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## **Importance of upskilling and reskilling in teacher effectiveness**

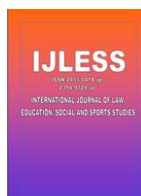
**Annapurna A<sup>1</sup>, Dr. N. Lakshmi<sup>2</sup>**

<sup>1</sup>Research Scholar, Karnataka State Open University, Mukthagangothri, Mysuru-06

<sup>2</sup>Professor & Dean Academic, Karnataka State Open University, Mukthagangothri, Mysuru-06

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### **ABSTRACT**

The present world is transforming rapidly with various technological developments and education is the means through which our young generations have to learn to adjust to the transforming world. To teach an individual effective teachers are very much important with all the skills and techniques. So in this study researcher investigates the importance of Upskilling and Reskilling strategies to improve the teacher effectiveness. This study focuses on teaching skills, pedagogies and skills required to enhance the effectiveness in teacher education. For the present study descriptive survey method is used. Nearly 200 secondary school teachers were used as samples from Mysuru city to collect data. Proper statistical techniques used to analyze the data. The result of the study shows that Upskilling and Reskilling programs help teachers to enhance their teaching effectiveness to bring out the best among individual teachers. The study suggests various strategies and programs to implement in teacher education.

Key words: Upskilling, Reskilling, Enhance, Influence, Potential, Imbibe.

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**“Education is the manifestation of the perfection already in man.” Swami Vivekananda.**

### **Introduction:**

Education is the process through which one has to perform various tasks to survive. And the knowledge is inherent in every individual. And one should learn how to bring out that inherited knowledge for that individual need a teacher to show the path. The teacher should perform various roles as a torch bearer. If teacher is not in proper way to provide/ show the path. Whole mankind will suffer. So the teacher should have updated with all the present and future skills. If teacher fails to update the skills then he/she would not be in a situation to transform the individual to survive. In this study it is discussed in detail about all the skills essential to enhance the teacher effectiveness and importance of upskilling and reskilling to increase the teacher effectiveness in teacher education.

### **Meaning and Definitions of UPSKILL:**

**Upskilling** is opportunities to increase the skills and capabilities upgrade themselves in the existing workplace. Upskilling means learning new and enhance skills to improve the current position.

**According to Better works-** Upskilling is the process of enhancing an employee's current skills to meet the demands of evolving job roles.

**According to Merriam-Webster-** The meaning of UPSKILL is to provide with more advanced skills through additional education and training.

#### **Meaning and Definitions of RESKILL:**

**Reskilling** is the process of learning new skills to learn to do new jobs.

**According to TechTarget- Reskilling** is the process of teaching an employee new skills to improve proficiency in their current job or move into an advanced position.

**According to Emeritus- Reskilling** refers to the process of learning new skills needed to do an entirely different job.

#### **Review of related literature:**

**Dr. K Samuvel and Gilsha K G (2023)** conducted study on Impact of Upskilling or reskilling of Employees in IT Services. Study revealed that many IT organizations are investing in upskilling and reskilling programs to help their employees stay ahead of the curve. This study was carried out by primary data with a sample size of 150 IT employees which were chosen by simple random sampling method. To measure the effectiveness of upskilling and reskilling programs and to see the engagement and retention of the employees. Statistical tools used for this data collection are factor analysis. ANOVA, Chi-square, Correlation. There are a number of different ways that IT organizations can upskill and reskill their employees. Some organizations offer formal training programs, while others provide more informal opportunities for employees to learn new skills. Some organizations also offer tuition reimbursement programs to help employees pay for their own training. The best way to upskill and reskill IT employees will vary depending on the specific needs of the organization.

