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reasons why HR needs to upskill

As the role of HR expands and becomes more strategic, acquiring new skills and knowledge is essential to stay ahead. While HR is accustomed to helping other individuals and teams identify and execute plans to upskill, they might not realize or take the time to explore their own upskilling opportunities. By upskilling, your HR team can not only enhance their own professional growth but also contribute to the success of the organizations by effectively managing talent, navigating technological advancements and driving positive change. As you plan for your upskilling journey consider these important reasons why upskilling is so valuable.

1. To establish fundamental knowledge on which you can build expertise

As an HR professional, you understand that learning HR fundamentals often occurs through on-the-job experience. Less than one in 10 HR professionals has an HR-specific college degree and many professionals are without access to comprehensive HR training, which can lead to skill and knowledge gaps. In addition, HR practices, regulations and operations change over time, so even the 7% with an HR degree need consistent upskilling or re-skilling. Training with reliable and reputable resources can help you develop essential competencies in areas like compensation and benefits, analytics, communications and other personal skills, ensuring you and your HR team can more effectively manage your responsibilities.

2. To keep up with technological change

HR, like all other departments, must stay informed about technological advancements that can enhance their efficiency and effectiveness in performing their roles. By staying ahead of ever-expanding HR tech, enterprise tech, AI development and its implications, your department will also be better prepared to answer questions, alleviate concerns and help others in adopting beneficial technology to improve processes across the organization.

3. To enhance employee experience

HR professionals play a key role in shaping the employee experience. Having well-trained HR personnel enables you to manage essential responsibilities more effectively, resulting in an enhanced employee experience. Therefore, upskilling in recruitment, onboarding, pay and benefits, performance management, flexible work and employee development will all contribute to a more positive and productive workplace.

4. To confidently advise on strategic decision-making

Learning how to be a consultative advisor to operational leaders and managers helps align your HR initiatives with broader strategic business goals, thereby enhancing HR's intrinsic value and contribution to the company's success.

5. To retain and engage your HR team

Investing in HR upskilling indicates commitment to professional development, which can improve HR team job satisfaction, collaboration and retention. HR professionals who feel supported and valued are more likely to stay with the organization and contribute positively.

6. To understand analytics and apply data best practices

HR professionals that leverage insightful data into actionable best practices drive positive investments in people and the business. Consider how upskilling in data analytics could help you understand how to use industry benchmark data, convey insights and communicate why the data matters.

7. To develop future HR leaders

As companies grow, there is often a need for HR leaders who can guide teams and drive talent and business initiatives. Training prepares individuals for leadership roles by developing interpersonal, advisory, management, analytic, networking and strategic planning skills.



Conclusion

Upskilling is vital for HR professionals to stay strategic and effective in their evolving roles. Mercer's TAAP Essentials eLearning package offers a comprehensive collection of focused courses to help you master key HR specialties and build a strong foundation.

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