

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



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

On-the-job
experience

Social
learning

Formal
training

Financial
support

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