

# Upskilling and Reskilling among Rural Employees

- As technology evolves, many organizations face growing skills gaps within their workforce, which demands both upskilling and reskilling.
- Upskilling involves improving current abilities and skills to improve job performance while reskilling equips employees with new skills for different roles (Muchiri, 2022).
- While large enterprises have adopted reskilling and upskilling programs, these initiatives are less prevalent in small rural businesses.
- This infographic illustrates the upskilling and reskilling trends based on primary data collected from 173 small business employees in rural Indiana, USA.

Employees level of satisfaction from the training

19.39 % employees	→	Very Satisfied
55.10 % employees	→	Satisfied
24.49 % employees	→	Indifferent
1.02 % employees	→	Dissatisfied

Study area and employees



21 Rural Counties

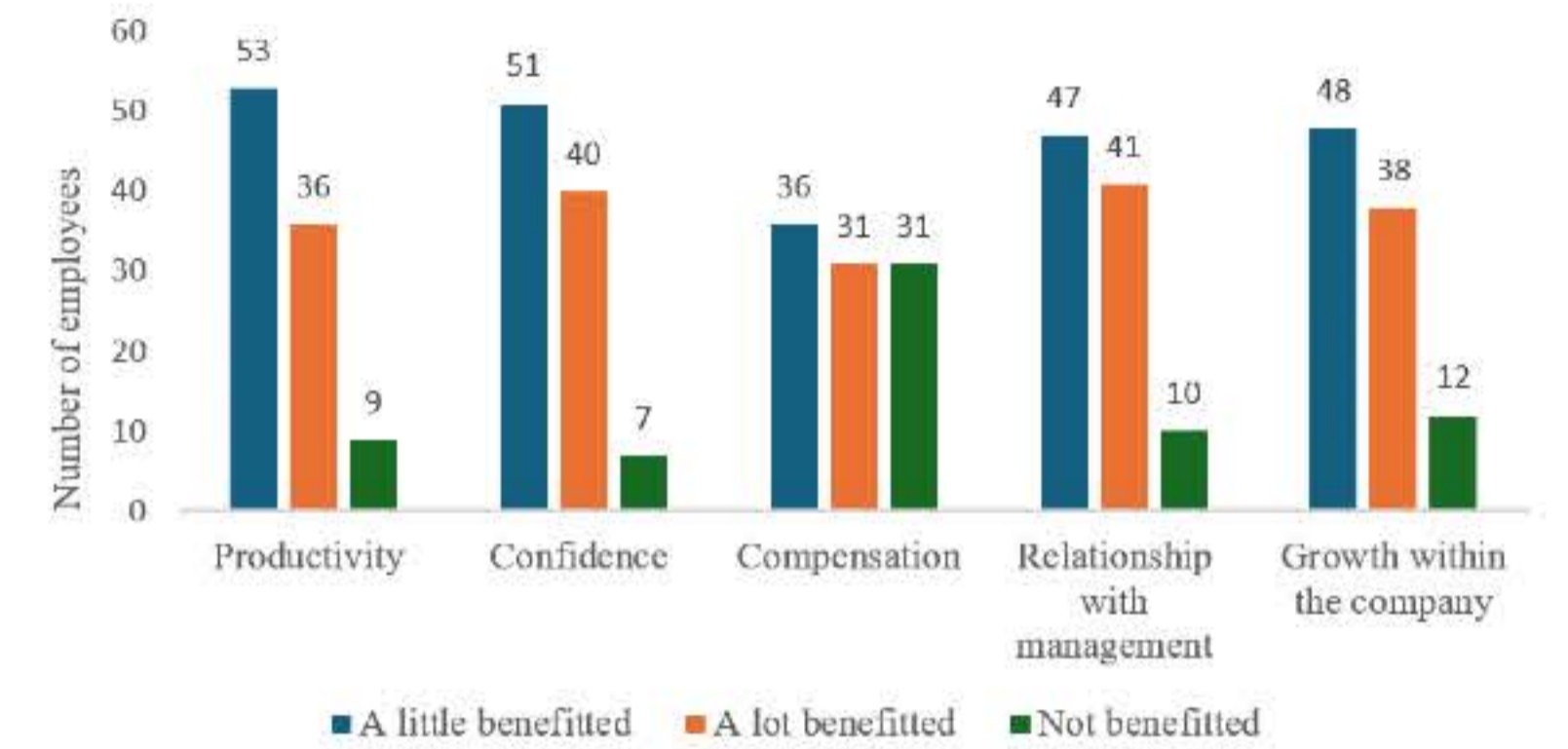


37 Rural Businesses

