

A black and white photograph of a man with short dark hair and glasses, smiling as he looks at a tablet device. He is wearing a dark button-down shirt. The background is a blurred office environment with windows. There are two red decorative elements: a small cross-like shape in the top left corner and a larger cross-like shape on the right side.

The Reskilling Revolution: Preparing Employees for the Future of Work



Why Reskilling and Why Now?

In an era characterized by rapid technological advancements and shifting market dynamics, the need for continuous learning and reskilling has never been more critical. As automation, artificial intelligence, and other emerging technologies transform industries, companies must equip their employees with new skills to stay competitive. This report explores how organizations in India can embrace the reskilling revolution, ensuring their workforce is prepared for the future of work.

The landscape of work is evolving at an unprecedented pace. Jobs that were once considered stable are now susceptible to automation and technological disruption. Reskilling has become a strategic imperative for businesses aiming to thrive in this dynamic environment. Organizations must invest in employee development to enhance productivity, foster innovation, and maintain a competitive edge.



The Current State of Workforce Skills

Despite the clear need for reskilling, many organizations are grappling with a significant skills gap. The rapid pace of change has outstripped traditional education and training systems, leaving a void that businesses must address. Companies report a shortage of skilled talent, which hampers productivity and innovation. Technological advancements present both a challenge and an opportunity.

Automation and AI are reshaping job roles, making certain skills obsolete while creating demand for new ones. As the demand and supply gap increases, industry leaders must acknowledge the need for a continuous learning and skill development in adapting to the rapidly changing technological landscape and the evolving future of work.



64%

of organizations have development plans for all employees across levels.



₹1.06Cr

was the average annual investment by Indian companies in training and development.



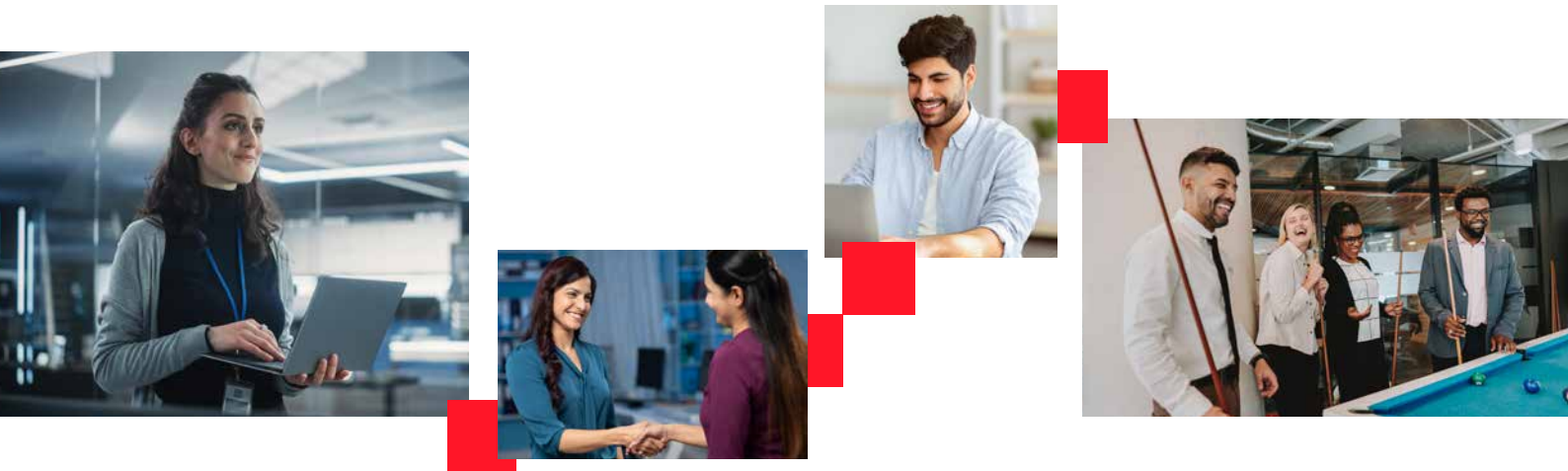
34%

of organizations subsidize non-work-related courses.

