

# Navigating the Skills Revolution:

## An Evidence-Based Guide to Workforce Adaptation

### The Challenge: An Accelerating Skills Crisis

**65%**  
of Job Skills Could Change by 2030

This is up from an estimated **25%** change in skills required since 2015



**The Half-Life of Technical Skills Has Shrunk to 2-3 Years**



**Unaddressed Skill Gaps Degrade Performance and Wellbeing**



Lower productivity, higher turnover, and increased employee stress

#### Organizational Profitability

**21%**

lower for companies with poor skill-role alignment

Employers with endances with wih poor skill-role alignment

#### Employee Wages

**8-15%**

permanent wage reduction for affected workers

#### Talent Retention

**25-40%**

higher turnover in high-demand roles

### The Solution: 3 Pillars of an Adaptive Workforce

#### 1. Create Skill Transparency



Systematically map current skills and clearly communicate the capabilities needed for the future

#### 2. Build an Integrated Learning Ecosystem



Combine on-the-job experience, social learning, and formal training with financial support

#### 3. Foster a Culture of Psychological Safety



Encourage learning from failure, asking for help, and giving developmental feedback