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Reskilling and upskilling: the watchwords of the future in the HR sector

The average global investment in skills upgrading is $ 1,000 per person. The highest investments have occurred in the retail sector.

According to **Global Talent Trends 2019** report, most of the global population is planning to work up to the age of 65 age and therefore the HR managers should consider the possibility of intensifying training programs to keep the best talents in their organization.

"*With 75% of employees intending to postpone retirement age and five generations who are already working side by side today, it has never been more important for companies to think creatively about a way to employ experienced workers*", write the authors. The executives share the same opinion: reskilling and upskilling have become their number one priority and have jumped from ninth to third in this year's report.

"*The development of professional skills is the key to organizational competitiveness*", the authors write. "*But to provide what managers want, human resources must change their mentality or risk implementing a self-fulfilling prophecy: many HR managers, in fact, maintain that the main obstacle to reskilling is the concern that the talents formats will leave the company* ".

Worldwide, the average investment in professional retraining is $ 1,000 per person. The largest investments (on average $ 2,000 per person) occur in the retail sector and by employers in China.

Most workers (83%) believe that updating their skills is mainly their own responsibility, rather than the employer. As a result, the most widely used approaches by human resources are employee-directed learning and informal practical learning, although to ensure that workers in crucial positions increase their talent, employers are developing formal training programs.
"*The focus on older workers has become urgent because they are extremely vulnerable to automation: think that older workers do jobs where at least 50% of the tasks can be automated*", the authors write.

While automation requires that many jobs be "de-structured" in many small individual tasks, employers are increasingly realizing that there will always be jobs that involve the human factor. To make the best use of human capital, employers will have to define tasks, team roles and positions more clearly so that employees retain the opportunity to contribute in a humane way. Such as? First of all, determining which tasks are repetitive, strategic, necessary throughout the year or based on projects. "*Organizations need to reconsider the way people are distributed, especially since the jobs that they will remain will probably require different levels of work intensity and cognitive maturity,*" the authors write.