



How To ENCOURAGE EMPLOYEES to Participate in UPSKILLING PROGRAMS

REASON 1:

Employees See No Point/Benefit

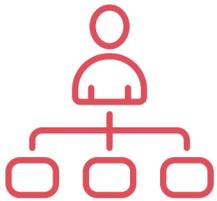
Employers must demonstrate the positive outcomes associated with upskilling programs and how these programs can make a positive difference in the job and work life.



REASON 2:

Employees Find the Offerings Irrelevant

Workers are not opposed to learning opportunities, but they need to see how learning and development aligns with their job roles.



REASON 3:

Not Enough Time

Upskilling training needs to be designed around the work schedule and be flexible. On-the-job training and coaching is a great choice - learning within the work day.



REASON 4:

Employees are Unsure What They Want to Achieve

Managers and HR sources in the company should communicate with employees about job possibilities and upskilling benefits.



REASON 5:

Lack of Competent Managers

Too many times facilitators are not able to encourage and lead upskilling as well as educate others. Managers should communicate clear reasons why these programs will be worth the time invested.



Helping employees understand how participation in upskilling efforts will help their careers and make job performance easier will benefit the employee and the company.