



Atelier:

# Unlocking the Upskilling Potential

Thursday, March 18, 2021 – 11:00-12:30

## Context

The past year, more than ever, showed the deepening digital divide, being it low-skilled adults struggling with working remotely, teachers learning about new methodologies, and young learners making sure they had access to their virtual education experience. Many companies found themselves in a situation where they suddenly had to reskill a considerable number of employees, so that they would be able to continue performing their tasks. Upskilling was often a matter of reactivity, but not a proactivity. However, it is important for companies to realise that upskilling is an investment not only to their workforce, but also to their business. According to the latest [report on upskilling](#) by the World Economic Forum, upskilling could lead to the net creation of 5.3 million new jobs by 2030.

Our [research](#) shows that some companies do not forecast what megatrends are coming and how they may impact their workforce and, consequently, business. As a result, future-needed skills and jobs are unknown and upskilling programmes, let alone with a particular focus on employees at risk, are not part of companies' training efforts. On top of that, an HR function is often seen as administrative, problem-solving body which does not always have a say in strategic decisions. For upskilling to take off and be successful, internal communication and collaboration are essential, whether it is from the top management down or across different departments.

## About the Atelier

### Aim of the Event:

This event brings a new learning format on specific challenges related to upskilling, with the purpose of developing and implementing company-specific improvement plans. This atelier will focus on the **importance of internal collaboration and communication, the role of HR in upskilling and how to care for employees at risk.**

### Key learning points:

- Learn how HR could better communicate and collaborate with other departments in the company
- Discover how to raise awareness about upskilling and forecasting megatrends
- Explore which employees at your company are at risk and how to provide for their training

#### Who should join:

- HR Managers/Officers/Specialists/Business Partners
- Learning & Development/Skills development Specialists
- Strategic positions collaborating with HR Department
- CSR Managers/Officers/Specialists

#### Schedule

11:00-11:05	<b>Welcome and introduction of the concept</b>	<b>Michel Hublet,</b> Senior Director, CSR Europe
11:05-11:15	<b>CSR Europe and pilot project Upskill 4 Future</b> <ul style="list-style-type: none"><li>• Latest research on upskilling</li><li>• Initial findings on HR readiness of companies for inclusive workforce transitions</li><li>• Key gaps in communication and collaboration</li></ul>	<b>Andrea Bittnerova,</b> Project Manager, CSR Europe
11:15-11:30	<b>Company: Best practice/Research</b>	<b>TBC</b>
11:30-12:00	<b>The collaboration and the communication between HR and the business in your company</b> <ul style="list-style-type: none"><li>• What is the role/responsibility of HR in a management unit/business unit?</li><li>• What is needed/expected from HR to develop business in a proper way (and vice versa)?</li><li>• What do employees expect from an HR-Business collaboration?</li></ul>	<b>Break out sessions</b>
12:00-12:20	<b>Sharing findings from breakout sessions</b>	<b>Companies</b>
12:20-12:30	<b>Next steps</b> <ul style="list-style-type: none"><li>• Which groups in your company could benefit most from upskilling? COVID-19, emergence of new vulnerable groups and the importance of regular communication</li><li>• Next steps – practical task &amp; next atelier</li></ul>	<b>CSR Europe</b>

**#FutureofWork**  
**#Upskill4Future**

**We look forward to your participation!**

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