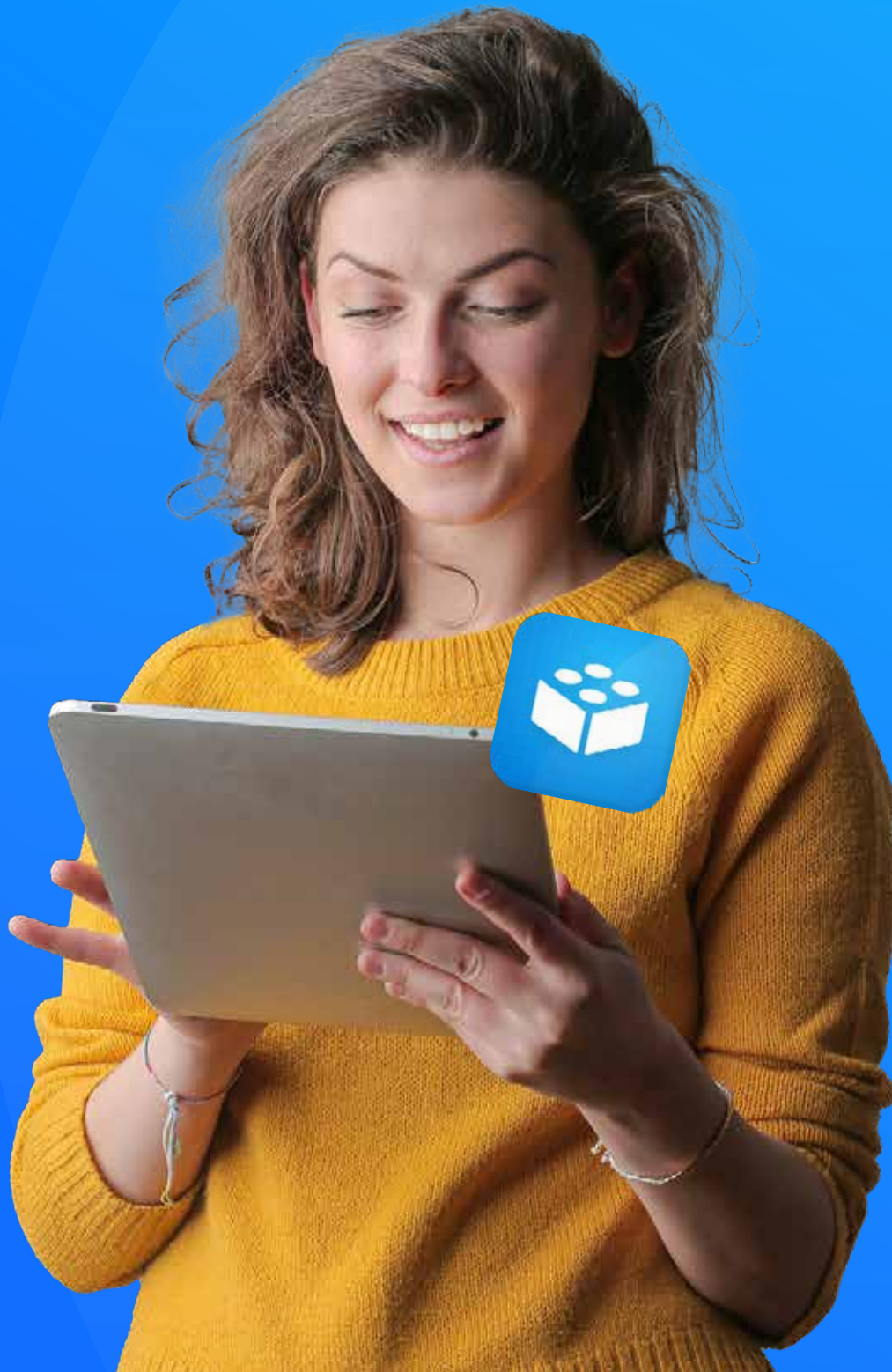# eloomi

How to

Build a Skills Training Strategy

Building talent is more than just recruitment. People around the world are re-evaluating their roles, adjusting to hybrid work, and setting new ambitions.

