

Navigating Uncertainty: Advancing Workplace Learning in Times of Crisis

As the effects of an economic recession and suspensions to travel continue, employee learning and development (L&D) could potentially be one of the hardest and fastest areas hit. For organizations wishing to stay competitive and thrive in the next “normal,” the rapid upskilling and retraining of employees must be seen as a necessary priority — to equip teams with the skills needed today, as well as tomorrow.



Prior to the pandemic, 79% of global CEOs had already expressed concern over the availability of skills in their workforce, and almost half identified the significant retraining and upskilling of internal teams as the most important way to fill a skills shortage — revealing a shift from outward to more inward-looking talent development strategies.

[PwC](#), Global Talent Trends Report, 2019

Why Digital Learning?

Even before the coronavirus outbreak, many organizations began opting for online learning solutions as a more engaging, cost-effective way to reskill and upskill their workforces to face the demands of business. Now, rather than cost, the need for digital learning is primarily motivated to protect the health and safety of your people.

While we all wait eagerly and in anticipation for a world where teammates and peers can safely meet again in person, now is an opportune time for organizations to think about their digital learning strategies. Aspirations of a return to in-person training and conferences in the future may be further delayed by ongoing travel restrictions and social distancing guidelines.

The best thing for organizations to do to prepare is to use this time to ensure their digital L&D infrastructure is strong enough to support virtual learning across borders, despite social distancing, and in an impactful and engaging manner.

Companies can't simply push the pause button on critical workplace learning, even as they move rapidly to put employee safety first.

[McKinsey](#), "Adapting workplace learning in the time of coronavirus," March 2020

UKG Pro Learning Can Help

Designed to deliver a compelling, person-first approach to learning and knowledge sharing, The [UKG Pro™ Learning](#) online learning and knowledge management system is flexible enough to support the most complex organizational structures in preparing for the future.

Whether your organization is scaling back, adding new headcount, or rapidly upskilling teams to face the current crisis, UKG Pro Learning helps provide new ideas and inspiration to future-proof your organization's learning capabilities.

Rapidly Deploy Learning to Meet Today's Demands

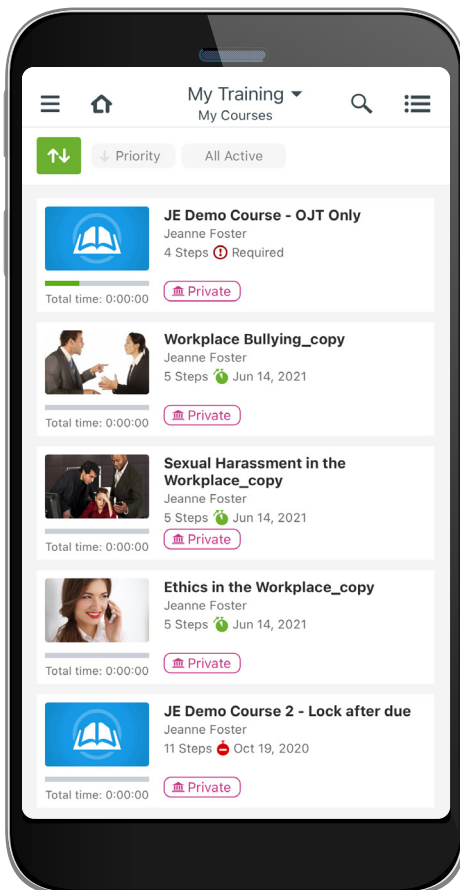
For the essential industries keeping our communities running, the ability to educate new and existing team members on changing policies and procedures to protect the safety of their employees and customers is critical. UKG Pro Learning helps organizations rapidly deploy training academies with their distinctive branding across specific teams, business units, and locations, and distribute them widely all at once—whether in retail, healthcare, or manufacturing.

For our courageous essential workers and first responders helping us get through the ongoing crisis, completing their requisite training and learning programs should be the easiest part of their day. UKG Pro Learning ensures a seamless, intuitive experience that breaks down requirements clearly for the learner and personalizes the experience, so they can easily pick back up from where they left off.

Reach People Anywhere to Provide What They Need

The current crisis is putting a strain on virtually all aspects of our lives. For employees who may be struggling to balance their home lives with work, they may be able to benefit significantly from courses that help with leading a virtual team, time management, mental health, and coping with stress.

UKG Pro Learning provides learners with a consistent experience — no matter which device they use or what time of day or location — and administrators can even restrict access on mobile devices to when the employee is connected to Wi-Fi. In addition, employees are automatically assigned courses and curricula in their preferred language, ensuring learning investments are more widely distributed to team members with diverse backgrounds.





