

Upskilling & Reskilling Your Remote Workforce



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Benefits of Upskilling & Reskilling Your Workforce



Improve Your Reputation

Employees that are up to date with the latest industry trends and insights are naturally better at their jobs. They are more confident and can achieve goals faster. They are also more proactive and can identify solutions before problems escalate.

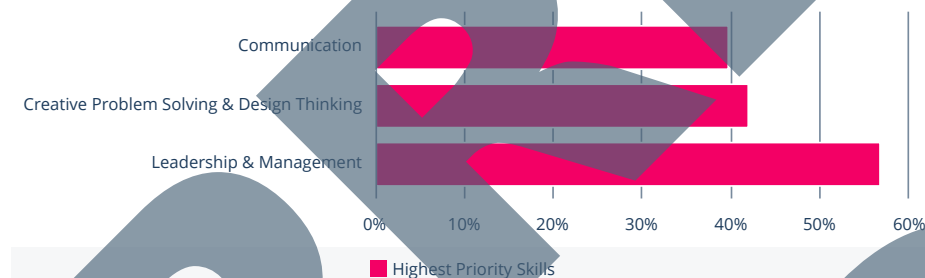
Moreover, when a company has competent staff and refined culture, it becomes more attractive to professionals in other organizations. This improves a company's reputation in the market, making it much easier for them to retain and attract new talent.

Enhance Soft Skills

As technology continues to affect how we work, it is essential to focus on building employees' soft skills. As businesses become more reliant on automation and smart algorithms, abilities like communication, resilience, networking, and critical thinking can suffer if those skills are not nurtured.

With the growing demand for remote work and reliance on computers, the chances of employees losing their soft skills increases. Leading organizations are concerned about ensuring that their employees don't lose skills like confidence, teamwork, and effective communication while working remotely.

As per LinkedIn's 2020 Workplace Learning Report, employers give the highest priority to the following soft skills:



[Image Data Source](#)

⁴ Kennard, J. (2020, July 7). Training Journal-upskilling survey <https://www.trainingjournal.com/articles/news/tj-talentms-and-workable-join-forces-upskilling-survey>

Empowering your workforce with effective training can help companies enhance their staff members' interpersonal and analytical skills. By providing them with necessary training and development opportunities, employers can help them grow both personally and professionally. A survey conducted by Training Journal revealed that 80% of the surveyed employees accept that upskilling/reskilling training has boosted their confidence.⁴

Make Organizational Changes Easier to Handle

Nobody can avoid changes—not business, not markets, and not even the economy. We can only be prepared for them, and that's what upskilling and reskilling helps organizations do. Research by Training Journal showed that almost 68% of organizations invest in reskilling and upskilling training programs to help employees handle changes within the organization.

By improving the existing skills of their employees and providing them with newer and more in-demand skills, organizations can avoid the negative side of changes. When employees are equipped with advanced knowledge and abilities, they become more confident while adjusting to new work environments. Instead of feeling clueless or helpless, they are prepared to face future challenges.

What Are the Essential Tools & Requirements for Successfully Training Your Workforce Remotely?

The coronavirus pandemic caused an acceleration of automation and economic uncertainty that made many question the division of labor between humans and machines.

Thus, it's important to focus on providing necessary training to your workforce. Training a remote workforce can be tough and requires additional measures and patience to get right. Organizations need to dedicate time and create solid training strategies to create a good L&D program for remote employees. Additionally, employers need to invest in the right tools and eLearning skills to effectively carry out employee training programs.

When employees are away from their workplace, digital tools become their best learning companion. This section will explore the requirements and the most in-demand tools that make providing remote training easier for employers.

Essential Tools for Successfully Training Your Remote Workforce

Investing in the right eLearning tools is crucial for the success of your L&D initiatives. Most organizations have an extensive catalog of tools and platforms that they use for online training. If used in the right way, these tools can be very effective in replacing traditional training programs.

Some of the most widely used eLearning tools are as follows:

Video Conferencing Tools

Video conferencing software has taken over the world in the past year and a half. Imagining remote work without a good video conferencing platform is next to impossible. These platforms provide a personal touch that is hard to find in messaging or phone conversations.

By leveraging video conferencing tools, trainers can connect with the learners when they are not in the same room. They can talk to them face-to-face and walk them through important training procedures. It also becomes easier to train multiple people together via a video conferencing platform.