It's time to harness that potential and spark development with an effective skills strategy to reskill, retain & re-engage.

What to know and where to start

The skills training marketplace is quickly becoming the most important focus area for growing organizations. People all over the world are starting to look for **more meaningful connections with their work**, job fulfillment, and real opportunities for career advancement. This change has shaken up entire job sectors, with a sudden need to rehire, replace, and retrain employees to fill new roles.

Meanwhile, the need to train new skills and adapt training on the go has skyrocketed. A recent study by Gartner found that **nearly 1 in 3 skills needed for a job in 2018 will not be needed by 2022**. But this growing trend has only intensified with the advent of remote work, digitalized workplaces, and shifting consumer demand.

All this means it's more important than ever before to have a skills strategy in place for your organization. Understanding what skills you have on hand in your talent pool, and what skills profiles you may be missing, is vital to the success and growth of your organization.

Broadly, companies have identified a need for STEM & technical skills across departments, but at the same time businesses are facing challenges in developing soft skills like teamwork, problem-solving, and critical thinking as well as advanced leadership training. Meanwhile, companies around the globe are seeing an explosion in the need for effective compliance training, whether reacting to new GDPR laws, reviewing office culture, or adjusting to working from home.

> **74% of CEOs said that a lack of availability of the right skills is a concern**
>
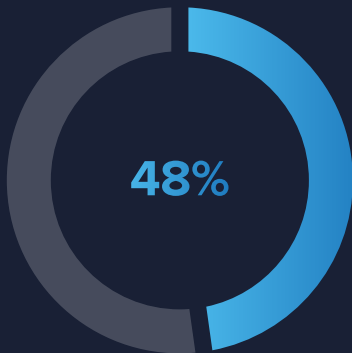> PwC, Annual Trends Report 2020
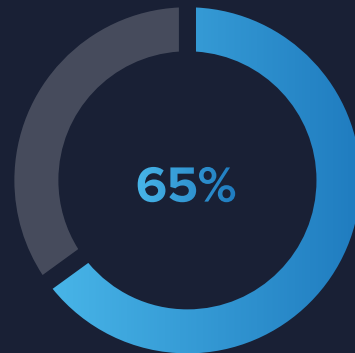> **Talent trends 2020**

Get The Industry Status

50%
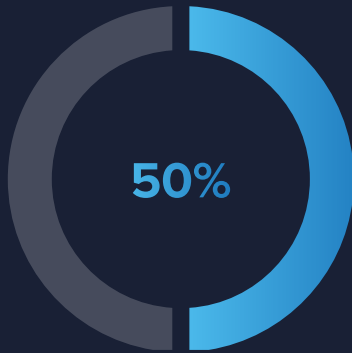
of all employees will need reskilling by 2025[1]

94%

of business leaders report that they expect employees to pick up new skills on the job[2]

48%

of workers in the US are willing to switch to a new job if offered skills training opportunities[3]

65%

of them believe employer-provided upskilling is very important when evaluating a potential new job[4]

1. World Economic Forum

2. World Economic Forum, Future of Jobs Report 2020

3,4. Gallup Amazon Study: The American Upskilling Study: Empowering Workers for the Jobs of Tomorrow

4 Steps to Strengthen Your Business with Skills

Skills taxonomy creates a standarized approach

1. Define Roles

A fundamental step to understand the skills landscape in your organization is having a defined set of roles and related functions. Experts refer to this as **the skills taxonomy**: the issue of how to formally categorize job titles and skills to create a standardized approach that any business can instantly apply and start gleaning insights.

Fortunately, advances in HR Tech are making it easier than ever to define the roles and functions within your organization. But if you don't have access to a taxonomy tool, try visualizing your organization by departments and job titles, and start defining each role with the skills needed to conduct their tasks.

2. Create a Skills Map

Next, evaluate how the roles and skills you have defined match up with the reality of your organization. You can run an internal audit of the skills in your organization by asking employees to identify the skills they use within their role, or by consulting with managers and team leads. This step can also be automated with an LMS that includes skill survey functionalities. Additionally, ask employees to include desired skills, ambitions, and skills they use outside of their daily work, in order to uncover hidden talent and new potential across your organization.

