ELEARNINGNEWS ARTICLE

Year 3 - number 92 Wednesday 04 december 2019

Reskilling in Italian companies

50% of Italian companies are committed to building strategies for upgrading their resources.

We have often spoken about reskilling and upskilling. As reported by an interesting article by Sole 24 Ore, an Italian company out of two is currently struggling with strategies to retrain people.

Human resource management trends

According to Drew Keith, Deloitte's human capital leader, "if we take the world data, 90% of companies are already redesigning work in facilities. In Italy, where organizations are much more rigid, it can be said for a company out of two ». This organizational revolution is due to the impact of technology evolution on the world of work. From the Deloitte human capital trends, which involved ten thousand managers worldwide, 63% of whom in the HR department, the priorities of HR managers clearly emerge. The podium, in Italy and in the rest of the world, belongs to training: the focus is precisely the redevelopment of human capital, often replaced (in whole or in part) by the automation of processing. "In the successive positions of the ranking, the ranking is diversified. For our country, it follows the development of leadership, the mobility of talents, the technology of human resources and the experience of workers. On a global level, however, the ranking continues with the worker experience, leadership development, talent mobility and human resource technology ".

Learning in training and career paths

Compared to the ten trends of 2019, the number one priority of the managers of the human resources sector is the construction of career plans or learning (ie the constant updating of skills, abilities and experiences). Suffice it to say that 56% of HR managers say they are ready to move in this direction. "Plans must first and foremost ensure learning systems focused on experience and organizations must support individuals by clearly communicating the skills that will be important in the future, providing the necessary tools to ensure that these skills are acquired," observes Keith. As regards the training and the relationship between the search for new talent and the updating of the skills of the staff already employed, 73% of the interviewees believe that their learning department is focused on internal employees, while the remaining 25% focuses on new external talents to be included in the company.

Leadership development

Although most HR managers (over 85%) consider leadership development a priority, only 43% have embarked or are ready to take concrete action on this front. To this end, according to Keith: «behaving like a social enterprise and managing ambiguities and macro trends of the external environment requires a high level of vision, connectivity and inter-functional collaboration by the leaders of the C-suite (ie the 'together with the most influential managers). Putting these skills into the field at the same time is not an easy task, however this expectation is considered particularly important ".

Internal mobility

Internal mobility consists of changing one's role and activities within the same organization. Also in this case there is ample room for improvement between opinion and action: 83% consider the subject important, but only 53% actually acts accordingly. According to Keith, "to fuel this internal growth, organizations must create programs that facilitate internal mobility. If organizations are able to put into practice concrete programs there will be positive effects both in terms of employee engagement and business results ".

HR Technology

76% of HR managers take HR Tech systems into great consideration and 53% have planned actions and investments in this direction.

Workers' experience

Guaranteeing the well-being of workers is fundamental today, also considering that the distinction between working life and private life becomes less and less clear (think, for example, of some implications of smart working). Only 46% of HR managers declare that they have actually spent money on developing strategies based on the well-being of their employees, despite the fact that wellness policies have direct consequences on performance and productivity.

Article taken from IlSole24Ore