



SKILL DEVELOPMENT AND UP SKILLING NEED OF THE HOUR FOR CAREER GROWTH

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Abstract:

With the market constantly evolving, companies think that skill development and up skilling are more vital these days. Given the scarcity of essential talent in today's job scenario, as well as the rising understanding of employers there is a clear shift from the fight for talent to the race for up skilling and re skilling. Employers are looking for employees that can adapt and prosper in a constantly changing workplace environment more than ever before.

Up skilling refers to providing current employees with additional skills. On the other hand, re skilling refers to replacing an employee's outdated skills with new skills that meet the needs of the changing market.

India's population will exceed China's by 2023, creating more job possibilities. As per the United Nations Population Fund India will account for 22% of people entering the global labor force during the next three decades, which is the reason for research in this area. The purpose of the study is to explore how skill development and up skilling have become need of the hour for career growth of aspiring individuals.

The study employed secondary data from the Indian IT and ITES sectors to ascertain its findings and conclusions. It was however revealed that in current scenarios many organizations are focusing on up skilling and re skilling their employees to meet the upcoming expectations from business stakeholders in fast changing environment and situations in business.

Keywords: *Up Skilling, Re Skilling and Skill Development*

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Introduction:

Skill Development and Up skilling an overview:

The skills an employee has acquired six months earlier might not have a high relevance today due to changes and evolutions in systems and processes. Similarly, as employees take on new tasks and responsibilities, they need to be equipped with relevant skills to succeed in these roles.

With tech evolving at a rapid pace, working professional needs to constantly acquire new skills on a continuous basis specially in sectors like IT and ITES where we are now constantly experiencing fast pace developments

specially after COVID when the markets opened up there was a post recession kind of skill set scarcity in market of which the employees took maximum advantage by getting themselves up skilled during working from home and during lockdown.

The academic students have always been seen in comfort zone of getting degree and post completing the same seeking jobs in market, however in India largely the importance of up skilling and skill development had remained underrated. Whereas talking about the degrees many universities degrees are having out dated syllabus and subjects which prevent the new generations from



getting the desired jobs related skills during their education.

Review of Literature:

As the research is based on secondary data extensive review of literature was done for understanding the importance of skill development in India which included: Dr. S. C. Patil & Prof. Amaresh B Charantimath (2021) conducted a study on “Employability through Skill Development Programmes - an overview of significance of Employability skills”

Dilip Chenoy (2019) conducted a study on "Skill development for accelerating the manufacturing sector: the role of ‘new-age’ skills for ‘Make in India’".

Rationale for study:

Our Prime Minister Mr. Narendra Modi on 16th September gave “Skilling, Re skilling and Up Skilling” mantra to the youth of our nation. Having said that the Niti Ayog of our country has been looking these aspects closely and many research are conducted to improve these areas in Indian working and aspiring professionals. Skill development is the focus area of the government policy. It is central to accessing employment in the formal sector and enhancing productivity in the informal economy for reducing poverty and risk of underemployment. The National Policy on Skill Development aims to train about 104.62 million people afresh and additional 460 million are to be reskilled, up-skilled and skilled. Having said that, this sums up the with having a reasonable justification to take up this study.

Objectives and justification of the study

The objectives of the study can be summed up in below:

1. To understand importance of Skill development, Re skilling and Up skilling
2. To examine the recent skills which are in demand along with challenges and suggestions

Hypotheses:

The Hypothesis formulated for this research is based on the scope of the study being conducted as part of this

research topic.

Hypothesis:

H0: Upskilling does not help in personal growth and improved performance

H1: Upskilling contribute in personal growth and improved performance

Research Methodology:

The research is based on the secondary data available and includes past studies undertaken in this area. The basic sources of the data being:

1. Websites and blog content including online interviews
 - To gather the data from past years on up skilling and re skilling in India
 - To understand the benefits and rewards of up skilling in India
2. Casual talks with experienced professionals in IT and ITES Industries
 - **Skill Development and Up skilling- Benefits we can derive**

There are endless benefits when someone decides to develop new skill or up skill, this can benefit an individual professionally and also many a times personally, let us try to understand how a person can get benefited by developing new skill or up skilling:

1. **Good Remuneration:** The Industry has completely changed post COVID. We have seen number of cases getting 100 to 150% increments on current salary package the simple reason for which was employees getting up skilled during the lockdown and work from home situations.
2. **Making working more satisfying:** Many a times individuals feel stuck in one place at work, up skilling can help overcome this. Learning something new is one of the best ways to adopt a fresh perspective. Plus, the new skill sets can make an individual more productive at their job.
3. **New Passion:** As an individual learns, they may discover a new passion. This can lead to new career opportunities down the road. Employees can even

make a career change if they discover your new passion is what makes them happy and more indulged in work.

