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DID YOU KNOW??

Upskilling Employees – The Newest Trend

This is a new term discussed in several employment articles over the last few months. The idea is to get your existing employees the skills they need to contribute to the good of your company.

Every day we hear employers tell us how difficult it is to find good people.” We just can’t find talented workers.” Take a minute and think about the good people you have working for you now. Who can you train? Who is worth investing in? Who has the capability to take on a higher position with training?

This path may require more effort, but waiting and hoping for traditionally trained workers is becoming increasingly frustrating.

For career development to be effective you will have to know what your employees want out of their career and tailor a program for them to get the skills they want and the skills your company needs.



You currently invest a lot of time and capital in your employees. A more focused long-term developmental approach will only be beneficial. As employees develop and grow, you may develop opportunities for greater responsibility or more complex tasks and projects. If your employees feel that you have invested in them and have focused on their development, they are motivated to work harder and stay with you. Today, retention is also a crucial part of your staffing program. For capable and motivated employees, simply advancing higher up in the career ladder path is not enough. Employees are increasingly aware of opportunity and they are often actively recruited. As an employer, if you invest in adequate upskilling, you will enhance retention, have more productive employees, and find people to advance.