



Future of Work Webinar:

The Role of Strategic Workforce Planning in Shaping New Career Paths

Wednesday, June 18, 2020 – 11:00-12:00

Context

Until recently, ideal career paths used to be rather linear with very little options to change once you were climbing the ladder. You could master a set of skills and make an entire career out of it. The last decade and especially the recent developments in the world have changed the context dramatically: digitalisation, more flexible work patterns, globalisation and on top the profound disruption with the pandemic of COVID-19. Altogether, these challenges have forced new jobs to emerge, others to become obsolete or being on the brink of being replaced. Today, employees are expected to constantly revamp their set of skills if they want to stay relevant and competitive. The current situation shows that companies with a profound culture of continuous learning, innovation and employee engagement have adapted much more quickly than their peers. As a result, they demonstrate a higher level of resilience and are able to pick up stronger.

To ensure to remain competitive, companies must leverage technology, make data-driven decisions towards employees, and rethink their approach when it comes to people management. The current downtime of many employees represents a great opportunity towards up/reskilling. Empowering workers to embark on this kind of learning is a way forward. Especially addressing the lack of inclusiveness and accessibility of learning systems enhances the sustainability of a company. This is recognised also by the European Commission that is currently updating the Skills Agenda (2016) under the [Commission Work Programme 2020](#). The focus will be even more on developing workers' skills and tackling skills mismatches while boosting the economy and jobs creation.

About the Webinar

Aim of the Event:

This webinar will explore what EU policymakers and companies are doing to foster the adoption of new economic and business models that **help map current workforce, address skills gaps and empower people to up/reskill**.

Key learning points:

- Learn about the importance of strategic workforce planning
- Discover how companies can up/reskill employees for current or future positions
- Discover how one's mindset can be changed and aligned to new career paths

Who should join:

- **HR Managers**
- **CSR Managers**
- **Learning & Development/Skills development Specialists**

Schedule

11:00-11:05	Welcome and introduction <ul style="list-style-type: none">• How inclusive approach and accessibility to learning impacts your company	CSR Europe
11:05-11:15	European Commission <ul style="list-style-type: none">• New Skills Agenda for Europe – what this means for companies in terms of filling skills shortages and reskilling	DG EMPL (TBC)
11:15-11:30	Corporate member: Mapping your workforce and strategic planning <ul style="list-style-type: none">• The role of forecasting the future of jobs and skills needed• The importance of empowering your employees and changing their mindset	Orange (TBC)
11:30-11:45	Corporate member: Culture of continuous improvement <ul style="list-style-type: none">• Addressing skills gaps and internal hiring• Leveraging assignment and rotation schemes	Toyota (TBC)
11:45-11:55	Q&A	
11:55-12:00	Closing remarks Next steps and areas for collaboration	CSR Europe

#FutureofWork
#NewCareerPaths

We look forward to your participation!

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