



VII EDYCJA E-LEARNING FUSION  
**DIGITAL LEARNING & training market** NEW  
CONFERENCE & EXHIBITION 2023

14-15 Listopada 2023  
**WARSZAWA**

**Damián Burgueño**  
Director- General Manager - goFLUENT

Zaprezentuję temat:

**Democratizing Learning: Stay Ahead of the Skills Gap**



Organizator:





**ChatGPT**

DA

Could you please create a short and fun introduction for a presentation about the skills gap?



Absolutely, here's a fun introduction for your presentation on the skills gap:



Hello, Damián!

Standard Monthly - Personal  
workspace



Create project



Create folder



Import projects



## Script editor

Cancel

Proceed

Scene settings ▾

Skills Gap Introduction

Paste from clipboard

Highlight

Spell-check YES

Characters 0

Please wait while the video storyboard is being created...



Searching visuals



30% completed

 Guide <sup>5</sup>

**Let's see the  
result**



and

to learn.

# What shall we talk about today?

Democratizing Learning  
Stay Ahead of the Skills Gap

## Index

- 1 What is the Skills Gap
- 2 Causes of the Skills Gap
- 3 The impact of the technology in the skills gap
- 4 How to address the skills gap
- 5 Democratizing Learning: The new Global L&D imperative



## What is the Skills Gap?



Skills gap refers to the **disparity** between the skills an employer needs their employees to have and the actual skills employees possess.

Skills that  
employer  
needs

Skills  
Gap

Employee  
Current Skills

Why it happens?



Why it happens?



retiring baby boomers

lack of training

obsolescence

digitalization

national education system

automation

demographics

artificial intelligence

machine learning

speed of the business

cloud computing

globalization



## Why it happens?



### Demographics

Retiring baby boomers  
"Silver Tsunami" = the aging of the workforce



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Businesses can't keep up with the pace of  
**technological change**



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The traditional education system might not fully prepare future employees with the necessary skills for today's job' market



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### Corporate Training Gaps

Lack of skills gap analysis  
Skills of today vs the **skills of tomorrow.**



# Technology vs Skills gap



2 main questions:

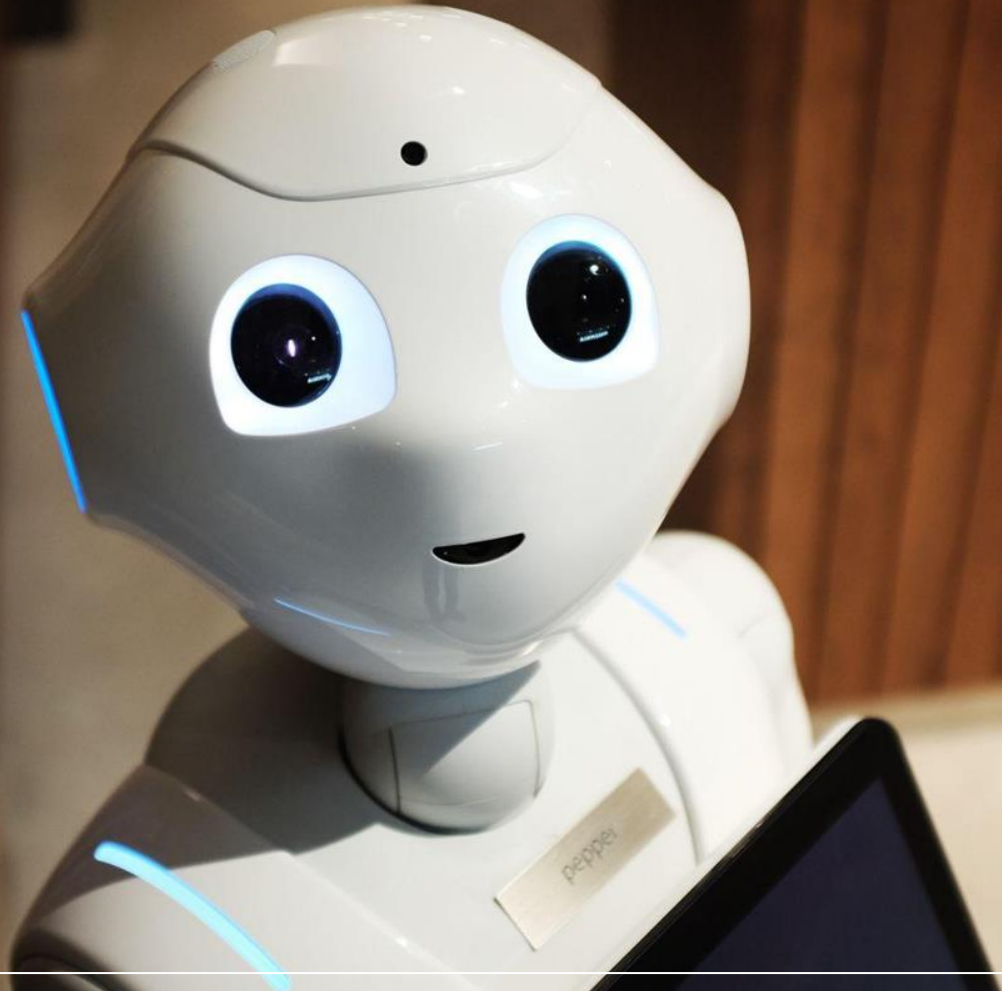
How fast is technology evolving?

