

WHY IT PAYS TO INVEST IN WORKFORCE UPSKILLING



ADP® Research shows that workers who are given opportunities to grow are more loyal and more productive on the job. But as technology races ahead, fewer than one in four employees feel equipped to advance in their careers.¹ With skilled labor in high demand and artificial intelligence (AI) reshaping the workplace, forward-thinking companies are focusing on building future-ready teams from within.

There's a skills gap crisis

Less than 4% employers upskill workers within the first two years¹

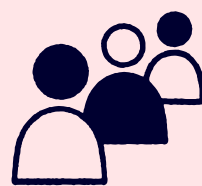


Only 24% of employees feel they have the skills to advance in the next three years¹

WHY IT MATTERS: The learning process can't stop once a worker enters the job market. By making workers aware of upskilling offerings, you can help employees feel valued and more confident about the future.

Upskilling pays multiple dividends

54% of workers who feel invested in get promoted¹



They're 3.3x more likely to be highly productive¹

WHY IT MATTERS: Investing in training doesn't just develop skills; it creates higher-performing employees. Plus, employers benefit from an improved reputation as an employer of choice, higher productivity and reduced employee turnover.

The AI anxiety factor is real

25% of young U.S. workers have no idea how AI will change their jobs (vs. 12% globally)¹

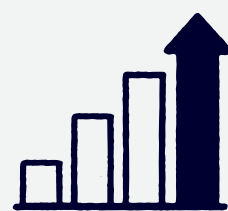


13% fear AI will replace them entirely¹

WHY IT MATTERS: AI is here to stay. Training your future leaders on AI integration turns anxiety into a competitive advantage.

Reaching a grow-or-go moment

15% of employees believe they must change employers to advance¹



WHY IT MATTERS: Career growth shouldn't only be a priority for workers. The question isn't whether they'll leave for better opportunities, it's whether you'll give them a reason to stay.

Train your people — or train their replacements

Upskilled employees stick around longer, work harder and adapt faster to AI integration. While your competitors scramble to hire top talent, you could be building a loyal, future-ready workforce from the inside out.

Don't have the time or expertise to put together an upskilling program? With over 75 years of experience and thousands of HR experts, ADP TotalSource® can help you create processes for more strategic HR — including professional development.

Learn more: adptotalsource.com

1. ADP Research, Today at work: The skills opportunity, 2025

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