Three Ways to Upskill Your Employees

Upskilling your employees is a critical factor for the future of work—not only for organizations who will need to cross-train their staff in innovative and new approaches and technologies but also for their employees eager to learn and adapt and continue playing a valuable role. Not only do the benefits of upskilling your team include cost savings and improvements in employee engagement, upskilling your employees can be a critical need both during the global pandemic and for years to come. We're sharing three ways to upskill your employees.

Develop an Organizational Plan

If you haphazardly approach the process, upskilling your employees will likely be a failed effort. Begin developing your upskilling strategy with an organization-wide plan that includes:

- What skills your current staff already possess.
- Identify what skills are lacking across the organization.
- Which of your employees have the capability and desire to upskill or retrain in other departments or technologies.
- What methods you will need for training.
- Determine what HR and management systems must be in place to achieve your desired outcomes (i.e., what will the organization contribute to staff development and how to hire "bar raisers" into the company).

Select the Training Systems Method

There are many training programs, software, or tools to select as you create your upskilling plan, include:

- Training classes. These can be done either internally with professional consultants, or via college classes, and seminars.
- Mentoring. Your current team members with strong skills you're looking to train your staff in can mentor or coach your other employees.
- Hands-on training opportunities. This can be done with experienced colleagues, managers, or by outside consultants.
- Digital learning opportunities. Online training has become the main way to learn new skills during the pandemic and will likely continue to be a valuable teaching method post-COVID-19.

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Provide Support for Your Employees

As your staff learns technologies and adapts to new workplace practices during upskilling training, it's essential that employers provide a support system to help encourage your team to want to learn and develop. Components of an effective support system include:

- Promoting conversations between employees who are learning new skills together.
- Frequent check-ins from HR professionals or managers to see how the employee is doing.
- Thorough management, performance feedback, and offering appropriate rewards and recognition following the transition.

The workplace has changed, and your organization needs to change with it. One way to continue to adapt and navigate continuing shifts is to encourage upskilling your employees. Having employees who can in some way are able to work across the organization is a great way to cut costs, drive productivity, and increase employee engagement.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

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