

## 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]



## Creating a learning culture

**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.