

# How to Upskill and Reskill Employees

**Upskilling:** Meeting the changing requirements for the **existing role**

**Reskilling:** Meeting the requirements for a **new role**

How do you define the requirements?

**REQUIREMENTS = COMPETENCY MODEL**



Provide **Awareness** of Expectations

How do you know someone is able to meet the requirements?

**COMPETENCY ASSESSMENT**

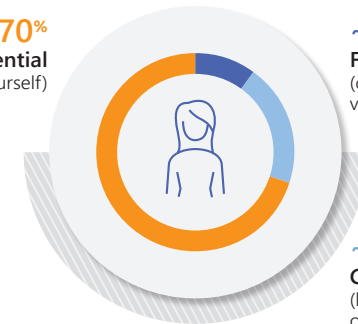


**Acknowledge** Capabilities and Skill Gaps

How do you close the gaps?

**PERSONALIZED COMPETENCY-BASED LEARNING**

**~70%**  
**Experiential**  
(doing yourself)



**~10%**  
**Formal**  
(class, eLearning, video)

**~20%**  
**Collaborative**  
(learning with others)

Take **Action**

Many skill gaps are in soft skills that are growing in importance. **They are the Skills of the Future.** Acquiring these skills requires experiential learning.

Therefore, to upskill and reskill your employees you need  
**A Complete Competency Development System:**

Competency Models

+

Competency Assessment

+

Personalized Competency-Based & Experiential Learning

