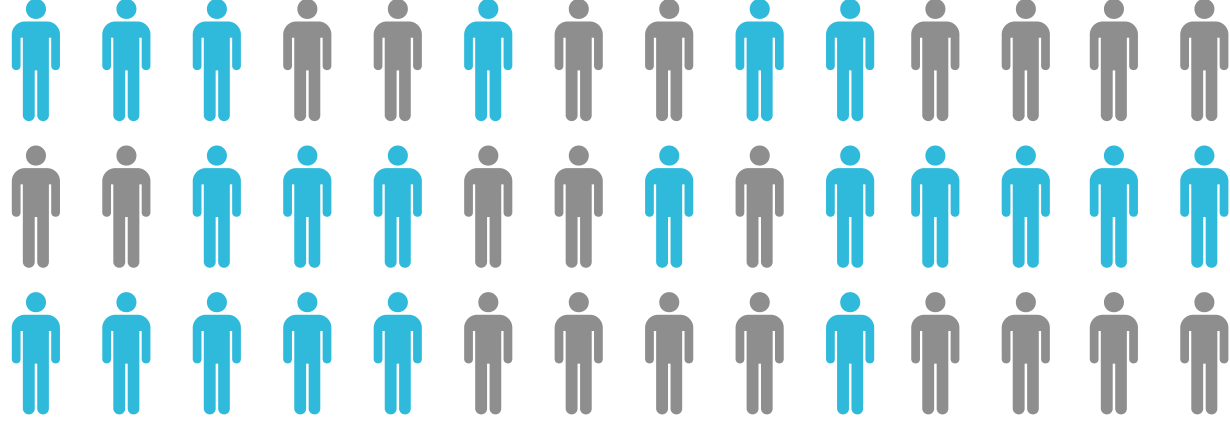


# The Global Skills Crisis

Top-down collaborative solutions are required

Adoption of technology and the push to automation are driving rapid change in worker skill requirements. This is not an issue that's isolated to one region or one industry. Work is changing, industries are evolving, and employers and their workers need to adapt, or they'll get left behind.

**50%** of all employees now require significant upskilling according to the World Economic Forum.

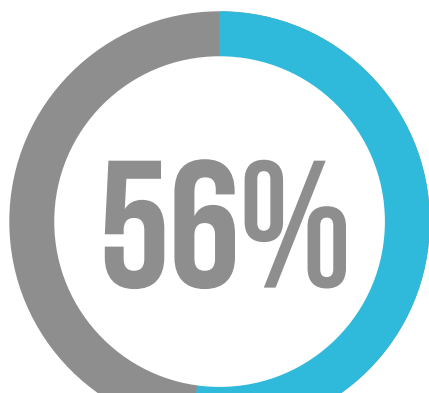


**85 MILLION**

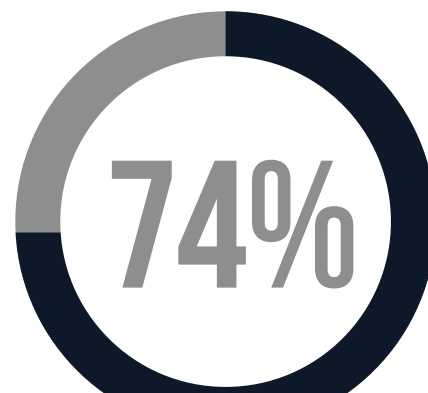
By 2030, there will be a global human talent shortage of more than 85 million people, representing \$8.5 trillion in unrealized annual revenues.



Source: 22nd Annual Global CEO Survey, PwC, 2019



of organization leaders say their company's skill gaps are moderate to severe.



are very concerned about employee digital skills specifically.

Source: 22nd Annual Global CEO Survey, PwC, 2019

Close to **100 MILLION** new job types will be created by 2025 as a result of role automation.

Source: World Economic Forum, Top 10 Skills of Tomorrow, 2021

## HOW SKILLS GAPS HURT BUSINESS

CEOs who say they're concerned about the availability of key skills identified the following impacts.