Overcoming Challenges: Strategies for Successful Reskilling Programs

Reskilling employees is crucial for organizations to remain competitive in today's evolving job market. However, implementing successful reskilling programs faces challenges such as employee resistance and resource constraints. Organizations can use these strategies to overcome these obstacles and ensure effective reskilling initiatives.

Provide Opportunities and Resources	Offer structured training in technical, soft skills, and leadership. Equip employees with tools and technology for effective job performance. Prioritize these to create a supportive environment for successful reskilling.
Overcome Employee Resistance	Foster trust and recognition by appreciating efforts with feedback and milestones. Encourage a learning environment that views mistakes as growth opportunities, allowing employees to take risks. Clearly communicate the rationale and benefits of reskilling programs.
Celebrate Employee Efforts	Promote innovation by celebrating initiatives that enhance outcomes. Recognize teams for creativity and initiative in applying new skills. Emphasize learning through experimentation, celebrating efforts to implement ideas, fostering continuous improvement.



Provide Opportunities and Resources

One of the primary challenges in reskilling programs is ensuring that employees have access to adequate opportunities and resources to develop new skills.

Employees should be offered structured training programs that cater to both current job requirements and future skill needs. Additionally, it is essential to equip employees with the necessary tools and equipment required to perform their jobs effectively post-reskilling.

By prioritizing these aspects, organizations can create a supportive environment where employees feel empowered to embrace reskilling opportunities, knowing they have the necessary support to succeed.

81%

of employees report receiving training and development opportunities.

89%

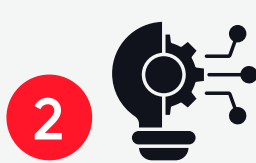
of employees report that they receive the necessary resources and equipment to perform their tasks effectively.

Three Ways Your Organization Can Provide Opportunities and Resources to Employees



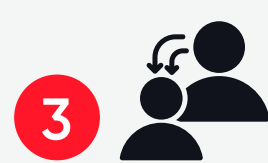
Personalized Development Plans:

Implement personalized development plans that align with individual career goals and organizational needs. This ensures that training programs are relevant and impactful for each employee.



Invest in Learning Technologies:

Continuously invest in learning management systems (LMS) and digital platforms that offer diverse learning resources such as e-books, online courses, and virtual simulations to enhance accessibility and engagement.



Establish Mentorship Programs:

Introduce mentorship programs where experienced employees can guide and support those undergoing reskilling, fostering peer learning and knowledge transfer.

Overcome Employee Resistance

Resistance from employees can pose a significant barrier to the success of reskilling programs. Addressing this challenge involves fostering a culture of trust, recognition, and acceptance of learning curves.

Management plays a crucial role in motivating employees by showing genuine appreciation for their efforts in adapting to new skills and knowledge. Employees should feel encouraged to take calculated risks and learn from mistakes without fear of repercussions.

By cultivating a supportive and understanding atmosphere, organizations can mitigate resistance and encourage active participation in reskilling initiatives.

81%

of employees say that management shows appreciation for good work and extra effort.

81%

of employees express that management recognizes honest mistakes as part of doing business.

Three Ways Your Organization Can Overcome Employee Resistance to Change



Communicate the Why:

Clearly communicate the rationale and benefits of reskilling programs to employees, linking them to career progression, job security, and the organization's long-term strategy.



Leadership Role Modeling:

Encourage leaders and managers to actively participate in reskilling efforts and demonstrate a commitment to learning and adaptation, setting a positive example for their teams.



Create Safe Learning Spaces:

Develop safe spaces where employees can openly discuss challenges and concerns related to reskilling without fear of judgment or reprisal, promoting a supportive learning culture.

Celebrate Employee Efforts

Celebrating employee efforts and innovation is essential for sustaining motivation and fostering a culture of continuous improvement.

Encourage employees to explore new approaches and technologies by celebrating initiatives aimed at improving processes or achieving better outcomes. Emphasize the importance of learning through experimentation and trial-and-error.

