REVOLUTIONIZING L&D:

The Role of Hands-On Learning in

Bridging Skills Gap

WRITTEN BY

Shivpriya R Sumbha
(HEAD - DIGITAL MARKETING | NUVEPRO)

Anisha K Sreenivasan
(CONTENT STRATEGIST | NUVEPRO)

TABLE OF

Contents

01. Preface

Organizations around the world are facing a significant challenge in bridging the skills gap among their employees. As technology continues to evolve at an exponential rate, the need for workers to learn new skills and adapt to new processes has become more critical than ever before.

In this eBook, we explore the critical role that Hands-On Learning play in revolutionizing L and D organizations and bridging the skills gap. Hands-On Learning provide a unique learning experience that enables individuals to gain practical, hands-on experience in a safe and controlled environment.

By using real-world scenarios and simulations, Hands-On Learning allow learners to apply new skills and knowledge in a risk-free environment, building confidence and mastery as they progress. This approach helps learners to develop practical skills that are directly transferable to their work environments, making them more effective and productive employees.

Through a combination of insights, case studies, and Nuvepro tips, this eBook provides a comprehensive guide to the role of Hands-On Learning in revolutionizing organizations. We hope that this resource will help readers to understand the benefits of Hands-On Learning and how they can be incorporated into their learning and development programs to help bridge the skills gap and create a more skilled and productive workforce.

02.

Current L & D Landscape

1. Challenges for L and D - in terms of upskilling, skill gap, and loss of revenue due to unskilled resources.
2. Is skill development the answer to it all? Examples of organisations that have improved performances by upskilling

CURRENT L & D LANDSCAPE

Globalization has opened up new markets for companies, which has led to the expansion of multinational corporations (MNCs). MNCs are companies that operate in multiple countries and have a global presence. Due to the rapid pace of globalization, MNCs are constantly evolving to keep up with the changing market trends and technologies. In particular, the IT sector has seen rapid growth and development, with new technologies emerging on a regular basis.

The IT sector is one of the fastest-growing industries globally, with new trends and technologies emerging rapidly. MNCs that operate in this sector have to ensure that their employees are at par with the latest IT trends to remain competitive. These trends and technologies include cloud computing, artificial intelligence, machine learning, big data analytics, cybersecurity, and blockchain technology.

Read More

Employees who are proficient in these fields can help their companies remain competitive by providing insights that drive business decisions, improve products and services, and optimize business processes. MNCs that invest in training their employees in the latest IT trends will be better equipped to navigate the challenges and opportunities of the global market.

As a result of these trends, there has been a prevalent widening skills gap, which has led to an increasing demand for programmes that can either upskill or reskill individuals. Training programmes that teach skills that are now in high demand, such as data science, artificial intelligence, cloud computing and cybersecurity, and software development are receiving more funding from businesses.

Cybersecurity breaches are on the rise, with 83% of organizations experiencing more than one data breach, costing an average of $4.35 million. (Source: IBM Cost of Data Breach report 2022). Cloud-based breaches accounted for 45% of breaches studied in the 2022 IBM report, highlighting the importance of up-to-date cloud security efforts.

A successful security program should be embedded in a culture of awareness and preparedness, with measures such as information security teams, recovery plans, security awareness training, and regular security audits.

Human error continues to be a significant factor in data breaches, emphasizing the need for continuous security education and protocols for employees.

Cybersecurity regulations should prioritize a human-centered approach, with security training and education opportunities provided on a routine basis.
The use of AI security and automation can help decrease the costs associated with data breaches, but should be used alongside a holistic security approach.

Ransomware attacks and data breaches among remote workers have increased with the adoption of at-home and hybrid work models, highlighting the need for updated security protocols for these scenarios. The top security objective cited in 2022 was protecting customer data, indicating a growing concern over sensitive information being accessed or leaked through targeted cloud applications.

A robust program of security protocols, including continuous monitoring, vulnerability scans, and penetration testing, can help elevate an organization's security posture and further protect data from bad actors. The 2022 IBM report showed a 2.6% increase in the average total cost of a data breach from the previous year, highlighting the need for

ongoing efforts to prevent and mitigate cybersecurity breaches.

How does cloud adoption enable cyber-security protection?

Cloud technology can play a significant role in enhancing cybersecurity efforts in several ways:

Centralized security management: Cloud platforms allow for centralized security management, which can help organizations to monitor their security posture more effectively. With centralized security management, security teams can quickly identify and respond to security threats, which can reduce the impact of a security incident.

