

# Career Development for Your Talent Pool

## From “Nice to Have” to Mission Critical

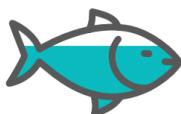
A recent survey of top-performing human resources and learning and development professionals shows career development is critical in growing new talent and nurturing the existing talent pool. As employees have access to experiences and opportunities for growth, organizations benefit from increased engagement, reduced turn-over and greater innovation.

### Opportunity for growth



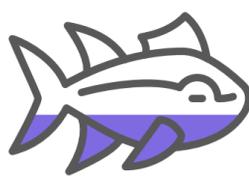
**67%**

of respondents say career development is **necessary to attract and retain** the next generation of organizational leaders



**67%**

of respondents say career development is **necessary to grow and develop** employees

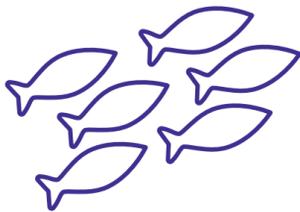


**42%**

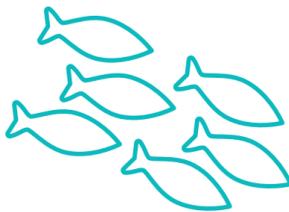
of respondents say career development is **necessary to attract new talent**

### Ability to adapt

Employees have high expectations of how and where they can grow within an organization. If support and opportunities to grow are not provided to them, they leave. HR and L&D teams must focus on their ability to adapt:



To organize and reorganize to align strategically to the needs of employees and the industry



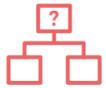
To deploy, and redeploy, the organization's talent to support business objectives

### Shrinking talent pool

Today, it is harder than ever than ever to find qualified workers. This is due to:



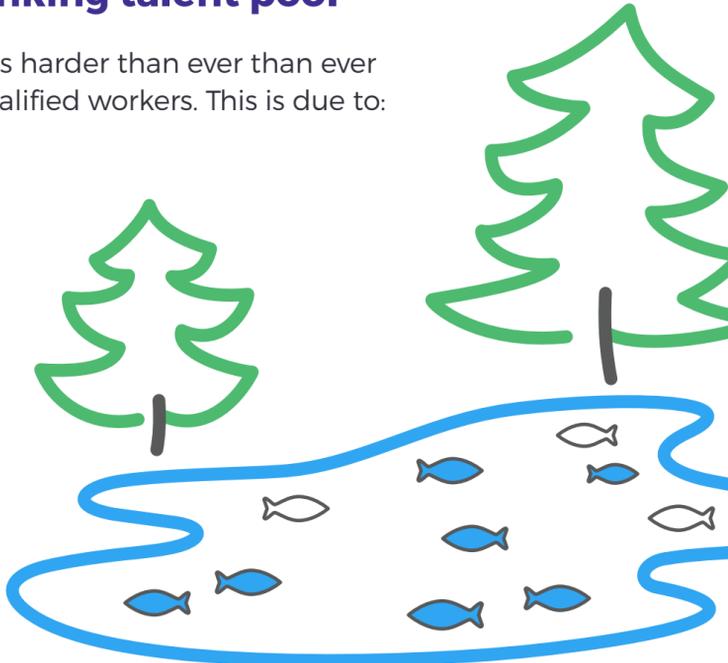
Record low unemployment levels, those who are employable have a job.



As Baby Boomers retire, there is a deficit of workers who are experienced and ready for leadership roles.



There is high demand for qualified workers based on the tight labor market.



**67%**

of respondents say they are **pursuing pro-active alignment with employee development** to help combat shrinking numbers of qualified workers.

### Measure and quantify results

Key data aligned with attrition, retention and engagement are necessary to track progress with career development.



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respondents have **defined metrics that actively align career development strategy**.

**46%**

Almost half of respondents (46%) report their **organization faces resistance to career development programs due to cost**. What if your organization could quantify results of learning and development easily and with the support of proven, validated content?

### Summary

Skillsoft's Global Leader Forum reports that career development is essential in today's competitive ecosystem. Research shows employees are more likely to stay with an organization if they see and have access to experiences and opportunities for learning and growing.

To learn more about SumTotal's solutions, click [here](#) to request a demo our learning management system.



1 "Skillsoft Global Leader Forum Survey," Skillsoft, 2018.

2 "The Digital Talent Gap—Are Companies Doing Enough?" Capgemini and LinkedIn, October 26, 2017.

3 "An Agenda for the Talent-First CEO," Dominic Barton, Dennis Carey, and Ram Charan, McKinsey Quarterly, March, 2018.