3. Conduct a Skills Gap Assessment

With your new overview of the skills across your organization and the skills needed to conduct each role, it is now possible to conduct **a skills gap assessment**. Look for skill areas that are missing, or lacking, within each department. Consider future projects and expansions, as well as the risk of churn for key employees, and how you might leverage recruitment schemes to adapt to skills demand. Equally, now is the time to look into **upskilling and reskilling programs** to ensure that you can make the most of your talent pool's potential and stay ahead of skill gaps in future.

4. Build a Capability Academy

Once you have a clear skills map of your organization it's time to connect with relevant training to build a flexible **skills training strategy**. Create targeted training initatives to train specific skills, or explore content options in your LMS. Solutions like eloomi can match employees to courses curated by industry experts in order to streamline your training initiatives, so consider how you might optimize your training library to cater to demand for new skills and to engage employees.

Last, but not least, it's time to consider how your training initi-

atives could be expanded into a Capability Academy. A real skills training strategy is continually evolving, and as your organization changes, you'll need to be able to adapt to changes in needed skills and to master flexibility in your training content. **A Capability Academy** puts the focus on continuous learning, striving to create a culture of learning within your organization where employees work together to develop skills into long-term capabilities.

The Benefits of Strategic Skills Training

Increase employee engagement

Harness new skills and agile mindsets

Boost adaptability to change

Identify future leaders and management potential

Decrease staff turnover

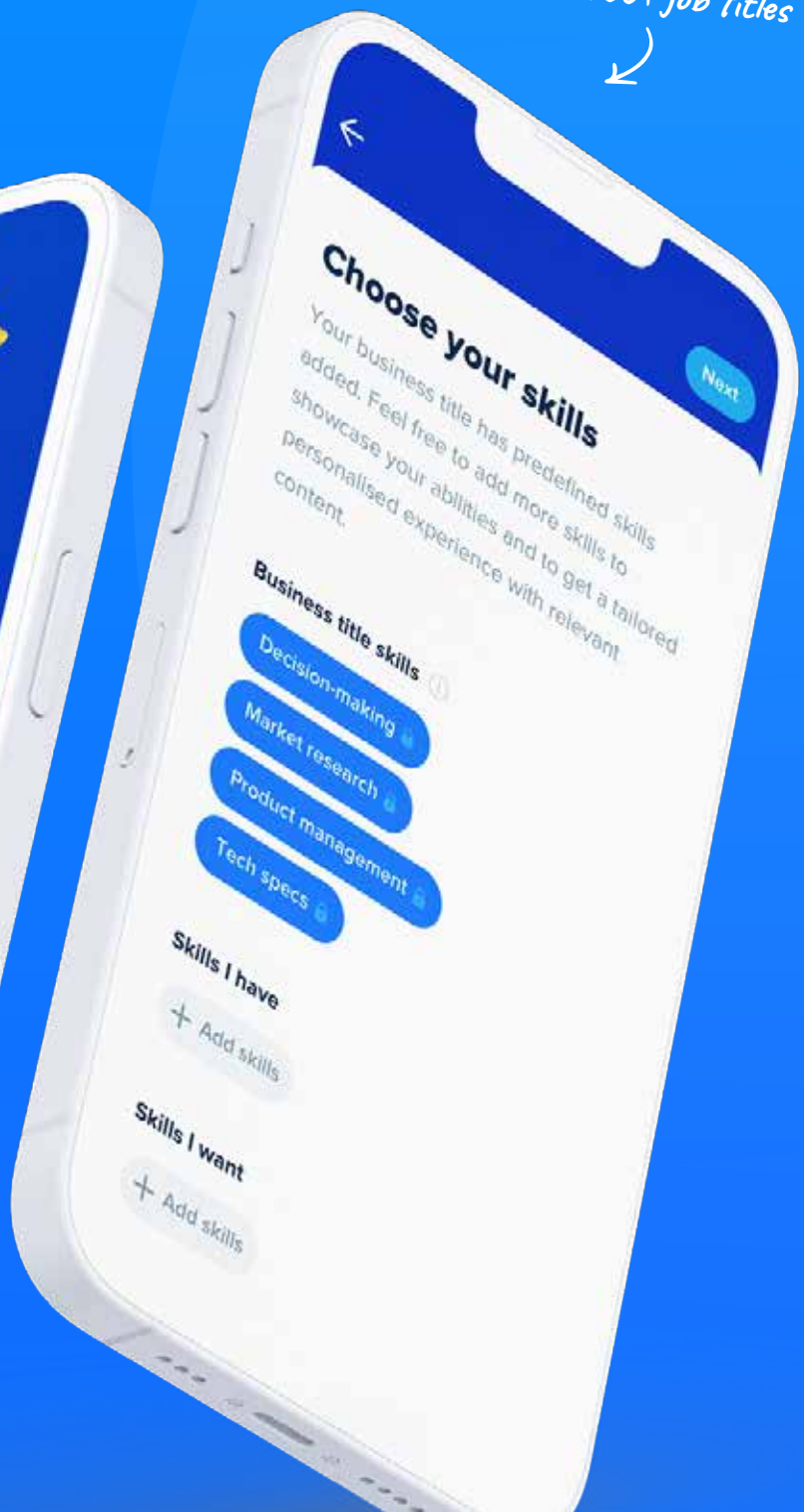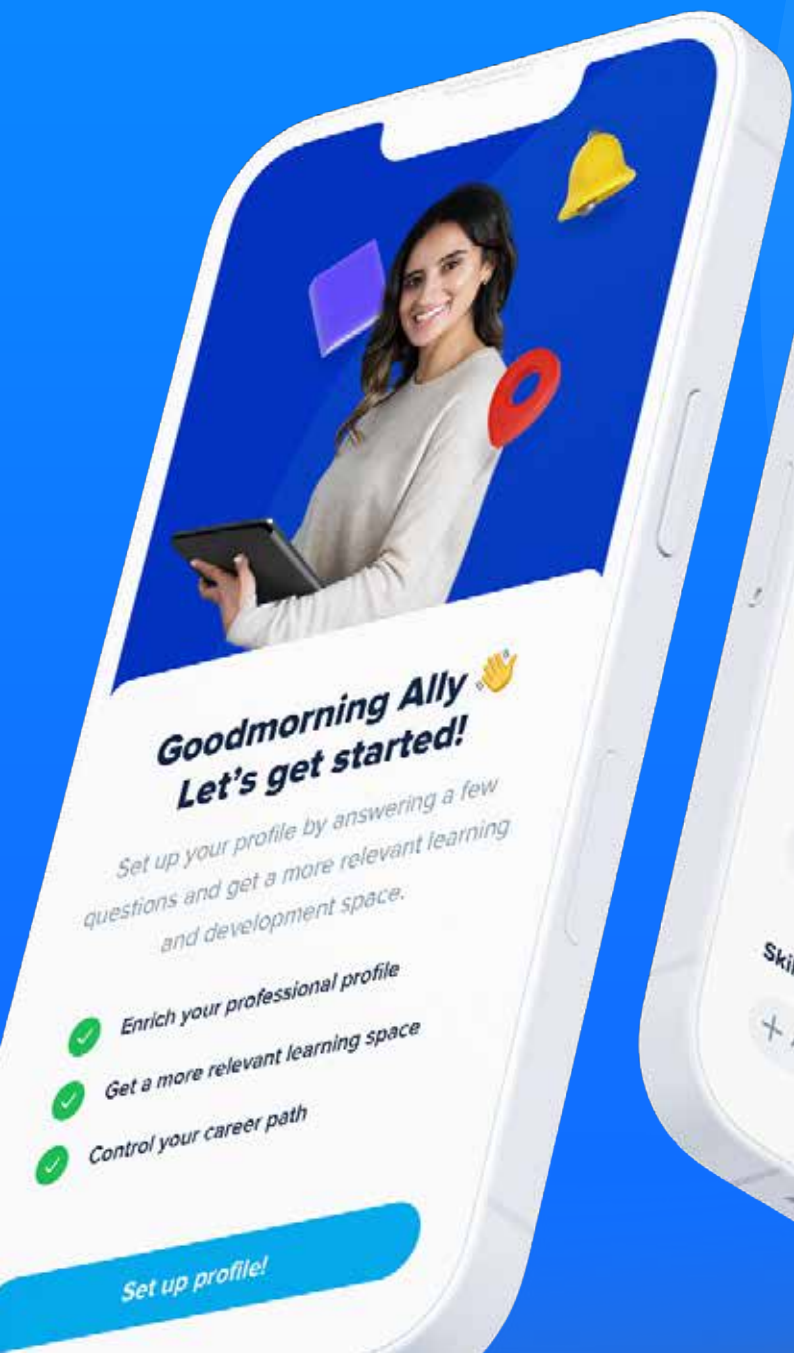**Build consistent organizational knowledge**