Automated security updates: Cloud providers typically offer automated security updates that ensure that their systems and applications are always up-to-date with the latest security patches. This helps to reduce the risk of vulnerabilities being exploited by attackers.

Secure access management: Cloud providers offer robust access management tools that enable organizations to control who has access to their systems and data. Access can be restricted based on user roles, location, and other factors, which can reduce the risk of unauthorized access and data breaches.

Data encryption: Cloud providers use advanced encryption techniques to protect data in transit and at rest. Encryption helps to prevent unauthorized access to data, even if it is intercepted by attackers.

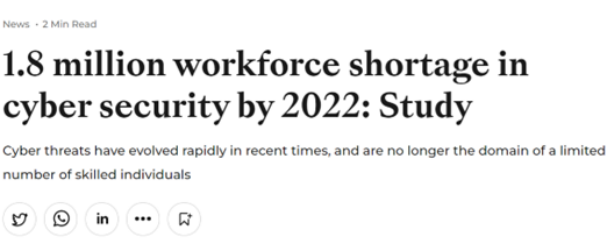
Scalability: Cloud platforms provide organizations with the ability to scale their security resources up or down as needed. This can be particularly useful for organizations that experience spikes in demand for their services, as they can quickly increase their security resources to meet the increased demand.

Backup and disaster recovery: Cloud platforms offer robust backup and disaster recovery capabilities, which can help organizations to quickly recover from a security incident. Backups are typically stored in multiple locations, which helps to prevent data loss in the event of a disaster.

Overall, cloud technology can help organizations to improve their cybersecurity posture by providing centralized security management, automated security updates, secure access management, data encryption, scalability, and backup and disaster recovery capabilities. However, it is important to note that organizations still need to implement their own security measures and ensure that they are following best practices to fully protect their systems and data.

The Global Information Security Workforce Study conducted by (ISC)² is a comprehensive survey of cybersecurity professionals worldwide that provides insights into the state of the cybersecurity workforce, including the skills gap and the demand for cybersecurity professionals.

According to the study, there will be a shortage of 1.8 million cybersecurity professionals globally by 2022.


News · 2 Min Read

1.8 million workforce shortage in cyber security by 2022: Study

Cyber threats have evolved rapidly in recent times, and are no longer the domain of a limited number of skilled individuals

Source- Economic Times

The study highlights the growing need for skilled cybersecurity professionals as organizations become increasingly reliant on technology to conduct their business. As digital transformation accelerates, cybersecurity risks are also increasing, and organizations need to invest in cybersecurity to protect their assets and sensitive information.

The shortage of cybersecurity professionals is a global problem, affecting both developed and developing countries. The study found that the Asia-Pacific region has the largest skills gap, with a shortage of 2.14 million cybersecurity professionals, followed by North America with a shortage of 498,000 professionals.

The study also found that the cybersecurity skills gap is not limited to technical roles. Cybersecurity is a multidisciplinary field that requires a range of skills, including risk management, compliance, governance, and leadership. The shortage of cybersecurity professionals with these skills is exacerbating the skills gap.

The consequences of the cybersecurity skills gap are severe. Organizations are struggling to find qualified candidates to fill cybersecurity roles, leaving them vulnerable to cyber threats. The shortage of cybersecurity professionals also leads to higher salaries and benefits, making it difficult for small and medium-sized organizations to compete for talent.

Maximizing Cloud Security with Cloud technology and Data Analysis Skills

Cloud technology and data skills are closely related in the field of cybersecurity. As more organizations migrate their data to the cloud, the need for professionals with skills in cloud computing and data analysis is increasing.

Cloud technology enables organizations to store and process large amounts of data in a secure and scalable way. It also provides advanced security measures such as encryption, access controls, and monitoring, which help protect data from unauthorized access or breaches. Additionally, cloud providers offer various security services, such as threat detection and incident response, that can be used to enhance an organization's security posture.

