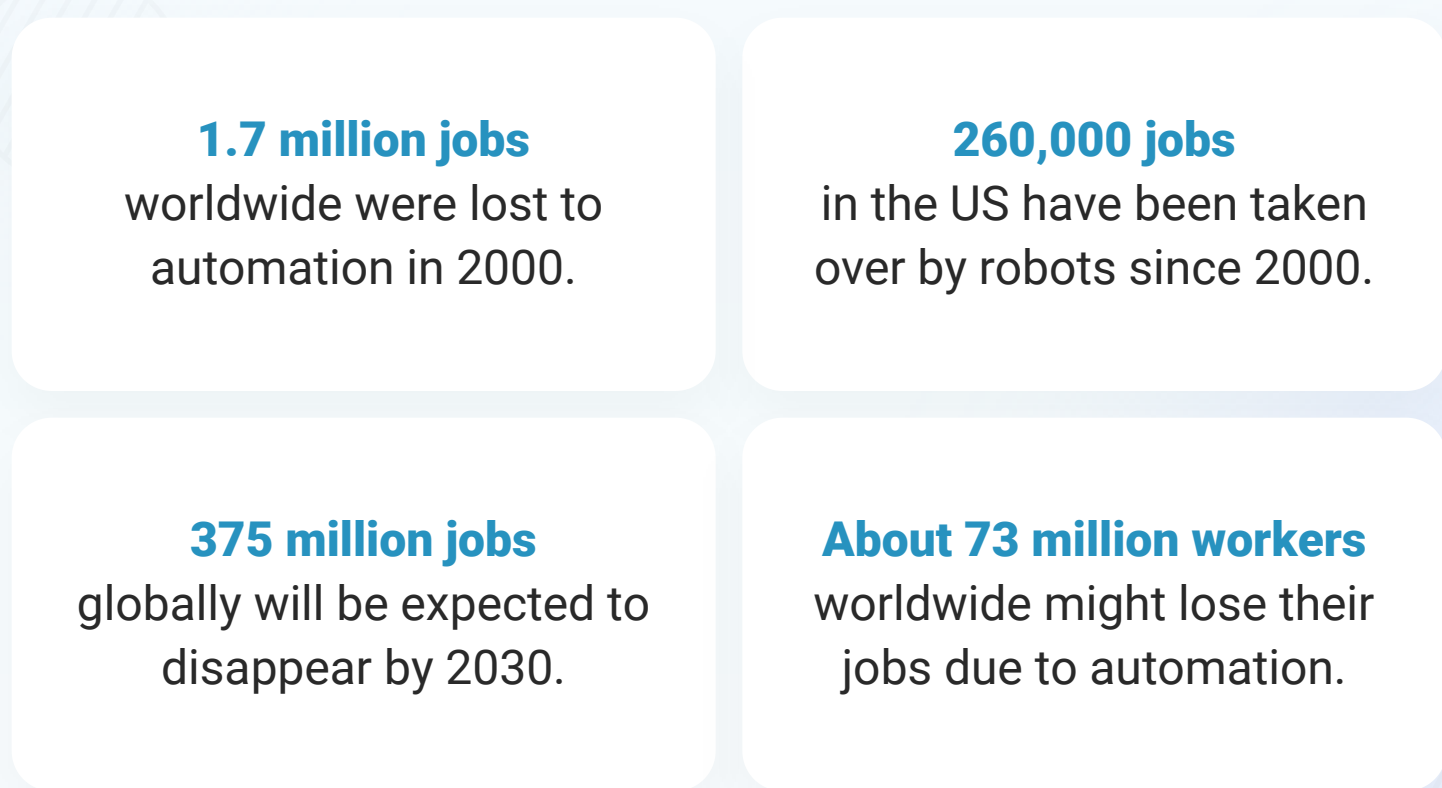**Infopro Learning**

Obsolete to Adaptable:
A Thorough Framework for Organizations to Stay Relevant in a Rapidly Changing Workplace