Reduce time spent on paperwork planning

Elevate Training with eloomi Skills

With eloomi, users can select the skills they have and show which skills they want to develop so managers can take action instantly.

Book a demo

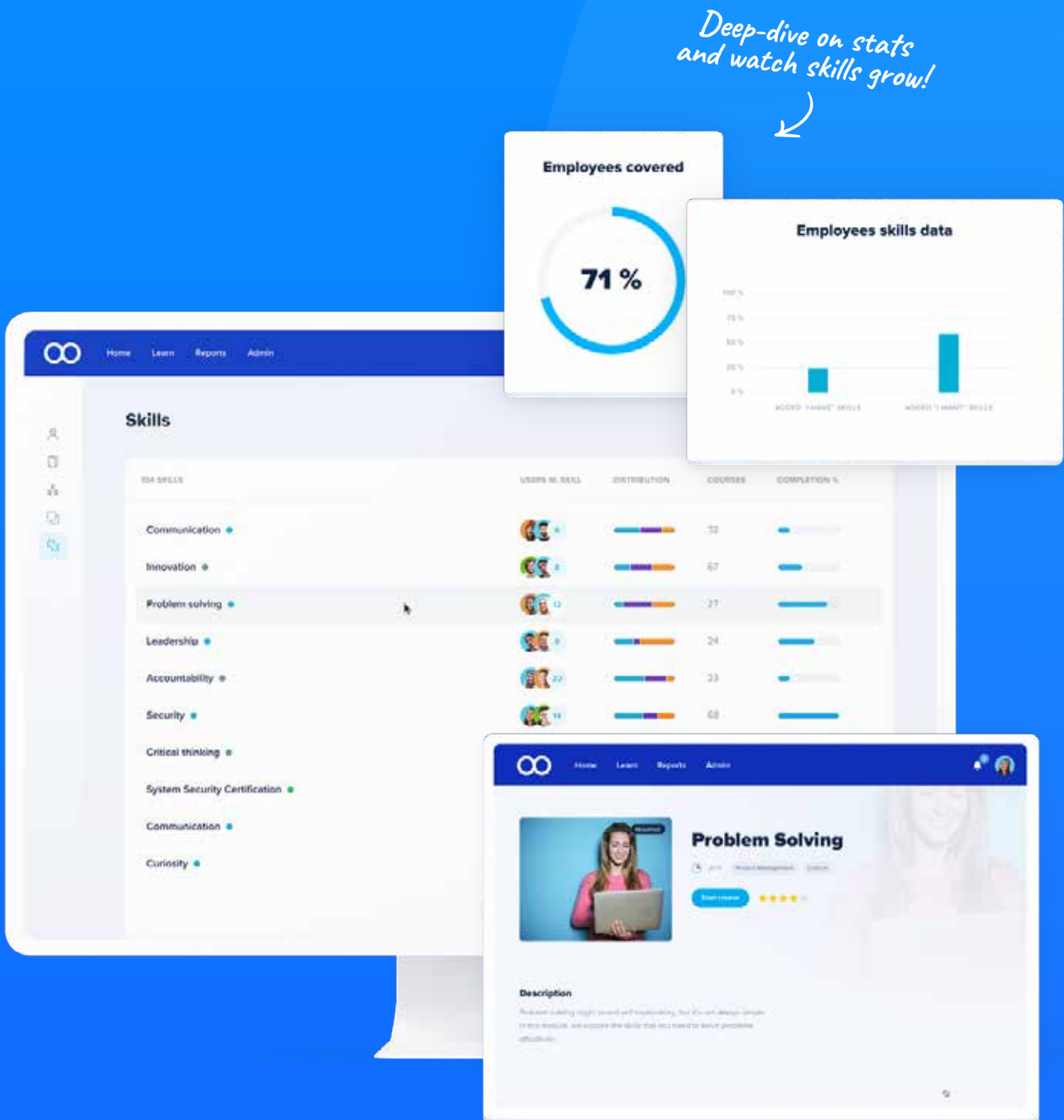*Powered by a database of 30000+ skills and 75000+ job titles*