What is the impact of the Skills Gap and why it matters?

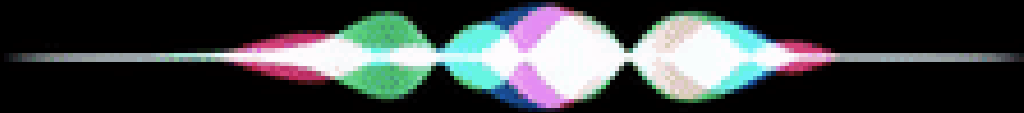




**How fast is  
technology  
evolving?**



"Siri show"



Siri can recognize our voice even if we are 20 feet  
away (+6meteres)



Self driving cars are no longer fiction and they can reduce accidents up to 90% less

Order Your DNA Test Kit Online



**Home Cousin DNA TEST KIT**

Results in 12 business days

- Free return shipping
- 100% Confidential
- Fast online results

100% ACCURATE RESULTS

Lab fees included

swabtest

We can analyse our DNA online

**Chatbots**

**Drones**

**Smart Objects**

**Machine learning**

**Deep Learning**

**Mass 3D Printing**

**Artificial  
Intelligence**

**Biotechnology**

**Robotics**

**Virtual Reality**

**Augmented Reality**

**Self Cashiers**

All these words are now familiar for us and deeply enrooted in our everyday lives



McKinsey&Company

With today's technology, **45 percent of activities people are paid to do could be automated**, and 60 percent of jobs could have 30 percent or more of their activities automated.

According to Mckinsey



**In 2012**

150.000 humans working in Wall Street.

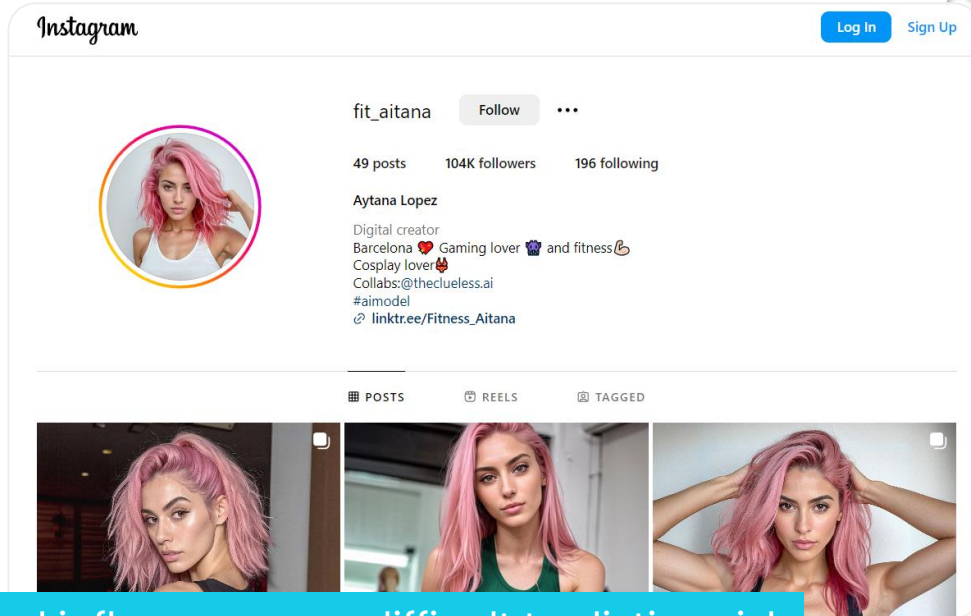
**In 2015**

The number was cut off to 100.000.

