

# 5 challenges for today's workplace

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<sup>1</sup>

## 2 Accelerating demands from digital transformation

Digital transformation requires new skill sets

**90% of jobs**

require professionals to possess digital skills<sup>2</sup>

## 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<sup>3</sup>

## 4 Global competition for specialized talent

With the competitive nature of the global workforce, leaders are seeking candidates with specialized skills

**33% more skills**

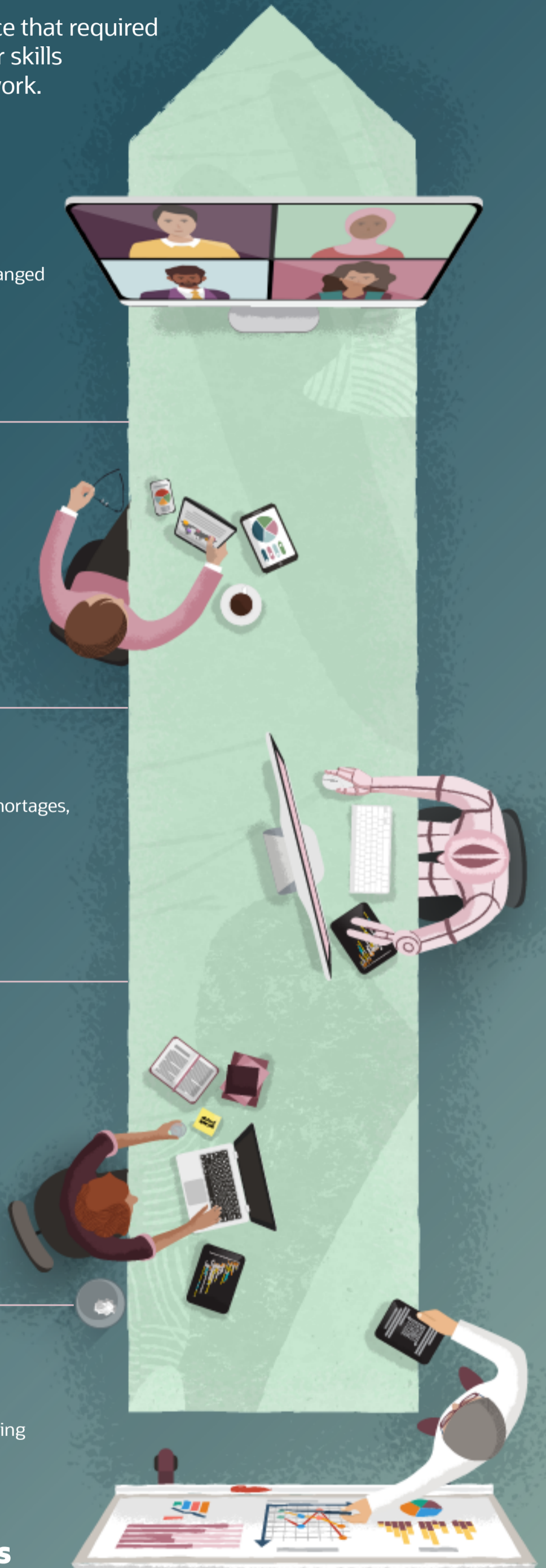
have been included on job ads by companies between 2017 to 2020<sup>4</sup>

## 5 Faster cycles of reskilling and training

Organizations must rethink the delivery of their skills learning training to drive workplace competency

**91% of companies** and **81% of employees**

attributed increases in productivity at work to reskill training<sup>5</sup>



## 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](#)

Sources:

1 <https://resources.owllabs.com/state-of-remote-work/2020>

2 <https://digital-strategy.ec.europa.eu/en/news/new-report-shows-digital-skills-are-required-all-types-jobs>

3 <https://www.cnn.com/2019/06/26/robots-could-take-over-20-million-jobs-by-2030-study-claims.html>

4 <https://www.glassdoor.com/employers/resources/hr-and-recruiting-stats/>

5 <https://www.talentms.com/blog/reskilling-upskilling-training-statistics/>