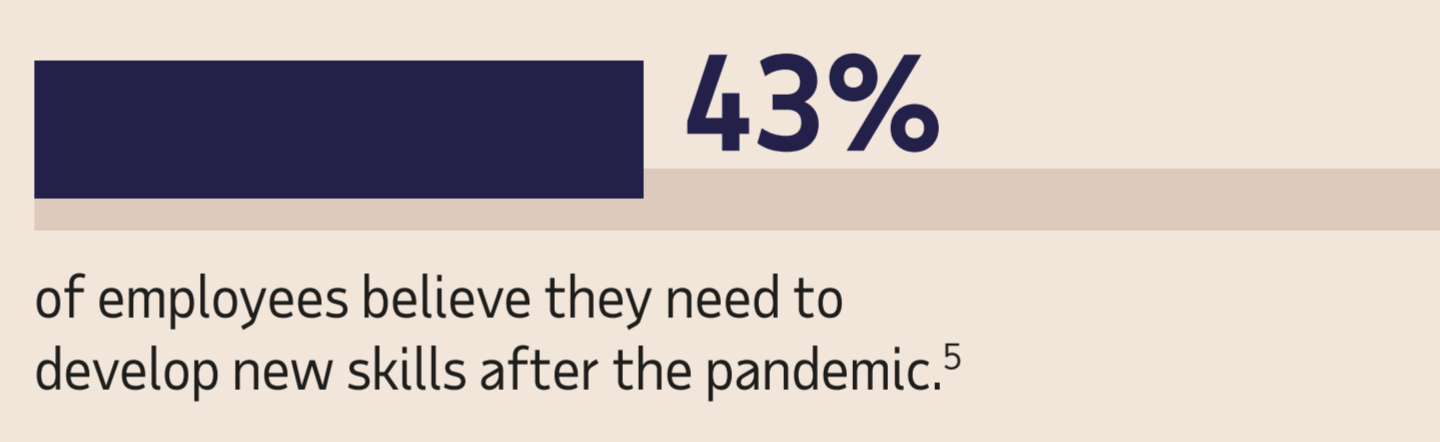
Hiring a new outside employee is 6 times more expensive than reskilling existing talent.<sup>3</sup>



Upskilling opportunities are highly sought after, as millennials and members of Gen Z employees cite lack of career progress as a top reason they leave jobs.<sup>4</sup>

### The current state of upskilling and reskilling

Upskilling includes teaching employees new skills to adapt to new situations or close a talent gap. Meanwhile, reskilling includes teaching employees new skills to prepare them for new jobs.



### Invest in your employees and capture the benefits

To retain top talent, fill hard-to-hire-for positions and ensure that employees will be ready for their next act, reskilling and upskilling programs are both a smart investment and a competitive advantage.



Partnering with a PEO like ADP TotalSource® lessens the burden on your organization because it includes hundreds of industry and skill-specific courses.



Employees can experience a wide range of reskilling and upskilling opportunities with the assistance of ADP TotalSource®, including:

- AWS bootcamp
- Diversity in the workplace
- Hot work procedures
- Healthcare fraud and abuse
- Situational selling
- Business communication skills
- Terminations and layoffs
- Executive leadership series

Get the support you need to meet your organization's changing needs by closing skills gaps and empowering talent with a custom upskilling or reskilling program through ADP TotalSource®.

Learn more at [adptotalsource.com](https://adptotalsource.com).

Up next: What's your plan for navigating payroll and multistate requirements?

Sources:  
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