1 / 3 less due to the automation in only 3 years

# Aitana Lopez

The Spanish AI influencer that makes 5.000€ a month



Virtual influencers are difficult to distinguish between real humans



Is technology growing exponentially?



**Yes!**

And it is one of the main causes of the current **Skills Gap** in the labor market.

# What is the impact of the Skills Gap and why it matters?



# Some headlines



## The Skills Gap is Costing Companies Nearly \$1 Million Annually, According to New CareerBuilder Survey

- More than two thirds of employers who said they were increasing their number of employees in Q1 currently have open positions for which they cannot find qualified candidates



## The Digital Skills Gap Comes at a Cost: 14 G20 Countries Could Miss Out on \$11.5 Trillion Cumulative GDP Growth

WILEY

EDUCATION  
SERVICES

Wiley Education Services surveyed more than 600 managers and professionals across various industries. About 55% of respondents said that they believe a skills gap is affecting their organization.

McKinsey&Company

Industry experts **McKinsey** found in a recent global survey that 87% of organisations said they're either experiencing a skills gap now or expect to experience one in the next few years.



The skills gap represents a direct threat to an organization's competitiveness today and in the future.

## FORTUNE

While these challenges are not new, they are a growing threat—71% of CEOs anticipate the skills and labor shortage will be 2022's biggest business disrupter. And the digital skills gap will cost businesses trillions of dollars by the end of the decade.



The world is facing a reskilling emergency.



77% of employers report a skill shortage problem in 2023 compared to 35% in 2013.



## The \$8.5 Trillion Talent Shortage

An extensive new Korn Ferry report finds that by 2030, more than 85 million jobs could go unfilled because there aren't enough skilled people to take them.

# To sum up

3 Main consequences of the skills gap

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### Economic Costs

- Difficulty to meet **business goals**
- Increase talent acquisition **costs**
- Increase of operating costs
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- Lack Of understanding
- Increase stress on existing employees
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### Inefficient Productivity

- Lower productivity
- Reduced global competitiveness
- Inability to move forward
- Hold back the **innovation**
- Lack of agility
- Increase projects duration







What can we do?



How companies can address the skills gap

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How companies can address the skills gap

Expand your talent search

Skills gap analysis

Internship programs

Scholarship programs

Leveraging E-learning Platforms

Adopt continuous learning

Anticipate

Track and measure

Upskilling & reskilling

Identifying future skills

Stay updated

Leverage technology

Internal mobility

What can we do?



How companies can address the skills gap

Expand your talent search

**Embrace Flexibility**

Skills gap analysis

Internship programs

Scholarship programs

Leveraging E-learning Platforms

Adopt continuous learning

**Lifelong Learning Initiatives**

Anticipate

Track and measure

Upskilling & reskilling

Identifying future skills

Stay updated

**Building a Culture of Learning**

Leverage technology

Internal mobility

**Democratize Learning**



# Democratizing Learning

## The New Global L&D Imperative

“

*People think of education as something that they can finish*

*You have everybody looking forward to no longer learning, and you make them ashamed afterward of going back to learning.*

*If you have a system of education using computers, then **anyone, any age**, can learn by themselves*”



Isaac Asimov 1920 - 1992

How can you democratize learning to provide access to all in a scalable and efficient way?

## Old Model

### Limited Access

- Select enrollment
- Highly administrative
- Wait lists and lockouts
- Focus on: skills of the present

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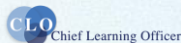
### Democratized Learning

- **Unlimited access**
- Leverages investment in enterprise **LXP/LMS**
- Encourages adjacent learning
- Focus on: developing the **skills of tomorrow**



“Democratizing learning helps organizations expand their reach by giving employees access to tools, services and approaches they can adapt to their needs, whether they are individual contributors, managers or senior executives.”