Create Your Skills Map

Access an overview of the skills in
your organization & track progress
as you kickstart training

Book a demo

*Deep-dive on stats
and watch skills grow!*

Build New Learning Paths

Connect with relevant courses instantly with the in-platform Content Store
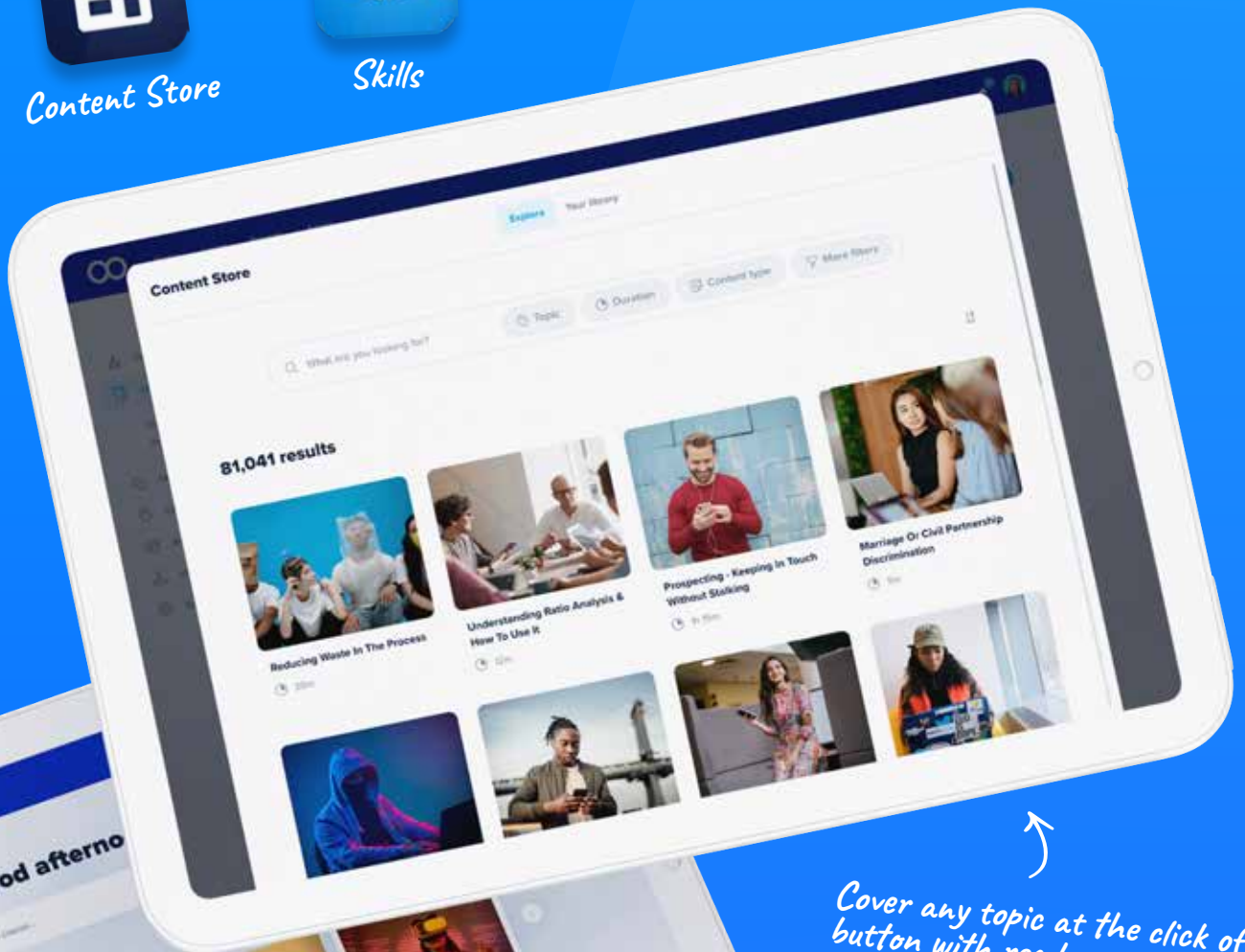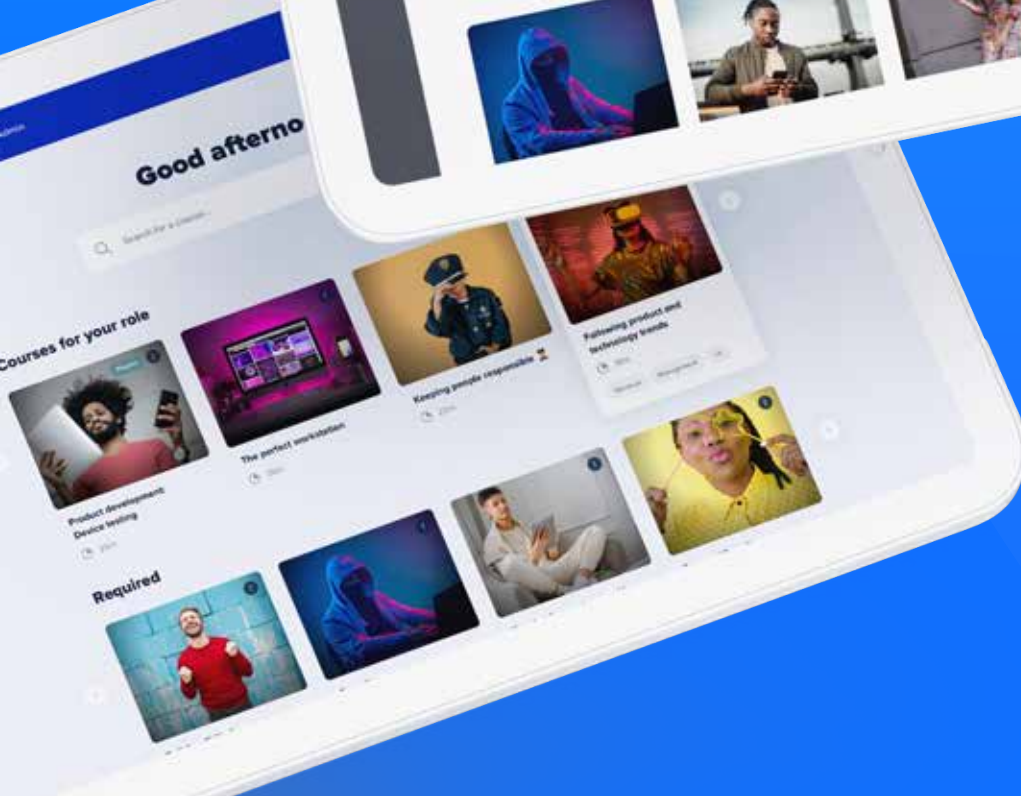
Content Store + Skills

Cover any topic at the click of a button with ready-made courses curated by industry experts

You can find us in app stores

Unleash the power of a modern LMS with eloomi Infinite

Develop talent, streamline training, and build your own Capability Academy.

Explore Skills