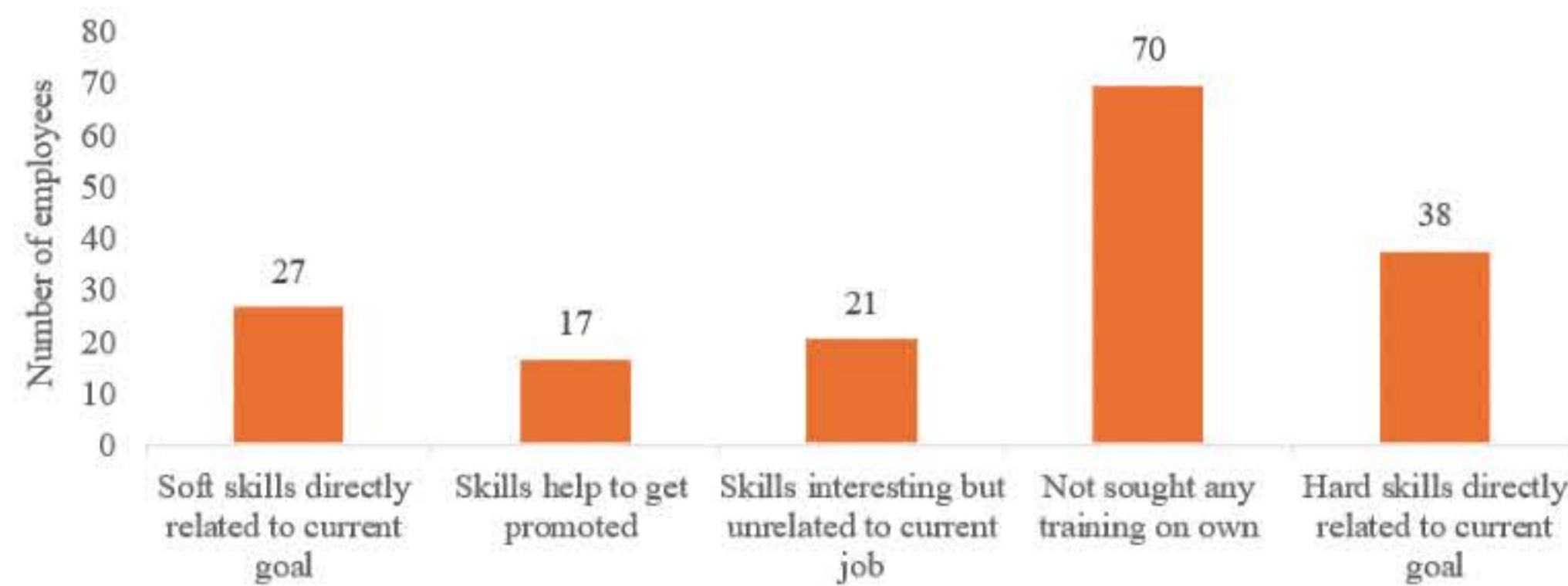


173 Rural Employees

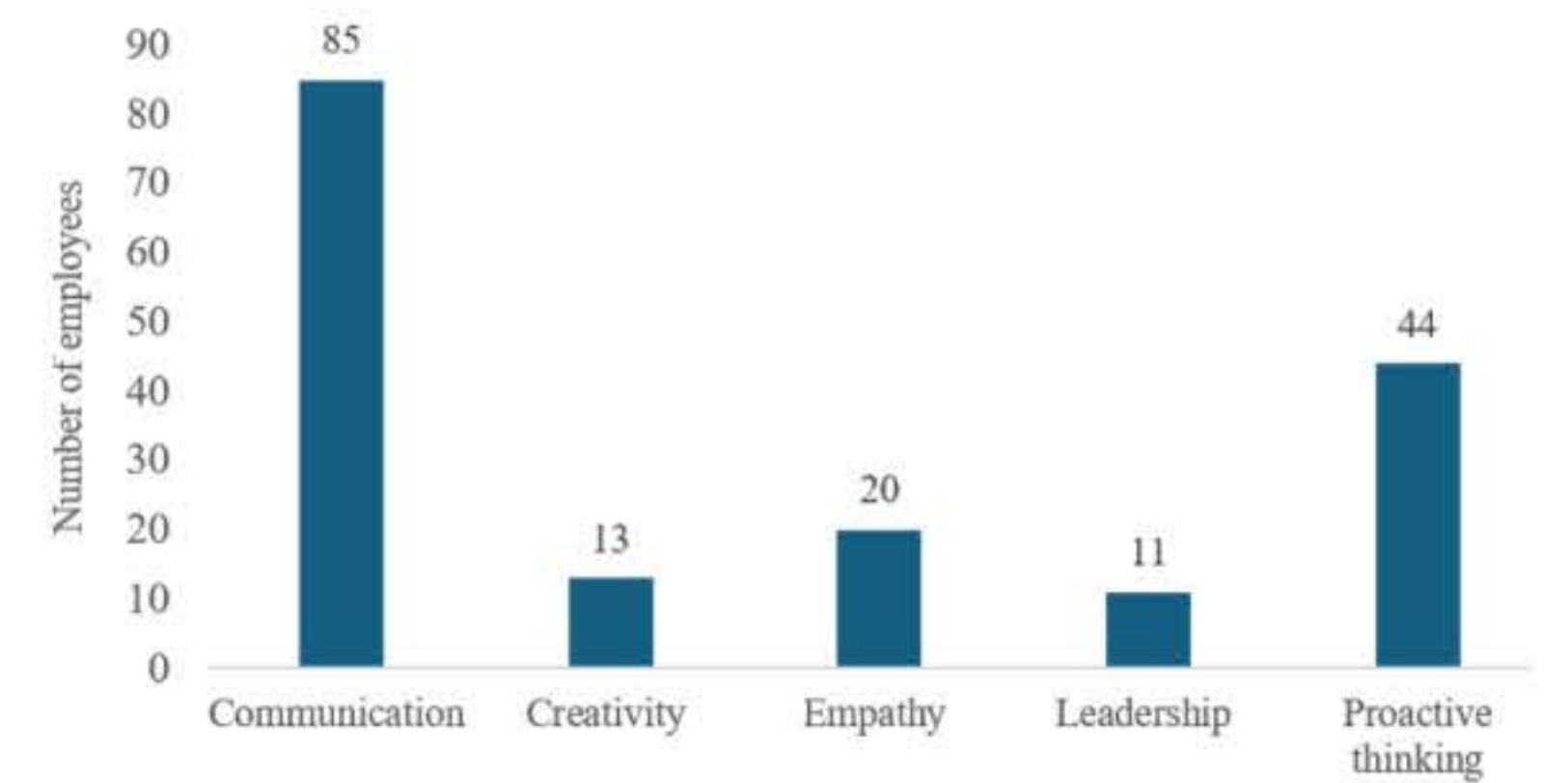
Areas benefitted from the training



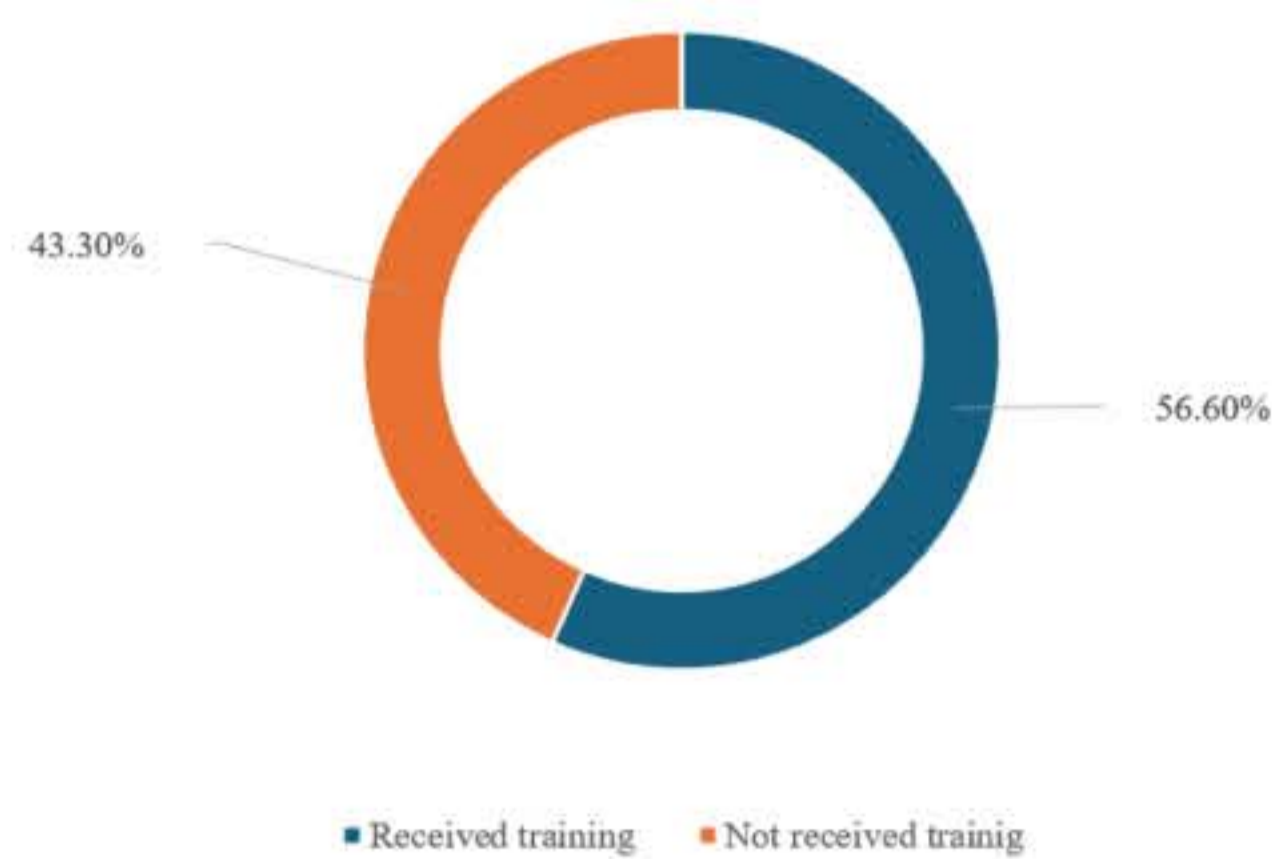
Types of training employees preferred



Most important soft skills their coworkers are lacking



Training status of employees



Employees opinions on their manager needs training



## Author Information:

Laxmi D. Adhikari (ladhikar@purdue.edu) is a Ph.D. candidate at Purdue University with the Department of Agricultural Economics  
 Bhagyashree Katara (bkatara@purdue.edu) is an Associate Professor at Purdue University with the Department of Agricultural Economics

## Data Source:

Survey conducted by authors in Indiana

## Reference

Muchiri, D. G. (2022). Skilling, reskilling, and upskilling a workforce: A perspective from Kenyan enterprises. *The Strategic Journal of Business & Change Management*, 9(4), 190-203.

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