**Osias Kit T. Kilag et.al (2023)** conducted study on Importance of Upskilling and Reskilling in Educational Leadership and Management on student learning outcomes, teacher retention, and school culture. The study involves a mixed-methods approach, which includes surveys, interviews, and document analysis, to gather data from educational leaders and teachers from various schools in the Philippines. The findings of the study reveal that upskilling and reskilling initiatives for educational leadership and management can have a positive impact on student learning outcomes, teacher retention, and school culture. The study identifies key competencies and skills necessary for effective educational leadership and management and highlights effective pedagogical approaches and training methods for upskilling and reskilling initiatives. Comparing the findings to previous studies, the research supports the idea that investing in upskilling and reskilling initiatives for educational leaders and teachers is crucial for improving student learning outcomes and school culture. Furthermore, the study suggests that a holistic approach that focuses on both technical and soft skills development is necessary for the success.

#### **Need of the study:**

It is very important to have the education system should be proper in the society to compete with the other countries in the world. Teachers are the key players in the education system to make the system success. If teachers updated with upskills and reskills and adopt with new pedagogies society will upgrade and country would develop. For this present study is undertaken by the researcher with the following title- **Importance Of Upskilling And Reskilling In Teacher Education.**

#### **Objectives of the study:**

- To know the existing upskilling and reskilling programs to enhance teacher effectiveness.

- To measure the effectiveness of upskilling and reskilling programs in improving teacher effectiveness.
- To evaluate the impact of upskilling and reskilling programs in teacher effectiveness.

#### **Hypotheses:**

- There exists no significant correlation between Teacher Effectiveness and Upskills and Reskills of secondary school teachers.

#### **Design of the study:**

The present study was undertaken to study the Teacher effectiveness in teacher education in relation upskilling and reskilling among Secondary School Teachers. Descriptive survey method was employed for conducting the present study.

**Sampling:** Random sampling technique was employed to collect the sample for the study. The present study was confined to 200 secondary school teachers of Mysuru city.

#### **Tools Used:**

1. Teacher effectiveness scale (Dr. Shally and Miss Shweta Garg,2015)
2. Questionnaire on Upskills and Reskills ( Prepared by the researcher)

#### **Results**

The present study was undertaken with the purpose of study Importance of Upskilling and Reskilling in Teacher Education among secondary school teachers of Mysuru City. This Objective was achieved within the framework of the hypotheses mentioned. In order to screen the objective was achieved within the framework of the hypotheses mentioned. In order to screen the data for meaningful purpose and to test the hypotheses, the data were analyzed with the help of various statistical techniques. The following statistical analyses were used for the analysis.

- a) Description of the scores presented in terms of the frequency distribution, mean and Standard deviation.
- b) Correlation technique was employed to see the relationship between Teacher Effectiveness and skills.

#### **Correlation**

In this section, Product Moment correlation was calculated to see the correlation between Teacher Effectiveness and Upskills and Reskills of Secondary School Teachers.

Table-1: Showing Correlation Between Teacher Effectiveness and Upskills and Reskills

Variable	N	Correlation	Interpretation
Teacher Effectiveness	200	0.92	Positively and highly significant
Upskills & Reskills	200		

From Table 1, it can be seen that the coefficient of correlation between Teacher Effectiveness and Upskills and Reskills is 0.92 which is positively and highly significant. It shows that there is significant correlation between Teacher Effectiveness and Upskills and Reskills of Secondary school Teachers.

Thus, the null hypothesis stated that there is no significant correlation between Teacher Effectiveness and Upskills and Reskills of secondary school teachers is not accepted.

It may, therefore, be said that Teacher Effectiveness and Upskills and Reskills of secondary school teachers were found to be dependent on each other. So, it can be said that the teachers with having highly developed skills to have high Teaching Effectiveness. Proper training programs for In-service teachers will be promoted than teaching effectiveness will be enhanced automatically.

### **Conclusion**

The present study focused on how teachers are the torch bearers for the betterment of society. Teachers should adapt themselves to this transforming world. And learn all the present and future skills. So that they would be in a situation to teach all the skills to our future generation and make them competent to survive in this quickly transforming world. If they failed to update themselves then whole system would get collapsed. To avoid such chaos and make society competent, teachers need to adopt various strategies to learn Upskilling and reskilling and get effectiveness to enhance their proficiency in their career.

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