

GET THE JOB

Upskilling in Today's Job Market

With technological advancements, automation and changing industry landscapes, professionals across all sectors must continuously adapt and acquire new skills to remain competitive and future-proof their careers.

According to Amanda Augenstein of Fast Company, the average half-life of skills—the point at which a skill set becomes obsolete—is now less than five years, with some tech fields seeing a mere two-and-a-half-year half-life. This stark reality underscores the urgent need for individuals to make upskilling a top priority and a cornerstone of their career development strategy.

Upskilling refers to the process of enhancing existing skills to meet the evolving demands of the job market. Whether you're looking to advance in your current role, transition to a new career or stay abreast of industry trends, upskilling is essential for staying relevant and maintaining a competitive edge.

LinkedIn Learning says the



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difference between upskilling and reskilling is that upskilling focuses on expanding an existing skill set while reskilling involves learning skills outside one's current abilities.

REASONS TO UPSKILL

Upskilling enables individuals to adapt to changing job requirements, technologies and industry trends. By continuously learning and expanding their skill sets, professionals can remain agile and resilient in the face of disruptions and economic uncertainties.

Investing in upskilling opens doors to new career opportunities and advancement pros-

pects. Employers value candidates who demonstrate a commitment to self-improvement and possess up-to-date skills that align with organizational goals and priorities.

With automation and artificial intelligence reshaping the labor market, upskilling mitigates the risk of job displacement. By developing skills that are less susceptible to automation, individuals can future-proof their careers and maintain employability in the long term.

Betterup says employees who upskill are more likely to get a raise, have a more satisfying work life, discover a new passion and develop personally.

training programs as valuable resources for skill development.

Take advantage of online resources such as webinars, tutorials, podcasts and e-books to access a wealth of knowledge on diverse topics. Platforms like LinkedIn Learning, Skillshare, Khan Academy, Coursera and Udemy offer a wide range of courses spanning various industries and skill levels.

Betterup recommends micro-learning, a method by which a learner ingests short bursts of learning content. These bite-sized trainings, according to research, lead to longer-term retention.

Connect with experienced professionals in your field and seek mentorship to gain valuable insights and guidance. Join professional associations, attend networking events and participate in industry conferences to expand your network and learn from others' experiences.

Cultivate a mindset of life-long learning and make learning a regular part of your routine. Stay curious, explore new interests, and seek opportunities to apply and refine your skills in real-world settings.

In addition to learning new skills, make sure you find ways to practice the new skills you have gained. If you're not able to do it in the workplace, find a personal project where you can practice them.

WAYS TO UPSKILL

Conduct a self-assessment to identify areas where you need to upskill or acquire new competencies. Consider the requirements of your current or desired role, industry trends and emerging technologies to pinpoint relevant skills gaps.

Develop a strategy for how to pursue upskilling. This includes identifying what your budget is and how much time you have to devote to it.

Enroll in courses, workshops or certification programs to acquire new skills or enhance existing ones. Consider online learning platforms, community colleges, professional associations and industry-specific