Executives are now faced with the daunting challenge of leading their organizations through the fourth Industrial Revolution. This means leading a rapidly changing workforce through accelerated automation and digitization. 92 percent of CEOs are worried that their employees don’t have the skills they need to succeed in this rapidly changing environment, and rightly so, as it is estimated that 50 percent of the S&P 500 companies will be replaced over the next 10 years. HR executives must lead their organizations through up-skilling and re-skilling by considering future skills that will be needed, challenging outdated learning strategies, and training for the future.

**FUTURE SKILLS**
Artificial intelligence is evolving rapidly, which means that machines are eliminating some jobs but that many others are being created. The result: a skills gap. In April 2018, U.S. employers posted 6.7 million jobs but only 6.1 million people in the U.S. were unemployed. For the first time since 2000, there were more job openings than candidates to fill them. Current skills are becoming obsolete and the new skills needed are hard to predict, as careers such as app developer, drone operator, and data scientist didn’t exist 10 years ago. It is now estimated that 65 percent of children under the age of 5 will have jobs that don’t currently exist. As we look to the future, the most important skill to consider is learning agility; agile learners will be able to adapt to the accelerated business environment.

**TRAINING FOR THE FUTURE**
Due to the accelerated rate of automation, some 62 percent of executives believe they will need to retrain or replace more than a quarter of their workforce in the next 5 years. Organizations can do this by providing tools such as an internal career marketplace, career coaching, cross-skilling opportunities, peer-to-peer learning programs, and team learning environments. Employees understand the need to continue to grow their skillset and are willing to invest themselves in training when they can see the link between learning and their career.

Julie Friedman Steele, board chair of the World Future Society, said, “With the world moving as fast as it is, we need to become a society of people who are always learning new things.” Have you considered the skills that your employees will need to take your organization into the future? Have you replaced outdated learning strategies? Are you training your people for the future?