

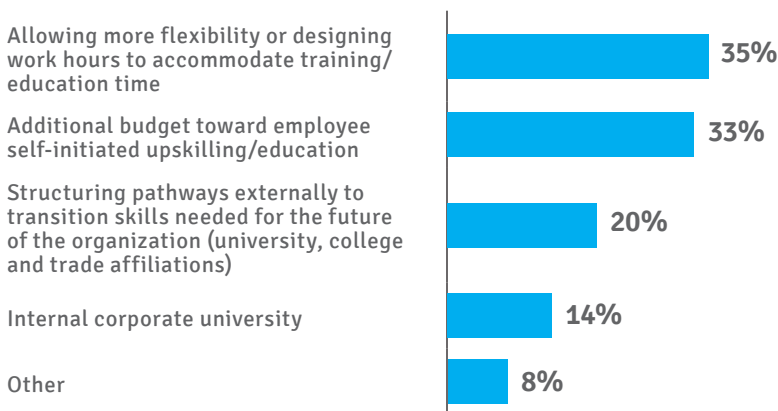
UPSKILLING HR IN YOUR ORGANIZATION

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

A total of 174 responses were received, representing organizations of different sizes and across multiple industries. Results were collected over a 14-day period, beginning on 02/28/2022. Sample sizes vary by question.

UPSKILLING/DEVELOPMENT OPPORTUNITIES FOR THE HR DEPARTMENT

What upskilling or development opportunities is your organization providing to the HR department? *Please select all that apply.*



34%
of organizations are not providing opportunities to upskill their HR department

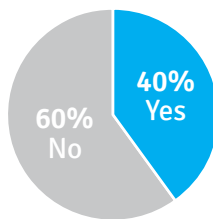
Our pulse poll results of nearly 200 respondents show that 34% of organizations are not providing any opportunities to upskill their HR department even in light of the all the changes that HR has faced to keep organizations staffed and operating.

“Organizations that invest in their employees’ personal and professional development, which allows them to find purpose and reward in their work, are better positioned to achieve the loyalty of top performers that are skilled in the areas the business needs most. HR is crucial to business success and yet 1/3 of respondents are indicating no upskilling is being provided to this critical function.”

Alicia Scott-Wears, Compensation Content Director at WorldatWork

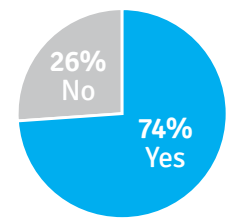
OPPORTUNITIES LIMITED TO AREAS OF BUSINESS NEED

Are the upskilling opportunities for the HR department limited to certain areas of business need?



OPPORTUNITIES FOR AREAS OUTSIDE OF HR

Do the upskilling opportunities include business need areas outside of HR?



TOP FIVE TRAINING/UPSKILLING OPPORTUNITIES

Which of the following, if any, training/upskilling opportunities does your organization provide to HR professionals? *Please select all that apply.*

55%
Diversity, equity, inclusion and belonging

48%
Performance

44%
Workforce engagement

43%
Rewards

43%
Compensation