**Chief Learning Officer Magazine** March 2022





From



## Prescriptive Learning

- Only for selected few
- Internal **nomination programs**
- Hierarchies
- Privileged groups
- Reduces agility & flexibility

From



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To



## Learning for All

- Employee empowerment
- Employee centric
- Promotes **DE&I** in the company
- **Leverages technology**
- Provides flexibility & agility
- Lifelong Learning

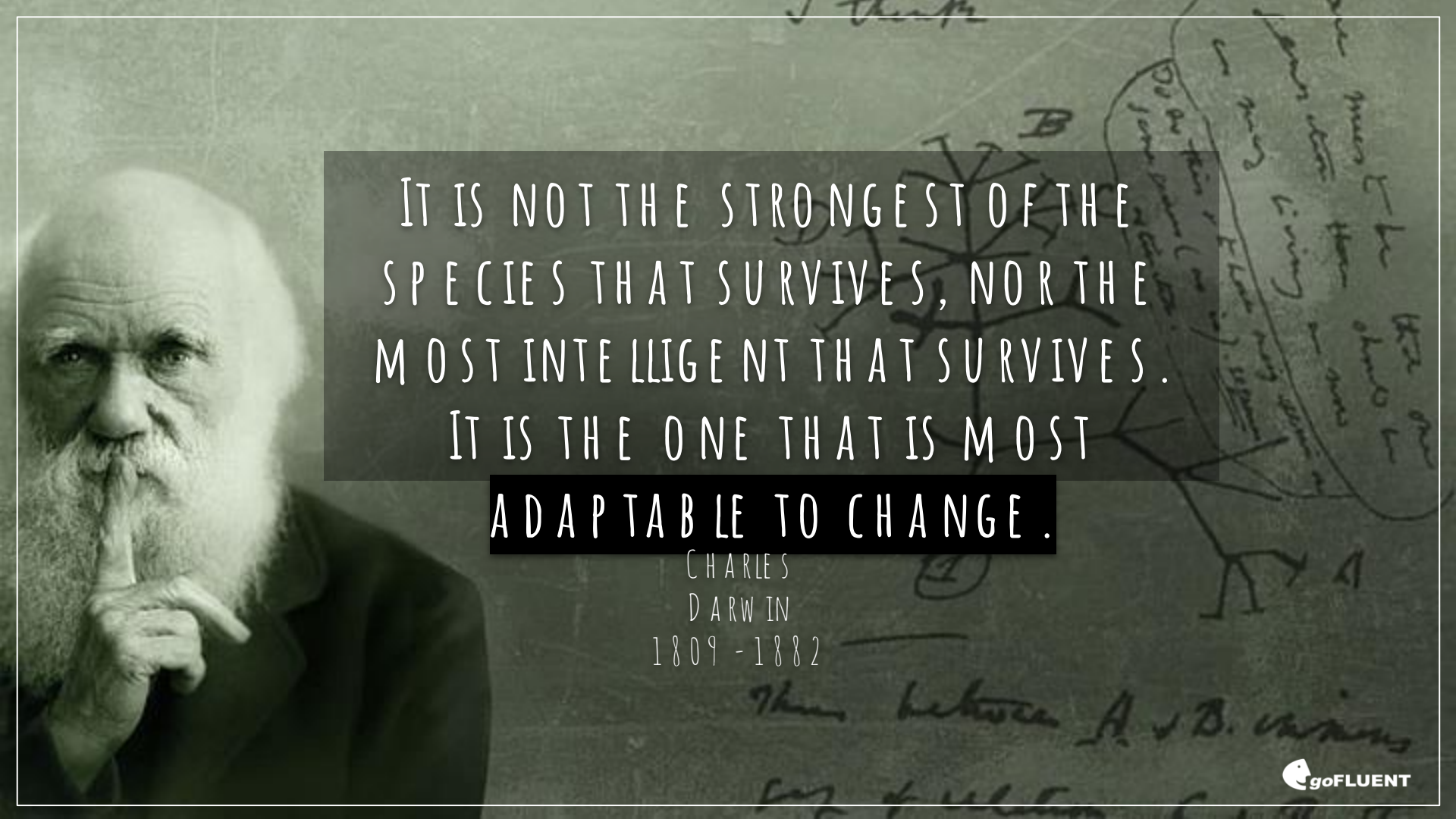
“Only 18% of companies provide training to all employees via LMS”



*According to the CEGOS Baromètre 2019*

The image features a sunset background with silhouettes of people rappelling. The text is overlaid in white with a drop shadow. There are also some white circular lines in the bottom left corner.

The skills gap will always exist, so companies should focus on creating a dynamic organization with emphasis on **continuous learning accessible to everyone**



IT IS NOT THE STRONGEST OF THE  
SPECIES THAT SURVIVES, NOR THE  
MOST INTELLIGENT THAT SURVIVES.  
IT IS THE ONE THAT IS MOST  
ADAPTABLE TO CHANGE.

CHARLES  
DARWIN  
1809 - 1882



# E-LEARNING FUSION 2023

Organizator:

Digital  
Learning  
Centre



Let's Fintech