Harness Underutilized Talent, Support Internal Mobility

At a time when teams may be operating at a reduced capacity, many organizations are looking for more creative ways to build on the strengths of their employees. One way to do this is by facilitating a “talent exchange” between departments to help with short-term, high-impact projects across your organization.

A flexible, digital learning solution like UKG Pro Learning is critical to support such initiatives and make content available across departments. With UKG Pro Learning, administrators can easily configure viewing permissions for courses, and there’s no need to transfer learning transcripts when an employee moves to a different location, department, or manager — temporarily or permanently — improving the overall talent mobility and performance of employees.

View, Deliver Expert Content

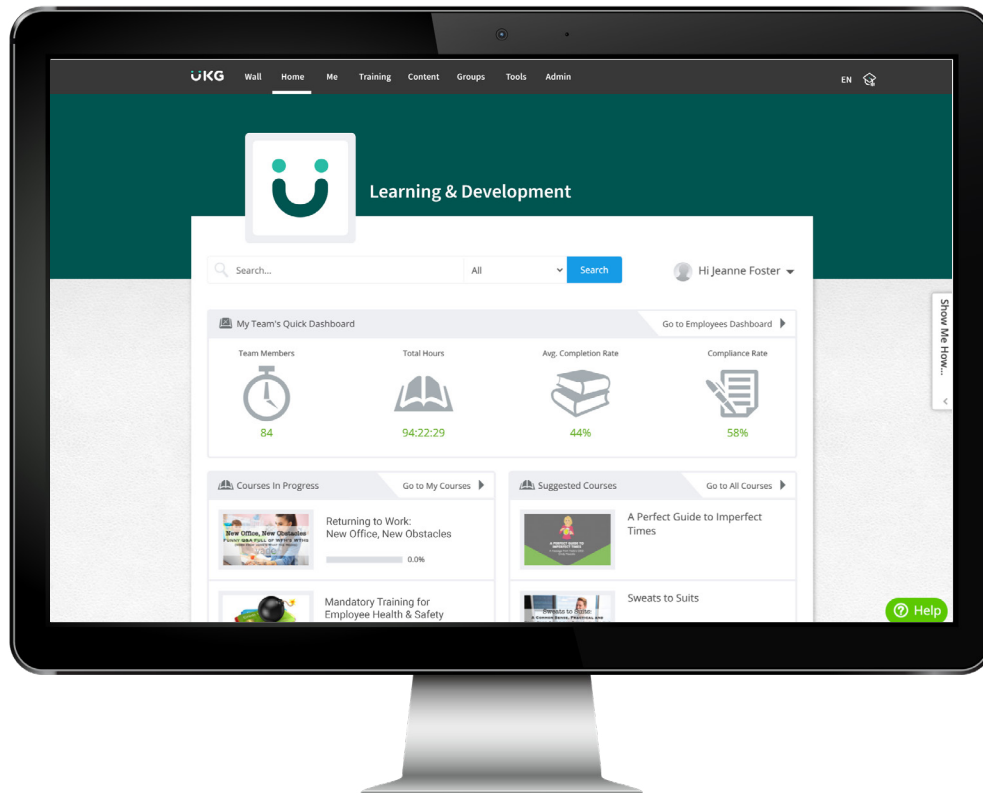
With upskilling and learning more important than ever, many organizations are turning to experts for more thoughtful content and learning opportunities to offer their workforce. The Course Marketplace is available for administrators to browse, purchase, and upload from a library of over 3,000 professionally created courses.

Organizations can also pull videos from platforms like YouTube, TED conferences, and others that are offering timely and relevant tips around managing stress and anxiety, running effective virtual meetings, and safely re-entering the workplace. The flexibility of the UKG Pro Learning content-upload capabilities helps ensure your training programs are relevant, engaging, and the first place for employees to go when they need help.

Connect Teams Through Social Learning

With most of the world adjusting to remote work, staying connected with teams and coworkers can keep employees engaged and motivated. UKG Pro Learning offers a number of fun, social learning opportunities that organizations can leverage to support their workforce.

Using familiar concepts such as rewarding training with online badges and certificates, employees can also follow their own progress or that of team members through social tools such as communities, leaderboards, and news feeds — offering creative ways to keep people connected to one another. As an additional resource, the Academy Wall offers employees access to helpful resources including videos, online articles, or other content that can be uploaded and shared by peers.



Whatever your critical workforce learning needs are, UKG (Ultimate Kronos Group) is here to help. [Get in touch](#) with your UKG™ representative today to discover how we can help define and strengthen your digital learning strategy.



Our purpose is people