Workplace evolution:
brought to you by Disruptors, Automation, and Robots.
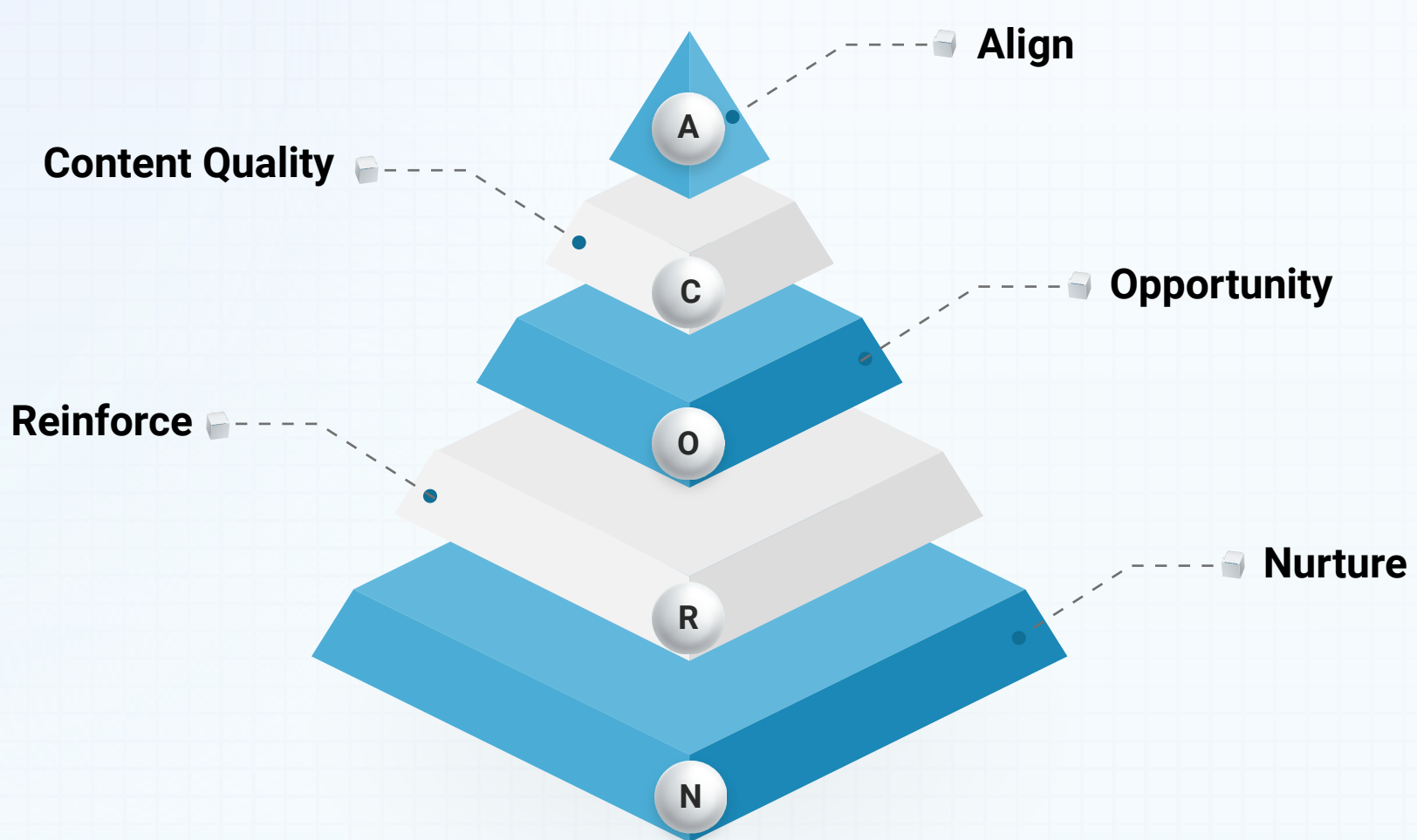
Numbers highlighting the impact are as follows:

1.7 million jobs
worldwide were lost to automation in 2000.

260,000 jobs
in the US have been taken over by robots since 2000.

375 million jobs
globally will be expected to disappear by 2030.

About 73 million workers
worldwide might lose their jobs due to automation.

The modernization driven by **AUTOMATION and ROBOTICS** necessitates a proactive approach, prompting businesses to prioritize new skills and competencies for sustained success.

L&D leaders need to start by instilling a culture of learning.
This can be achieved through:

Aligning employee learning goals to organizational success.

Offering growth opportunities to maintain employee motivation and commitment.

Ensuring accessible and engaging learning content.

Promoting technology use in learning.

Acknowledging and reinforcing employees' learning initiatives.

ACORN Model

- **Align**
- **Content Quality**
- **Opportunity**
- **Reinforce**
- **Nurture**

A - C - O - R - N

Align with Organizational Goals
Measuring the impact of learning on business outcomes requires planning and designing on the organization's part.

Content Quality is Engaging and Accessible
Accessible "content" can help learners dive deeper into the topic quickly and effectively, leading to more employee engagement.

Opportunity to Learn, Innovate and Grow
Opportunities not only improve the skills and knowledge of employees but also increase their engagement, loyalty, and retention rates.

Reinforce Safe Environments and Recognition
Recognition makes employees feel valued, boosts confidence in their abilities, and increases enthusiasm to showcase their skills and expertise.

Nurture Use of Technology
Nurturing the use of technology for learning helps employees stay up-to-date, and organizations can adapt more quickly to changing circumstances.