Context

Low-skilled workers (mostly in repetitive routine tasks) will face a tremendous challenge of becoming redundant in the light of digitalisation and automation. At the same time, they receive considerably less training than high-skilled employees. However, as many jobs keep evolving, continuous learning is a must. Trainings for employees should be considered as an investment, similar to investments companies currently do on technologies. The key here is to equip employees with future skills and provide them with adequate guidance and support. To change their mindset in a positive direction, they need to feel safe and informed enough, be aware of having their salary covered while in training and recognition, and what the overall target of the training is. Why they need the training, how they can access it and make it work in their favour are some of the questions that should be answered.

About the Webinar

Aim of the Event:

This webinar aims to shed light on best practices and challenges companies face when it comes to continuous learning in their organisations in order to enhance awareness and come up with concrete actions. Understand the broader context, learn from your peers and identify steps you can undertake.

Key learning points:

- Discover what a culture of continuous learning looks like
- Learn how to identify vulnerable workers and ways to motivate them
- Learn about case studies of guidance and support

Who should join:

- HR managers/L&D team members that want to learn about continuous learning
- ICT managers that want to discover how technological disruptions will influence continuous learning
- CSR officers that want their company to be a responsible and forward-looking organisation
- Business executives that want to understand how continuous learning can help shape the future of the organisation
### Schedule

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Organiser</th>
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<tbody>
<tr>
<td>10:00-10:10</td>
<td><strong>Welcome and introduction</strong>&lt;br&gt;Questions:&lt;br&gt;1. Why is it relevant to integrate continuous learning in today’s workplace?&lt;br&gt;2. How do you promote the importance of acquiring new skills?&lt;br&gt;3. What are the available training options for your company?</td>
<td>CSR Europe</td>
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<td>10:10-10:40</td>
<td><strong>European Commission</strong>&lt;br&gt;EU Skills Agenda&lt;br&gt;• Skills Agenda and Pact for Skills – what to expect?&lt;br&gt;• Collaboration between EC and companies</td>
<td>European Commission (TBC)</td>
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<td>10:40-11:00</td>
<td><strong>Corporate member: Case study 1</strong>&lt;br&gt;Culture of continuous learning&lt;br&gt;• Career development schemes&lt;br&gt;• Incentives for employees to train (training provision, partnership with external provider)&lt;br&gt;• Communication about training benefits&lt;br&gt;• Validation of learning (certificates, badges, diploma)</td>
<td>Company presentation (TBC)</td>
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<td>11:00-11:20</td>
<td><strong>Corporate member: Case study 2</strong>&lt;br&gt;Identification of vulnerable workers and preparation for change&lt;br&gt;• Forecast of future professions&lt;br&gt;• Employees at risk of losing jobs – social factors vs. automation&lt;br&gt;• Making re/upskilling a positive process&lt;br&gt;• Support mechanism available</td>
<td>Company presentation (TBC)</td>
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<tr>
<td>11:20-11:30</td>
<td><strong>Q&amp;A</strong></td>
<td>All participants</td>
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<tr>
<td>11:30-11:35</td>
<td><strong>Closing remarks</strong>&lt;br&gt;Next steps and areas for collaboration</td>
<td>CSR Europe</td>
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**We look forward to your participation!**

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