

Snapshot for Employers



“We love the platform and all that it offers. With EnGen, it is a true partnership where they are supporting our employees.”

— Administrator at Compass Group USA

Employers of all sectors and sizes are using English upskilling to recruit, retain, and engage multilingual employees, improving workplace communication, safety, and collaboration.

Results from a survey of nearly 2,500 adult English learners point to the power of English instruction to boost employees’ job performance, confidence, and English skills simultaneously.

INSIGHT 1

Improve recruitment and retention by investing in English for your employees.

With ongoing labor shortages in essential sectors like [healthcare](#), [hospitality](#), and [manufacturing](#), and an ongoing [uptick](#) in job-switching across the workforce, employers of all sectors and sizes cite staffing as a core challenge.

Our survey results suggest that offering English instruction as part of an employee benefits package can help companies attract new talent – and retain and promote incumbent workers.



of employees surveyed said they’ll likely stay with their company because English is offered as a benefit.



said they’ll likely refer a friend to their company for the same reason.



achieved a career or social goal as a result of English upskilling, like a new job offer, earning a career credential, or communicating better with coworkers.



“I got a new position at work!”
— Employee at a U.S. retail corporation

INSIGHT 2

Build more engaged, productive workplaces with English instruction.

As highly engaged employees are [more likely](#) to stay with their employers, HR leaders are [prioritizing](#) employee experience and organizational engagement.

This year’s survey results point to English upskilling as a valuable tool to improve employee confidence, communication, and connections, fostering engagement, collaboration, and safety.



of employees improved their English proficiency.



improved confidence at work and beyond.



saved time at work.



“I have improved my listening and speaking skills in my work environment. Especially in the context of the supermarket and customer service. [EnGen] has helped me to have more confidence and to handle phone calls.” — Employee at Walmart

INSIGHT 3

Advance employees' English skills and digital skills simultaneously.

A full [92%](#) of jobs in the U.S. require digital literacy – defined as the ability to access, create, and share information on computers and digital media platforms. Yet [1 in 3](#) U.S. workers, including [2 in 3](#) workers with emerging English proficiency, don't have these skills, creating a significant skills gap for employers.

Our survey points to technology-mediated English instruction as a solution to bridge both the English barrier and the digital literacy gap, connecting workers with high-demand skills needed to take on new roles and responsibilities in their companies.



of learners surveyed said their digital skills have improved as a result of using EnGen.



"I liked EnGen because I have been learning how to use the computer, which I didn't even know how to turn on before."

— Employee at a multinational food processing company

INSIGHT 4

Deliver high-impact training to a workforce that prioritizes learning as much as pay.

Frontline workers, many of whom are [immigrants](#), prioritize [job growth and learning](#) as much as pay – and say that a lack of employer-provided development opportunities is a core barrier to their advancement.

Companies must invest in their workforce if they want to keep their workers – and also understand that not all training is created equal. Time, transportation, and caregiving responsibilities keep many working adults from accessing traditional, classroom-based learning.

Our survey speaks to the power of online, on-demand, and contextualized training focused on skills – like English – that are immediately applicable to lives and livelihoods.



improved their job skills in addition to English skills.



2 in 3 employees surveyed said that EnGen's online, on-demand approach has helped them more than traditional, classroom-based approaches.



"I was able to demonstrate all my management and administration skills now that I can express myself better. My managers saw in me the necessary talent for a new position within the company."

— Employee at Amazon

INSIGHT 5

Support employees' well-being – on and off the job.

Workers seek out employers that prioritize their [dignity and agency](#), along with their [health and happiness](#).

Our survey results show how the opportunity to learn English at work also drives tangible benefits at home, fostering a greater sense of loyalty to employers that offer these programs.



3 in 4 employees agree that they could navigate life better, are more engaged with their community, and help their family more.



"My daughter is in school and [EnGen] allows me to communicate better with her teachers."

— Employee at Gap Inc.

Learn how EnGen can work for you
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ENGEN