



## Lakshmi Narayana



Personal Rank **7**

articles **57**   comments **2**   ratings **0**   read **0%**   time **00:15:14**

## 7 Myths About Workforce Re-skilling (and the Truths!)

Workforce re-skilling and upskilling have become hot subjects of discussion in both academia and business. The digitization of work and artificial intelligence, often known as the Fourth Industrial Revolution, is driving the focus on skills, which has escalated due to the COVID-19 pandemic. According to the World Economic Forum, one billion jobs will transform nearly one-third of all jobs, with 133 million new jobs created to match future demand. This transformation is impossible to achieve without the use of workforce re-skilling and upskilling tools. While skilling is a hot topic, many human resource executives are unsure how to adopt and enforce a successful skilling strategy. We've noticed that the world of adult learning is rapidly changing as organizations attempt to upskill and reskill their workforces. As a result, businesses may shape their reskilling and upskilling programs based on obsolete information and fallacies. Let's debunk some of these myths for you. Read more: [Corporate training in bangalore](#)

**7 Myths About Workforce Re-skilling (and the Truths!)**

**Myth #1: Training programs are met with skepticism by employees** Employers are hesitant to implement workforce re-skilling programs because they believe it will not be worth the cost of employees unwilling to participate. This myth, however, is far from the truth. Employees are well aware that static abilities will not help them develop their careers in today's fast-changing world of work. Being proactive about learning new skills might provide them with a competitive advantage. Employees frequently fail to see the link between their learning and their long-term job success. Employees are considerably more likely to be engaged and enthusiastic about the process if their organizations can make this aspect evident to them.

**Myth #2: Employees will seek out new opportunities once they have learned new abilities** Companies do want to reskill their employees, but they're worried that freshly upskilled employees would defect to a competitor and take their expertise with them. Employees value organizations that invest in their professional development. Well, workforce re-skilling isn't just suitable for addressing business demands; it may also help with overall talent retention.

**Myth #3: Skills development for team leaders, managers, and high-potential individuals should be a top priority for businesses** Most firms give skills training to team leads and supervisors, but reskilling isn't uniformly dispersed. As a result, companies miss out on opportunities to identify and develop skills within their organization rather than relying on external recruitment. Organizations can better find fresh talents, hidden gems, and, potentially, future leaders if all employees at all levels have access to skill-building opportunities.

**Myth #4: For businesses, teaching technical skills should be a primary concern** Employers have focused on the fourth industrial revolution and the impact of automation, leading many to believe that talent will require specific IT, AI, and coding skills. While IT and software skills are crucial, HR leaders think employees should take courses to improve soft skills such as communication, cooperation, and leadership. Adaptability is an essential skill for the future, followed by communication and problem-solving. With this in mind, businesses quickly understand that soft skills will be crucial in the future workplace.

**Myth 5: Effective learning can only take place in person** Some open source learning management system and development (L&D) leaders might snicker at this in a post-COVID world. Most people are aware that learning may be done effectively at a distance. Many L&D directors resisted this misconception internally until the global pandemic forced corporations to adapt to virtual learning when quarantines were implemented, arguing that their organizations preferred conventional in-person learning and that virtual learning participation was low. But by using socio-emotional learning approaches, you may adapt your previous in-person content to an online distribution forum while maintaining your audience's attention. Additionally, when you couple digital learning with tools such as PlayAblo's mobile-first, gamified micro-modules, you not only meet but also exceed the expectations of in-person training.

**Myth 6: Formal education is the only way to learn** Several organizations in the present day encourage their employees to join dynamic teams or internal gigs, which are a popular form of on-the-job learning. We witnessed a jump in the utilization of active groups at the start of the COVID pandemic to handle new business models and quickly adapt to a fast-changing environment. Employees can get some of the best upskilling and workforce re-skilling learning by trying new things at work.

**Myth 7: It's a good idea to give staff a variety of choices** Of course, ensuring that an employee learning a new subject at an advanced level, for example, has access to more than simply starting courses is essential, but having too many options can paralyze a learner. Employees can benefit from having a qualified advisor comb through the available courses and select those that fulfil their corporate learning objectives and are most suited to their learning style and time.

**Conclusion** As we try to stabilize our economy, workforce re-skilling will be a top priority for firms, HR leaders, governments, and workers this year. This priority is why it's critical to put myths aside today to ensure that your organization's talent is up to speed on the skills required to remain nimble during this period of fast change.