Career Development for Your Talent Pool

From “Nice to Have” to Mission Critical

A recent survey of top-performing human resources and learning and development professionals shows career development is critical in growing new talent and nurturing the existing talent pool. As employees have access to experiences and opportunities for growth, organizations benefit from increased engagement, reduced turnover and greater innovation.

Opportunity for growth

67% of respondents say career development is necessary to attract and retain the next generation of organizational leaders.

67% of respondents say career development is necessary to grow and develop employees.

42% of respondents say career development is necessary to attract new talent.

Ability to adapt

Employees have high expectations of how and where they can grow within an organization. If support and opportunities to grow are not provided to them, they leave. HR and L&D teams must focus on their ability to adapt:

- To organize and reorganize to align strategically to the needs of employees and the industry.
- To deploy, and redeploy, the organization’s talent to support business objectives.

Shrinking talent pool

Today, it is harder than ever than ever to find qualified workers. This is due to:

- Record low unemployment levels, those who are employable have a job.
- As Baby Boomers retire, there is a deficit of workers who are experienced and ready for leadership roles.
- There is high demand for qualified workers based on the tight labor market.

67% of respondents say they are pursuing proactive alignment with employee development to help combat shrinking numbers of qualified workers.

Measure and quantify results

Key data aligned with attrition, retention and engagement are necessary to track progress with career development.

46% of respondents have defined metrics that actively align career development strategy.

Almost half of respondents (46%) report their organization faces resistance to career development programs due to cost. What if your organization could quantify results of learning and development easily and with the support of proven, validated content?

Summary

Skillsoft’s Global Leader Forum reports that career development is essential in today’s competitive ecosystem. Research shows employees are more likely to stay with an organization if they see and have access to experiences and opportunities for learning and growing.

To learn more about Skillsoft’s solutions, click here to request a demo of our learning management system.