**55%** Unable to innovate effectively

**52%** People costs rising more than expected

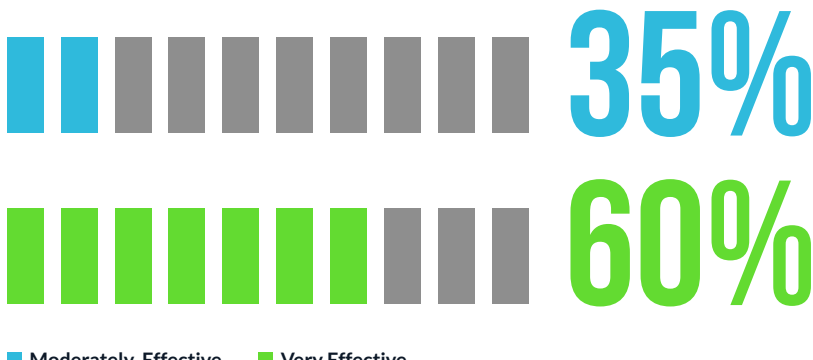
**47%** Quality standards/customer experience affected

**44%** Unable to pursue a market opportunity

Source: 22nd Annual Global CEO Survey, PwC, 2019

## MORE ADVANCED UPSKILLING ORGANIZATIONS

Stronger corporate culture and employee engagement.



CEOs with more advanced upskilling cite improved engagement, innovation and ability to attract and retain talent.

Source: World Economic Forum, How do we upskill a billion people by 2030? 2020

## EMPLOYERS ARE STRUGGLING ON THEIR OWN

Small to Mid-Size Businesses in particular need access to industry-provided training.

**27%** of organizations have equipped managers with upskilling resources.



**20%** indicate they were able to access resources needed to do something about it.



Source: 22nd Annual Global CEO Survey, PwC, 2019

## GOVERNMENTS ARE STEPPING UP

Governments around the globe are increasing skill development investments. In Canada, the feds invest more than \$3.6 Billion annually, and this figure was increased last year by a further \$1.5 Billion to support employers requiring new skills and access to training solutions post-pandemic.

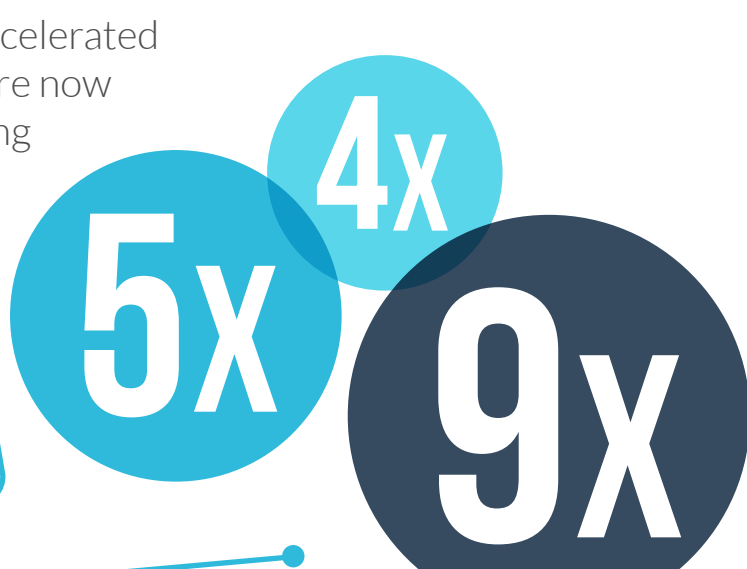
**\$3.6B +1.5**

Source: Office of the Prime Minister, Helping Canadians Develop Skills, 2020

## THE WORKFORCE RESPONSE

The COVID-19 pandemic has further accelerated the challenge, and employers/workers are now aggressively seeking out available training and support.

Workers are now seeking out upskilling options at a rate four times higher than pre-pandemic. Similarly, employers are providing more online learning opportunities (5x) and are accessing government sponsored resources at a much greater rate (9x)



Source: World Economic Forum, Top 10 Skills of Tomorrow, 2021

To address skill gaps and deliver impactful upskilling, solutions will have to be developed at the local, regional, and national level. While micro-training efforts are still important, no single organization can do this alone. It requires true collaboration between all relevant stakeholders — government, business leaders, training providers — working together with relevant content and technologies that ensure all workers have access to the required training.

Find out more at

[bluedropISM.com](https://bluedropISM.com)