4. **Develop Personally:** One can keep improving by constantly learning new things. This can also help you achieve personal fulfillment, which is a basic human need to grow and acquire new skills.

Skill development strategy of Government of India for Productivity, Employment and Development in As

compared to other developed and developing countries, India has a unique window of opportunity for another 20-25 years called the “demographic advantage”.

If India is able to skill its people with the requisite life skills, job skills or entrepreneurial skills in the years to come the demographic advantage can be converted into the dividend wherein those entering labor market or are already in the labor market contribute productively to economic growth both within and outside the country.



Source: <https://www.niti.gov.in/>

The four main areas of skill development and up skilling:

There are many ways and opportunities for skill development and up skilling, however the research is focused on understanding the most relevant ones as per current industry standard, and they are as below:

1. Digital up skilling:

Digital upskilling is one of the most important applications of upskilling. As new technology appears in the workforce, so does a need for relevant skills. As digital transformation changes every industry, it's important to fill in knowledge gaps so you don't fall too far behind.

A digital skill which one can work on includes:

- Programming

- Social media
- Digital marketing
- Information technology
- Web development
- Software development(SDLC)

2. Analytics:

Analytical skills involve anything relating to data science, statistics, research analysis, and other similar fields. According to the U.S. Bureau of Labor Statistics, occupations that require analytical skills are some of the fastest-growing occupations right now.

Some analytic skills one can consider for upskilling:

- Problem-solving
- Data science
- Business analysis



- Structured thinking

3. Behavioral and Soft Skills:

Behavioral and Soft skills are necessary skills for an individual to interact with others and stay productive at job. These are often more difficult to pinpoint than hard skills. They also take more time and commitment to develop.

Behavioral and soft skills may include:

- Ability to delegate
- Interpersonal skills
- Communication
- Collaboration
- Persuasion
- Adaptability
- Emotional intelligence

4. Leadership Skills:

Developing leaders is crucial for organizations. Leaders do well in management positions and can help bring out the best in a workforce. As a result, many organizations value leadership skills.

Where are Individuals and working professionals lacking when it comes to skill development and upskilling:

Well, while doing the research and also being associated to the industry there are many aspects which can be pointed as areas of improvement for developing skill and upskilling, let us see few challenges and areas of improvement in same by:

1. Awareness: Most of the fresher's and working class people are not aware of which kind of skills are upcoming and what are the recent trends in market, also which institute or which authority can be reached out to for getting training and certification.

Solution: Talent Management department of organizations can be helpful in providing relevant information to employees and also can conduct effective in house up skilling of existing employees, for students institutes can have education fair being conducted to give relevant informations.

2. Comfort Zone: This is most common problem of individuals, for which the employees many a times are seen not applying for training within organizations even if the same is available on company's cost, the main reason being if they are doing good in their current profile they would not want to test new areas and a fear of weather it will work for them in future. While talking about comfort zone for students, the aspiring students needs to grow out of the mindset of just having degree will be sufficient to get a good job and a salary package which they desire.

Solution: Behavioral trainings to be conducted at organizational level for different types of employees- Hi-Pot and Medium performers. For students counseling needs to be done at educational institutes and verification courses can be introduced which students can enroll to along with their normal educational degree.

3. Analytical Mindset: For upskilling mostly in digital platforms it requires having analytical mindset which many individuals might not possess or would not be much interested in.

Solution: Building good analytical skills at primary education levels and also making it more interactive for students and aspirants to learn and find interest in same.

4. Government Initiative: Government's initiative for spreading knowledge and awareness in this area can help to a great extent to improve the situation. It is good that in India the current government have been putting more emphasis on skill development by having initiatives like Skill India and decisions of Niti Ayog which are favoring and tracking skill development of the youth of our country.

Conclusion:

Based on the research above we can conclude, H1: Upskilling contribute in personal growth and improved performance hypothesis holds true and can be accepted.



Upskilling oneself doesn't just make them better at job, it helps in personal development of individuals altogether. Upskilling can also help build out organization's talent marketplace. One should learn to be a continuous learner in the continuous changing market situations. It keeps one relevant in a fast-changing digital world.

Many Organizations from IT and ITES Industry have already moved or in transition for moving towards agility in the business operations, having a ready talent pool will help the organizations achieve its long term objectives.

For having a good and readily deployable talent pool and organization needs to draft and follow talent planning very effectively in order to not to miss on any upcoming opportunities in market and also to have a greater competitive advantage.

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