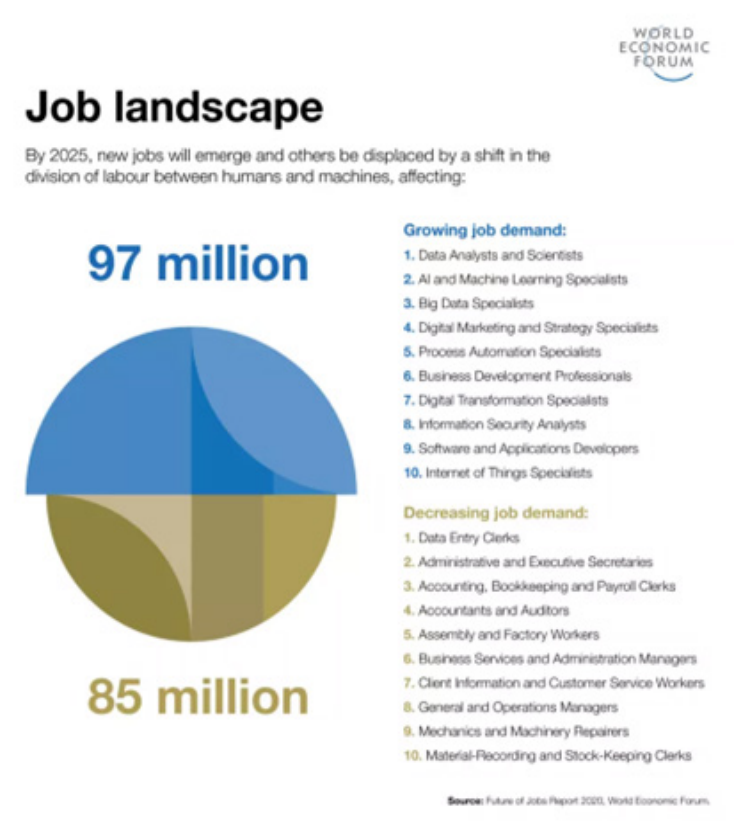
However, in order to fully leverage the benefits of cloud technology, organizations need skilled professionals who can manage, analyze, and secure the data stored in the cloud. Cloud security professionals need to have a deep understanding of cloud architecture, security protocols, and data protection regulations. They must also have strong data analysis skills to be able to identify and mitigate security risks, as well as to analyze security data to improve security operations.

Data skills are also important in the context of cloud security. As more data is generated and stored in the cloud, organizations need professionals who can analyze this data to identify potential security threats and vulnerabilities. Data analysis skills can also be used to develop machine learning models that can automatically detect and respond to security incidents in real-time.

To address the cybersecurity skills gap, organizations need to take a proactive approach to cybersecurity talent development. This includes investing in cybersecurity training and certification programs, creating career paths for cybersecurity professionals, and partnering with educational institutions to develop cybersecurity curricula.

The shortage of cybersecurity professionals is a growing concern for organizations worldwide. The cybersecurity skills gap is not limited to technical roles and requires a range of skills, including risk management, compliance, governance, and leadership. To address the skills gap, organizations need to take a proactive approach to cybersecurity talent development, and governments need to invest in cybersecurity education and training programs.

The World Economic Forum's 2018 'The Future of Jobs Report' highlighted the need for significant reskilling and upskilling efforts to address the changing demands of the job market. The report states that at least 54% of all employees will need significant reskilling and upskilling by 2022 to remain employable as digital technologies become more pervasive in the workplace.



The COVID-19 pandemic has accelerated the need for reskilling and upskilling efforts. Global unemployment is forecasted to rise by about 2.5 million in 2020, and the economic impact of the pandemic is expected to be long-lasting. As the job market changes rapidly, it is essential to focus on reskilling and upskilling efforts to meet the new demands for production, sales, and service-driven platforms.

India, as one of the fastest-growing economies in the world, is no exception to this need for reskilling and upskilling. According to the World Bank, India's GDP growth rate in 2017-2018 was 7.2%, which is one of the highest in the world. However, to sustain this growth, organisations need to rapidly undergo changes in terms of upskilling an developing the skills for the employees.

Challenges for L & D

Constantly being at the up of the game when it comes to current trends:

MNCs need to be able to identify emerging trends and technologies that will impact their business operations and prepare their workforce accordingly.

The pace of technological change is accelerating, and MNCs need to be able to keep up with these changes to remain competitive. New technologies, such as artificial intelligence, robotics, and the Internet of Things, are disrupting traditional business models, and MNCs need to adapt quickly to these changes.

MNCs need to be able to identify emerging trends and technologies that will impact their business operations and prepare their workforce accordingly. The pace of technological change is accelerating, and MNCs need to be able to keep up with these changes to remain competitive.

New technologies, such as artificial intelligence, robotics, and the Internet of Things, are disrupting traditional business models, and MNCs need to adapt quickly to these changes.The workforce is becoming more diverse, and MNCs need to be able to accommodate the needs of a diverse workforce.

This includes providing training and development opportunities for different age groups, skill levels, and learning styles.The future is always uncertain, and predicting industrial changes can be challenging due to the unpredictable nature of the market. MNCs need to be able to navigate uncertainty and make informed decisions based on available data.