By celebrating efforts rather than just outcomes, organizations can reinforce the importance of reskilling as a journey of continuous learning and improvement.

83%

of employees report that their organization celebrates individuals who try new things, regardless of the outcome.

79%

of employees state that everyone has the opportunity to receive special recognition.

Three Ways Your Organization Can Celebrate Employee Efforts and Achievements



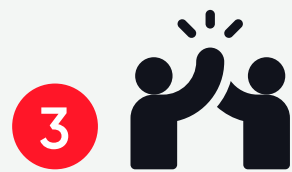
Recognition Programs:

Establish formal recognition programs that celebrate milestones achieved during reskilling, such as certifications earned, projects completed, or innovative solutions implemented.



Knowledge Sharing Events:

Organize knowledge sharing events, such as brown bag sessions or innovation fairs, where employees can showcase their learnings and share insights gained from reskilling experiences.



Encourage Cross-Functional Collaboration:

Facilitate opportunities for employees from different departments to collaborate on projects or initiatives that require applying newly acquired skills, promoting interdisciplinary learning and teamwork.

Learning and Development Initiatives at Best Workplaces

Angel One Limited

The **Learning Wallet** initiative funds employees for learning certifications outside Angel One's library, enabling them to invest in top courses and institutes like AML Training (ANMI) and Economic Times Masterclass. The Buddy Program supports new joiners with 42 trained and over 176 active buddies fostering positive relationships.

Angel One's LMS, **Angel iLearn**, offers customized learning recommendations, akin to Netflix, allowing employees to learn anytime, anywhere. Digital platforms like O'Reilly and LinkedIn Learning provide various technical and soft skills courses, complemented by face-to-face coaching and workshops. Programs like ASPIRE and INSPIRE focus on leadership development and individual growth.

Ford Motor Private Limited (Ford Business Solution)

Ford offers employees access to extensive self-learning options through **Degreed**, the company's learning experience platform. Degreed consolidates all learning resources, providing a seamless and socially embedded learning experience. With over 6,500 active users, Degreed usage has increased by 17% compared to the previous year.

The **Apex** program, launched in 2023, supports high-potential individual contributors in transitioning to managerial roles. It provides a safe environment to explore self-clarity, align goals with intentions, balance self-promotion with authenticity, build a strategic network, and achieve work-life balance.

The **Insight** program, launched in 2017, helps high-potential women employees overcome internal barriers and gain an edge at the executive level. In 2023, over 90 women participated in workshops on personal branding, leadership, emotional intelligence, and influencing skills.

The **Top Right** Program, launched in 2018, is a year-long initiative for highpotential women managers. It focuses on developing leadership styles and acquiring cutting-edge skills. In 2023, over 40 women in leadership roles participated in two batches.

Way Forward

The reskilling revolution is not just a response to technological change but a proactive strategy for future-proofing the workforce. By investing in employee development, companies can enhance productivity, foster innovation, and maintain a competitive edge. Reskilling is a win-win proposition that benefits both employees and employers, creating a more adaptable and resilient workforce.

Successfully navigating the challenges of reskilling requires a strategic and supportive approach. By providing structured training programs and essential resources, organizations empower employees to embrace new skills confidently. Addressing employee resistance through a culture of trust and recognition encourages active participation and reduces barriers to reskilling. Celebrating efforts fosters continuous learning and innovation, ensuring sustained motivation and growth.

Moving forward, organizations must remain committed to these strategies. Regularly assess the effectiveness of reskilling programs through feedback and performance metrics, ensuring they align with evolving industry trends and organizational goals. Foster collaboration across departments to facilitate knowledge sharing and cross-functional learning. By prioritizing employee development and creating a culture that values lifelong learning and innovation, organizations can enhance employee engagement, retention, and adaptability, positioning themselves to thrive in an ever-changing marketplace.

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For Research Collaborations or Feedback:
in_researchandinsights@greatplacetowork.com

For Certification or business enquiry

Ms. Geetanjali Jagannathan
+91 992 035 8374
geetanjali.jagannathan@greatplacetowork.com