With organizations dealing with Covid, easy-to-use video conferencing products, like Zoom, have soared in usage and dramatically altered how organizations henceforth choose to communicate and collaborate.

Social Collaboration Tools

Social collaboration tools make it possible for your employees to stay in touch with their peers. In the traditional training setup, learners can easily talk to their counterparts in case they have questions or suggestions since they are in the same room or building. This is not possible when learners are taking lessons miles away from each other.

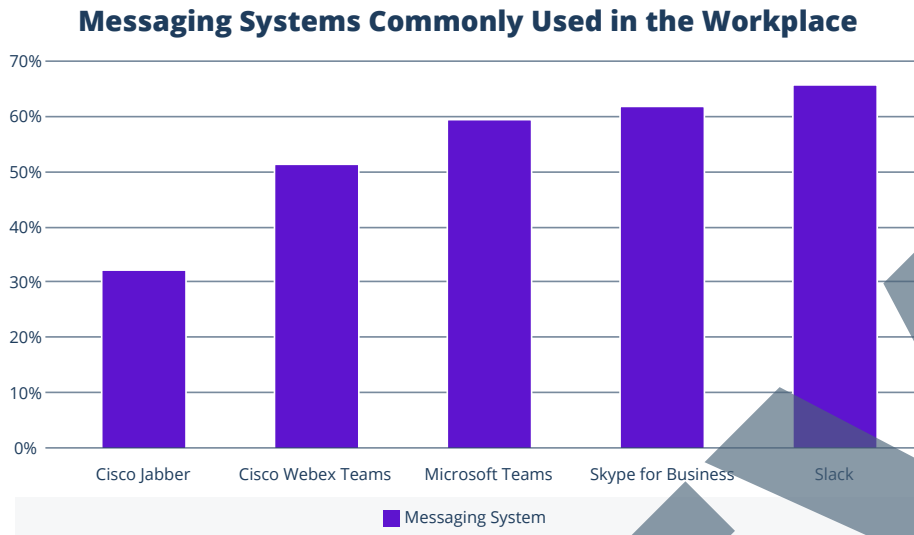
Fortunately, social collaboration tools allow learners (or anyone for that matter) to communicate seamlessly. These tools give your trainees a chance to discuss assignments, projects, and lessons with their fellow trainees virtually, facilitating instant messaging, file sharing, and several other features.

Some of the most in-demand social collaboration tools are:

- » Slack
- » Microsoft Teams
- » Skype for Business

What Are the Essential Tools & Requirements for Successfully Training Your Workforce Remotely?

As per Mio's 2019 Workplace Messaging Report, the following are the most popular collaboration tools used by organizations globally.



[Image Data Source](#)

Gamification Software

Companies invest a significant amount of money and resources to upskill and reskill their workforce. And so, they'd naturally want to generate maximum results. However, people's attention span has significantly decreased, which is why keeping eLearning courses engaging for a long duration has become a challenge for companies.

To make online learning interesting and help learners retain information for a longer period, organizations leverage gamification platforms. These tools not only make learning more fun but also create a sense of healthy competition. This motivates the trainees to perform well and do better than their counterparts. They also promote team building, social connections, and compliance in the workplace.

Learning Management Software (LMS)

Investing in a good learning management software (LMS) is vital to conducting virtual training. It provides organizations with a platform where they can host their training modules, quizzes, and upload video and audio files. LMS also offer features like message boards, skill tracking, certificate tracking, mobile learning, etc. All these components allow trainees to learn together without any hassle.

Learning management software breaks down the whole online training process into simpler pieces. This makes training more manageable and easier to understand for your remote workforce. Further, organizations can curate all the training content in one single place. This makes it easier for learners to find and access whatever they require.

There are estimated to be 600-800 LMS that primarily serve the corporate learning space and separate and distinct 600-800 LMS that primarily serve the academic (K-12, college/university) market. And, each of these LMSs has niches that they best serve.

Learning Authoring Software

As organizations respond to upskilling and reskilling requirements, it becomes essential to provide custom training to their employees. eLearning authoring tools enable expert-level course development, frequently with WYSIWYG ("What You See Is What You Get") interfaces and templates that non-technical training professionals can successfully use.

With authoring software, look for a choice like Lectora⁵, which features many templates and resources for new instructional designers, but also allows advanced developers to add JavaScript and CSS.

Once you're armed with the right software and tools, you can start planning out your remote learning strategy.

⁵ eLearning Brothers. (n.d.). <https://www.elearningbrothers.com/create-learning/lectora>