2021 brought many changes to the workforce that required both employees and employers to shift their skills strategy and adapt to the new way people work.

1. **New hybrid and return to work environments**
   - The notion of where and when an employee works has changed.
   - 70% of US employees worked from home during the pandemic.1

2. **Accelerating demands from digital transformation**
   - Digital transformation requires new skill sets.
   - 90% of jobs require professionals to possess digital skills.2

3. **Greater automation**
   - Automation in the workplace is taking over due to talent shortages, increases in regulations, and higher costs of labor.
   - 20 million jobs will become automated by 2030.3

4. **Global competition for specialized talent**
   - With the competitive nature of the global workforce, leaders are seeking candidates with specialized skills.
   - 33% more skills have been included on job ads by companies between 2017 to 2020.4

5. **Faster cycles of reskilling and training**
   - Organizations must rethink the delivery of their skills learning to drive workplace competency.
   - 91% of companies and 81% of employees attributed increases in productivity at work to reskill training.5

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**Learn more**

Read these 5 challenges for HR leaders, and the nine skills that empower digital proficiency in the new report by Constellation Research, *The Business Case for Dynamic Skills*.

**Download now**

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**Sources:**