

## Invest in your company's **GROWTH & SUCCESS**

Promote a culture of innovation and learning that will increase employee engagement and retention.

Employee priorities are shifting related to working from home, benefits, and skills. As business leaders plan for the future of their organizations, they're relying on an energized, motivated, and skilled workforce to help them achieve their growth agenda.

### CHALLENGE:

To return to growth, business leaders will need to understand what employees really want in order to create policies and plans that allow for more flexibility and personalization.

(Source: 2021 PwC Workforce Pulse Survey)

### What your employees are thinking

#### Employees Want to Grow in Their Knowledge

**70%** of employees believe they lack the skills needed to do their jobs. (Gartner)

**94%** of employees will agree to stay longer at a company when it invests in their training. (LinkedIn)

**68%** of employees agree that training and development are the most critical policies in a company. (HR Exchange Network)

#### Employees Want to Be Empowered at Work

(Source: State of the Global Workplace Gallup Report)

As many as **1 IN 3** people leave their organization within the first year, either voluntarily or involuntarily.

An incredible **22%** of staff turnover happens within the first **6 weeks** of employment.

**85%** of employees are not engaged or are actively disengaged at work.

### How you can help your employees and your company

With tech workers on the move, smart businesses are adapting accordingly to attract and retain top talent. (Forbes)

#### Keep Top Performers Engaged

(Source: 2021 PC Workforce Pulse Survey)



##### Provide the Resources Your Employees Need

Employees have signaled a robust appetite for learning and want to increase their productivity and employability. Help them understand what skills they need to build their careers as well as your business.



##### Create a Supportive Work Environment

Recognize that some employees may be hesitant about upskilling due to anxiety related to automation and job losses. Reassure them of your commitment to workforce investment and show them how upskilling will help them stay relevant.



##### Build a Culture of Flexibility and Continual Learning

Consider giving employees dedicated paid time off to work on upskilling, reskilling, and learning. You may also want to consider rotational or shadowing programs to give employees more opportunities to learn on the job.

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