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COURSE BROCHURE

# Reskilling Pathways and Staff Redeployment Training Course

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Dar es Salaam

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Registered in the United Kingdom and Saudi Arabia

# Reskilling Pathways and Staff Redeployment Training Course

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Reskilling Pathways and Staff Redeployment is a 1-week training course for learning and talent officers who prepare staff whose roles are shrinking or changing, and who leave with a reskilling and redeployment tracker for one job family. Automation, restructuring and new service lines are changing jobs faster than organisations can hire for them. Jupiter Prime Training delivers this course on reskilling pathways and staff redeployment.

## Why Reskilling Pathways and Staff Redeployment Matters Now

Three pressures shape this field today: tasks absorbed by automation and process redesign, a tight external labour market for scarce skills, and employees who expect a route forward rather than a redundancy letter. Organisations that forecast declining roles early and move people into growing ones keep institutional knowledge and reduce severance and hiring costs. Late reaction loses experienced staff. The course rests on skills-based workforce practice, transparent redeployment criteria and evidence-based evaluation of learning spend.

## Who Gains Most from Reskilling Pathways and Staff Redeployment

- Officers who forecast skills supply and demand for job families facing change
- Staff who design learning routes from a current role to a target role
- Holders of learning budgets who decide which reskilling routes to fund
- Talent officers who match reskilled staff to internal vacancies and track placements
- Employee relations staff who communicate role changes and support affected employees

A learning and talent department gains most when its planning, learning design and placement officers attend together.

## Reskilling Pathways and Staff Redeployment Capabilities

Participants learn to see a shrinking role as a starting point and to build a funded, tracked route into a growing one.

- Forecast skills gaps by job family using demand signals and attrition trends — informing which roles need reskilling first
- Design a reskilling pathway combining courses, on-the-job practice and assessment — serving employees and receiving managers
- Calculate the cost of reskilling against external hiring and severance — guiding budget holders
- Specify fair selection and readiness criteria for redeployment — protecting employee trust
- Build a tracker of redeployment placements, retention and time to proficiency — reporting to executives
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Communicate role change and pathway options to affected staff — supporting line managers

## Key Reskilling Pathways and Staff Redeployment Terms

- Reskilling — training an employee for a different role that requires new skills, rather than improving skills for the current role.
- Upskilling — deepening or updating the skills an employee needs to perform their existing role as it changes.
- Skills gap forecast — an estimate of the difference between skills an organisation will need and skills its staff will hold.
- Reskilling pathway — a sequenced route of learning, practice and assessment leading from a current role to a target role.
- Redeployment — moving an employee from a declining or surplus role into a different internal role.
- Time to proficiency — the period a redeployed employee needs before performing the new role to the expected standard.

## Reskilling Pathways and Staff Redeployment Day by Day

### Day 1: Forces Reshaping Roles

- Task Automation Scans — Identifying Duties Likely to Shrink or Disappear
- Growing and Declining Job Family Maps — Setting Reskilling Priorities
- Build, Buy or Redeploy Choices — Weighing Internal Versus External Talent
- Employee Expectations Surveys — Gauging Appetite for Role Change
- Sector Cases From Banking and Utilities — Lessons From Large Role Shifts

### Day 2: Skills Gap Forecasting

- Skills Demand Signals — Using Business Plans, Vacancies and Market Trends
- Skills Supply Inventory — Profiling Current Staff Capabilities
- Attrition and Retirement Projections — Estimating Natural Role Reduction
- Gap Heat Maps by Job Family — Showing Where Shortfalls Concentrate
- Scenario Forecasts — Testing Fast, Moderate and Slow Change Assumptions

### Day 3: Designing Reskilling Pathways

- Source-to-Target Role Profiles — Defining Transferable and Missing Skills
- Learning Blend Design — Mixing Courses, Shadowing and Live Assignments
- Readiness Assessments — Checking Aptitude Before Pathway Entry
- Pathway Milestones and Sign-Off — Confirming Competence at Each Stage
- Learning Partner Selection — Choosing Providers, Academies and Internal Experts

## Day 4: Funding and Redeployment Decisions

- Reskilling Cost Models — Comparing Training, Hiring and Severance Costs
- Learning Budget Allocation — Prioritising Pathways by Business Impact
- Redeployment Selection Criteria — Applying Fair and Transparent Rules
- Receiving Manager Agreements — Securing Placements and Trial Periods
- Role Change Conversations — Explaining Options and Support to Staff

## Day 5: Running the Redeployment Tracker in Practice

- Job Family Selection Using Gap Heat Maps — Choosing the Tracker's Scope
- Pathway and Budget Entries — Recording Routes, Costs and Funding Approvals
- Placement and Retention Indicators — Measuring Redeployment Success Over Time
- Time-to-Proficiency Monitoring — Spotting Learners Who Need Extra Support
- Peer Challenge and Executive Summary — Completing the Reskilling and Redeployment Tracker

## Applying Reskilling Pathways and Staff Redeployment After the Course

- Run a skills gap forecast for one job family and share its heat map with the function head.
- Draft a source-to-target pathway for one declining role and agree a placement with a receiving manager.

## Reskilling Pathways and Staff Redeployment Questions FAQ

### What are reskilling pathways and staff redeployment, and why do they matter now?

Reskilling pathways and staff redeployment move employees from shrinking roles into growing ones through planned learning. They matter now because automation and restructuring change jobs faster than organisations can recruit, and redeploying keeps knowledge and trust.

### Which roles gain most from reskilling pathways and staff redeployment training?

Learning and talent officers gain most from reskilling pathways and staff redeployment training. Planners, learning designers and placement staff use its methods daily.

### How does a reskilling pathways and staff redeployment course differ from a training needs analysis course?

A reskilling pathways and staff redeployment course prepares people for a different role, not their current one. Training needs analysis improves performance in existing jobs, while this subject covers forecasting, role transitions, funding and placement tracking.

## What do you bring back from reskilling pathways and staff redeployment training?

You bring back a reskilling and redeployment tracker for one job family from reskilling pathways and staff redeployment training. It records forecast gaps, pathways, costs, placements and time to proficiency.

## Reskilling Pathways and Staff Redeployment: The Way Forward

The reskilling and redeployment tracker first informs which job family receives reskilling funds. Learning officers, talent officers and receiving managers use it to follow each employee from pathway entry to placement. After its first quarter of use, the perspective worth revisiting is retention: whether redeployed staff stay and reach proficiency.