



Power up your strategic workforce planning with English language testing.

How to leverage English language assessment to identify and address skills gaps, reduce attrition, and strengthen your workforce – for both short and long-term success.

A workforce is only as effective and productive as its skills. Since this is a constantly changing and evolving factor in every organization, proactive strategic planning is the only way to forge ahead and futureproof your business. It's where organizational strategy meets hiring strategy, and, done well, it provides an insurance policy against future skills gaps.

Effective and strategic workforce planning saves money, enhances training plans, underpins **change management** and improves the employee experience. But when you use data-led English language testing as a core metric for skills gap analysis, a wealth of additional benefits are unlocked too, like reduced attrition.

Confident communication is the cornerstone of business success and strengthens every core workplace **power skill**. For international businesses in particular, efficient communication is reliant on English proficiency. By measuring your team's English language skills, you are by extension strengthening other business skills.

Here's how to factor in English language assessment at every stage of the employee journey, and reinforce your workforce planning:

1 Understand English skills on entry

English is the [global language of business](#), and it's the language of AI and technology too, so it's a vital skill to measure at interview stage.

The first step is to test every candidate's current English skill level at the recruitment stage. Using an AI-based language assessment tool, such as [Versant by Pearson](#), helps you quickly filter out anyone who does not meet the role's required English proficiency level, and gives you a reliable set of metrics to feed into your wider workforce planning.

When you're hiring at scale, it speeds up the process and gives you an unbiased, accurate picture of current language skill levels.

2 Factor English learning into their training plan

Once in post, ensure that your employees can develop their English language skills on an ongoing basis.

Workplace-relevant English language learning helps the employee feel a sense of regular progress, growing more confident in their role and more loyal to the organization. Ongoing English language development is especially impactful for organizations looking to expand into international markets.

3 Regularly assess English proficiency

If you're investing in English language learning, you'll want to know it's working, and that's where assessment comes in.

Measure the success of English skill development by regularly assessing employees to monitor progress. Feed this intelligence into your strategic workforce planning, and you'll find it opens up a huge opportunity to spot future skills gaps before they arise.

Embed language assessment into your employees' appraisals too, and they'll feel supported and more satisfied in their role, and also more confident to develop other skills, perhaps even aiming for promotion.

English language proficiency is an effective benchmark to strengthen workforce planning, **mitigate against future skills gaps** and improve employee retention.

Strengthen your business's workforce planning with Pearson Language Solutions for Work. **Versant by Pearson** delivers flexible, fast and accurate language testing and certification at scale. Then, develop employees' workplace-relevant language skills with **Mondly by Pearson**.

