

Creating a learning culture

1. Explain what you think the verbs mean.

a) upskill

b) reskill

c) deskill

Possible answers: **upskill** – learn or teach someone new skills; **reskill** – learn or teach someone new skills so that they can start a new job; **deskill** – reduce the number of skills necessary for a particular job

2. Think about the industry you are in and discuss the questions.

[Students can either talk about their industry or the company or companies they have worked for.]

- What has changed in the last ten years? Consider customer needs, the use of technology and automation, as well as the skills needed to do the job well.
- Have you been forced or decided to upskill recently? If so, what did you learn and how useful has it been for you?
- What skills related to your work would you like to learn in the near future?

3. You are going to watch a video about upskilling. Think of three ways of upskilling aside from taking courses.

4. Watch the [video](https://youtu.be/TlluHnJtxgc) [https://youtu.be/TlluHnJtxgc] and compare your ideas with what the experts said.

- dedicate 10 or 15 minutes a day to reading publications, listening to podcasts or TED Talks and watching videos [00:33]
- find a reverse mentor (someone younger with better digital skills) [00:54]
- set up reminders to read and learn about what is happening in your industry, which will allow you to talk to people and upskill outside your workplace [01:14]



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5. Look at the ideas from the video and say what they might mean and whether you agree with them or not.

- Everyone needs to be constantly growing, right from the CEO.
- We are moving from routine work into knowledge work.
- When you are looking at skill development, it's really important to look beyond the office.
- As you progress further in your career, it's even more critical to continuously improve on your skills.
- *“A successful career will no longer be about promotion. It will be about mastery.”* Michael Martin Hammer

6. In pairs, choose the option which would be more useful for you. Mention the advantages of both options.

upskilling	OR	reskilling
dedicating 10 or 15 minutes a day to reading publications, listening to podcasts or TED Talks and watching videos	OR	completing courses on a regular basis
finding a mentor	OR	finding a reverse mentor (a more junior employee who mentors someone more senior)
being a mentor	OR	giving talks at conferences
being part of a hub which brings people from different parts of your company together	OR	being part of a LinkedIn group of people who specialize in similar areas
working on your hard skills	OR	working on your soft skills
doing a training programme for all company employees (paid for by the employer)	OR	doing a personalized training programme (with half of the costs reimbursed by the employer)

7. Discuss the questions.

- Does your company support a learning culture? Why do you think so?
- How can an employer convince their employees to upskill?
- How can employees convince their employers to invest in their upskilling?
- How should employers or business owners decide on the direction of employee upskilling?
- Should governments be involved in upskilling, e.g. by funding training for citizens interested in getting new skills? Why/Why not?

8. Look at the statements, prepare your arguments and hold debates.

Upskilling creates unnecessary pressure for employees to learn so that they don't lose their jobs. It just adds to the stress of everyday life.

Upskilling is just a buzzword. Employers don't provide the right conditions for employees to upskill.