

How to Encourage Employees to Participate in **Upskilling Programs**

1



Clarify the Program's Content and Highlight What Makes It Beneficial.

Employees should know how every training element can help them accomplish their goals, objectives and learn new skills directly related to their jobs and careers.

2



Personalize the Offering.

Training and activities that connect to employees' job roles and career objectives make training programs more relevant, enjoyable and useful.

3



Balance Between Hard and Soft Skills.

Training specific to an employee's role in the company is important, but soft skills are often overlooked.

4



Identify Skills Gaps and Align the Program with Employees' Needs.

Upskilling programs that work require analyzing and planning. Training that is personalized and targets company and employee goals is the most successful.

5



Provide Schedule Flexibility.

Creating upskilling programs that are accessible online with diverse components will allow participation without sacrificing job duties or home life.