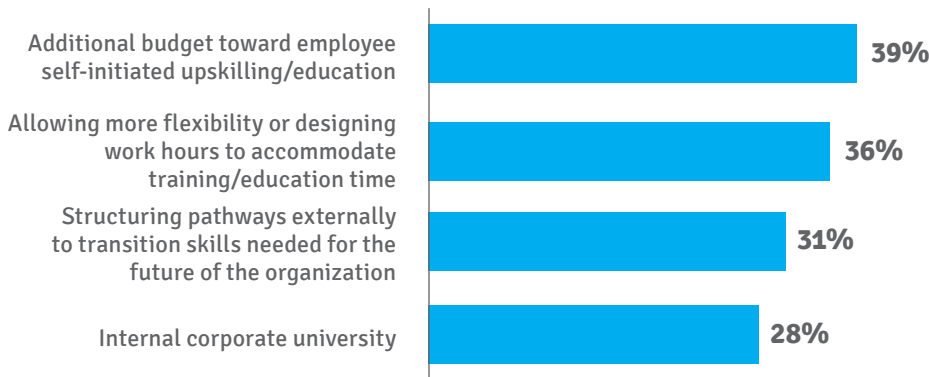


WORKFORCE UPSKILLING

WorldatWork invited its broader membership and customer base to participate in an electronic survey to learn about development opportunities organization's are providing to their overall workforce.

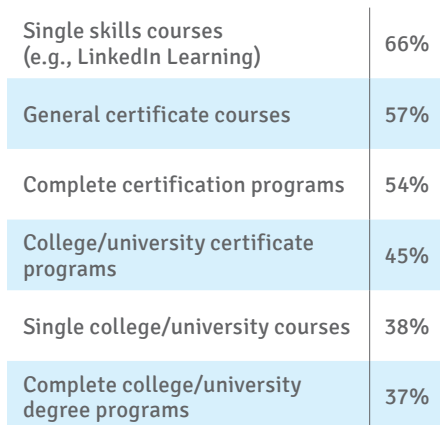
A total of 111 responses were received, representing organizations of different sizes and across multiple industries. Results were collected over a 14-day period, beginning on 03/14/2022. Sample sizes vary by question.

What upskilling or development opportunities is your organization providing for its overall workforce? Please select all that apply.



24% of organizations are not providing opportunities to upskill their overall workforce.

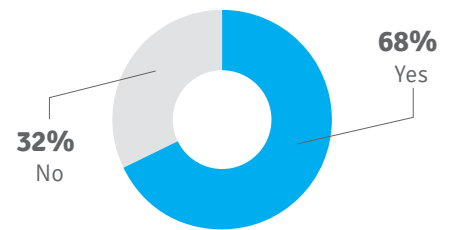
What types of upskilling opportunities is your organization providing to support its overall workforce? Please select all that apply.



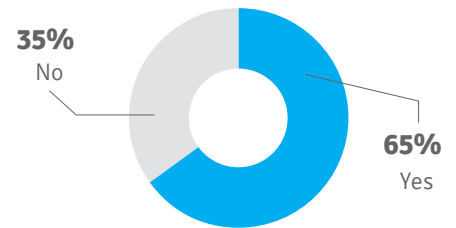
Compared to upskilling opportunities specific to HR departments shown in our last pulse poll, more organizations are providing these opportunities for their overall workforce.

Are your organization's upskilling opportunities...

... Limited to learning that addresses a current or anticipated organization/business need?



... Available to employees learning outside of their current line of work, department or function?



57% of organizations have increased upskilling opportunities in the past 12 months.

Please rank the reasons your organization increased upskilling and development opportunities in the past 12 months.

*Data represents #1 rank responses

