

7 Reasons to Upskill or Develop New Skills

Marcy Fletchall | [Kaleidoscope Compass](#) | Image by Canva



What is today's name of the employment game? **SKILLS!!**

Introduction

If you're part of the growing number of people who are not sure about their careers or even just not happy in their current job, you might want to consider upskilling or developing new skills. There are many reasons to do this, including the fact that it can help you with your job search.

"The majority of the U.S. workforce today doesn't have a college degree, and these populations are moving more toward building "skill sets that are transferable," according to Irina Novoselsky, [CEO of CareerBuilder](#). "They are really looking to search [for jobs] based on things they know how to do and based on their skills," she said. "Approximately 40-50% of employees don't think they're equipped to do their current job because of how quickly technology is changing."

Here are seven reasons why:

1. Changes in technology

The world is changing at an incredible rate, with technology advancing exponentially, making it challenging to stay on top of the changes to keep your skills relevant. If you don't keep up with enterprise technology, you cannot compete with those who take advantage of the latest opportunities to upskill or develop new skills in the industry.

"The workforce needs to be able to continue to shift as these technological changes make their way through companies, business models and industries," said Jacob Hsu, [Catalyte CEO](#). He added that employees need to evolve and adapt to the environment by acquiring new capabilities and skills through professional experiences beyond college."

For example, suppose your company uses new technologies like augmented reality or artificial intelligence (AI). This can help attract customers because they will be impressed by how cutting-edge these technologies are compared with older methods such as brochures and flyers printed out from a computer printer! Those who know how to navigate the latest AI or AR will be ahead of the competition.

2. Changes in the economy

The economy is changing. It's becoming more technology-driven, global, competitive, and automated. The world of work is evolving, and workers must adapt to keep up with the pace of change in their industry.

It's not just about knowing how to use a computer — It's about understanding how software and technology can solve problems, create new opportunities and transform businesses. It's about having the ability to use emerging technologies like artificial intelligence (AI), machine learning, blockchain, virtual reality (VR), and augmented reality (AR) in practical ways that drive productivity and innovation.

“In fact, I think a lot of times what’s been a challenge for our economy is that we have become overly reliant on things like your resume, where you went to school [and] your LinkedIn profile. In reality, those are not very predictive of your ability to actually be successful and be a high performer in these jobs in the future,” Hsu speaking at the [CNBC’s Capital Exchange](#).

3. Changes at work

If you're changing jobs, there'll be a learning curve wherever you go, and even if they are the same job, there's always more to learn. For example, new technology and software may have come along since your last role. Even if it's not technology related, there are many other ways a company can change during your time away from work.

- **Changes in industry:** If you go into business development or sales roles, then it's likely that your position changed significantly over time - and will continue to do so as long as our economy depends on innovation and growth.
- **Changing job role:** If you've been working for some time in the same position (10+ years), chances are that some of your responsibilities have changed dramatically, causing you to consider changing industries entirely!

If you're feeling stuck in your current role, it might be time for new perspectives. Take note of what's changed since your last promotion and consider what you want from work now. Think about whether your current role fulfills those needs. Do some research on the changes and see if hunting for a new job outweighs taking a few courses or getting training from your employer. There's nothing worse than being outdated.

4. A job isn't always enough to ensure you aren't happy at work.

You want to be happy at work because happiness at work impacts your overall quality of life. [Research](#) has shown that people who are more satisfied with their jobs report higher life satisfaction, less stress, and better psychological health. So if you aren't getting the balance between work, family, and personal interests, it will not just affect your performance on the job but also impact how you feel about life in general. You might even resent your employer

or colleagues if things are not going well in this area. Maybe it's time to explore learning options to improve your skills or develop a new skill. Learning something new provides confidence and supports the value you add to the organization.

5. If you don't upskill, you can be passed over for promotion.

If you don't upskill, you will spend a lot of time doing things you may not want to do, are time wasters, and won't help your career. That's because the world is changing so quickly that old skills are becoming irrelevant and obsolete. New skills are constantly emerging. If you want to keep up with the pace of change, it's essential you develop new skills and knowledge regularly.

“Credentials don’t matter as much anymore. It’s all about competencies that you possess to be able to work. ... Going to Columbia and just having a graduate degree from an Ivy League institution isn’t cutting it anymore,” said Wingard. “You actually have to have and possess the competencies needed, and that changes very rapidly, so you have to be able to adjust and upscale yourself very quickly. Whatever that job is and whatever the requirements are, whoever can do it best is going to be able to have that job. ... [There’s] no more meritocracy based on your tenure in the role. It’s about who can do this job. [They] don’t care if you’re 70 years old or 24.”

There may be positions within your company or industry for which no one has developed yet. These jobs could mean higher salaries for those who get hired or have the skills needed. They're offered competitive wages based on similar positions in other industries (and companies). If no one has been trained yet on how to do these jobs well enough at your company, then anyone else who might want this position would have an advantage over anyone else who doesn't know-how - especially if their competitors are already experienced at similar tasks elsewhere!

6. You want to start your own business

If you are thinking about [starting your own business](#), it's time to ensure you have the skills needed before jumping in. You can't do everything yourself, so you need to hire others who have the skills you seek. You'll also be communicating your vision for the company,

managing the people who work for you, and ensuring that everything runs smoothly behind the scenes. Doing all those things well requires a particular set of skills and knowledge—and if they're not already there, you must develop them as soon as possible so they can be applied when needed.

7. New skills come with confidence and motivation to take on new challenges.

New skills come with confidence and motivation to take on new challenges. When you become skilled at something, you start to believe that you can learn anything. This belief gives you the confidence to take on more substantial roles and projects, pursue goals that seem out of reach, and achieve your dreams.

Taking the time to improve your skills is an investment in your career, happiness, and life.

There are plenty of reasons to upskill, but let's discuss the most obvious one: your career. In today's world, it seems like everyone is talking about skills and the need for people to develop new ones. To stay competitive in your field, you must keep up with technology, software, business, and other changes and trends. You also need to know how they're affecting your industry to stay ahead of the curve in keeping up with workplace needs, expectations, and work changes.

This means knowing what kinds of skills employers are looking for now and in the future to ensure they have enough workers who have them on their team. A lot has been written about how automation will affect jobs—and there are still some industries where this hasn't happened yet—but there are plenty more examples where digital transformation has already made significant changes within businesses.

Conclusion

If it makes sense for your career path, then upskilling or learning new skills is one of the best ways to boost self-confidence and motivation while improving happiness, upward mobility, and change! The rapidly changing workplace makes it more than a necessity and more critical than ever.