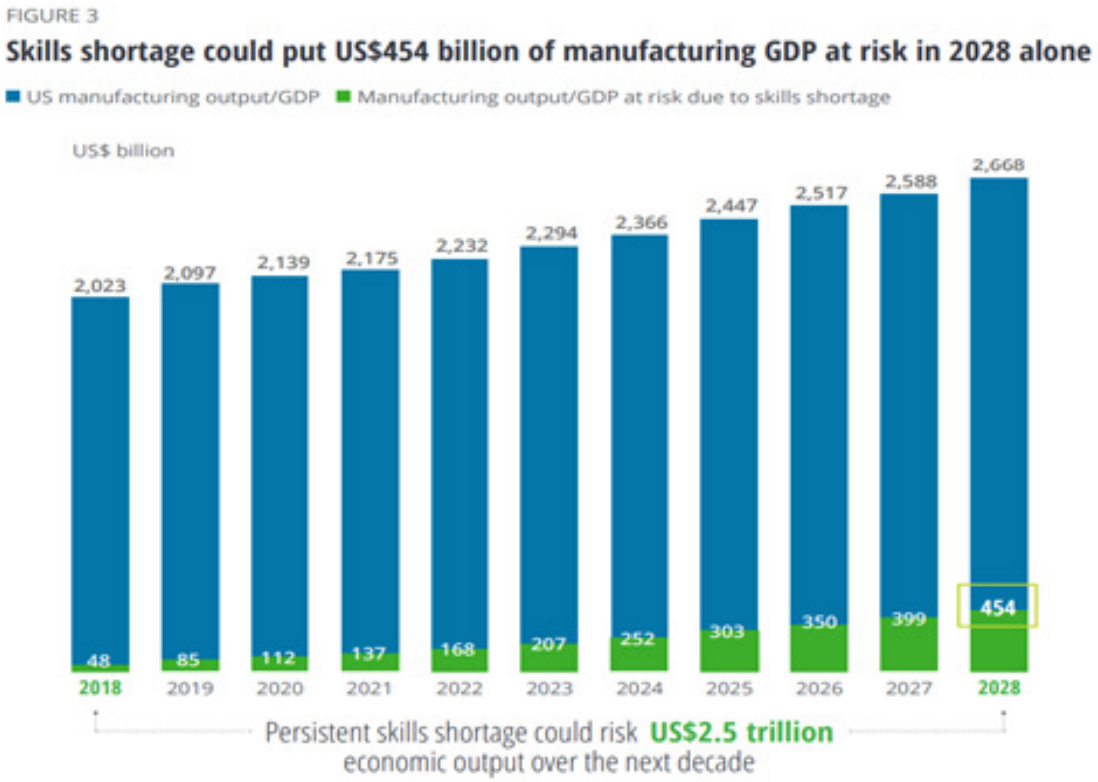
Skilled jobs are becoming more difficult to fill:

The skills gap, which is the mismatch between the skills that employers need and the skills that employees possess, is becoming increasingly evident in many industries. According to a study, job categories such as digital talent, skilled production, and operational managers are facing a significant skills shortage, with many companies rating the current shortage as "very high." The study shows that this skills shortage is expected to triple in difficulty in terms of filling positions in the next three years.

As a result of this skills shortage, many organisations expect the extent of the skills shortage to increase across all workforce areas in the coming three years. This means that companies are finding it increasingly challenging to find the right talent to fill their job vacancies. Consequently, many of these jobs are taking longer to fill, with companies experiencing a delay of several months before they can find the right candidate to fill the position.

This delay in filling key job positions can have severe consequences for a company. For example, if a company is missing key workforce to deliver open orders, expand production, or respond to customer needs, it can result in a loss of revenue, damaged reputation, and lost business opportunities. Additionally, the longer a job position remains vacant, the more it can impact the morale of the existing workforce, who may have to take on additional responsibilities until the

position is filled.



Revenue loss for organisations:

The skills gap can have a significant impact on an organization's revenue. When an organization experiences a skills gap, it may be challenging to find the right talent to fill key positions, resulting in a delay in hiring and extended time-to-productivity.

According to a 2021 report by the consulting firm Accenture, skills gaps could cost companies in 12 economies $11.5 trillion in lost annual revenue by 2030. The report highlights that the financial services, healthcare, and technology industries are particularly vulnerable to revenue losses due to skills gaps.

For instance, the report estimates that the financial services industry could lose up to $1.3 trillion in annual revenue by 2030 due to skills gaps. Similarly, the healthcare industry could lose up to $1.8 trillion, while the technology industry could lose up to $2.5 trillion.
(Source - A Deloitte series on the skills gap and future of work in manufacturing)

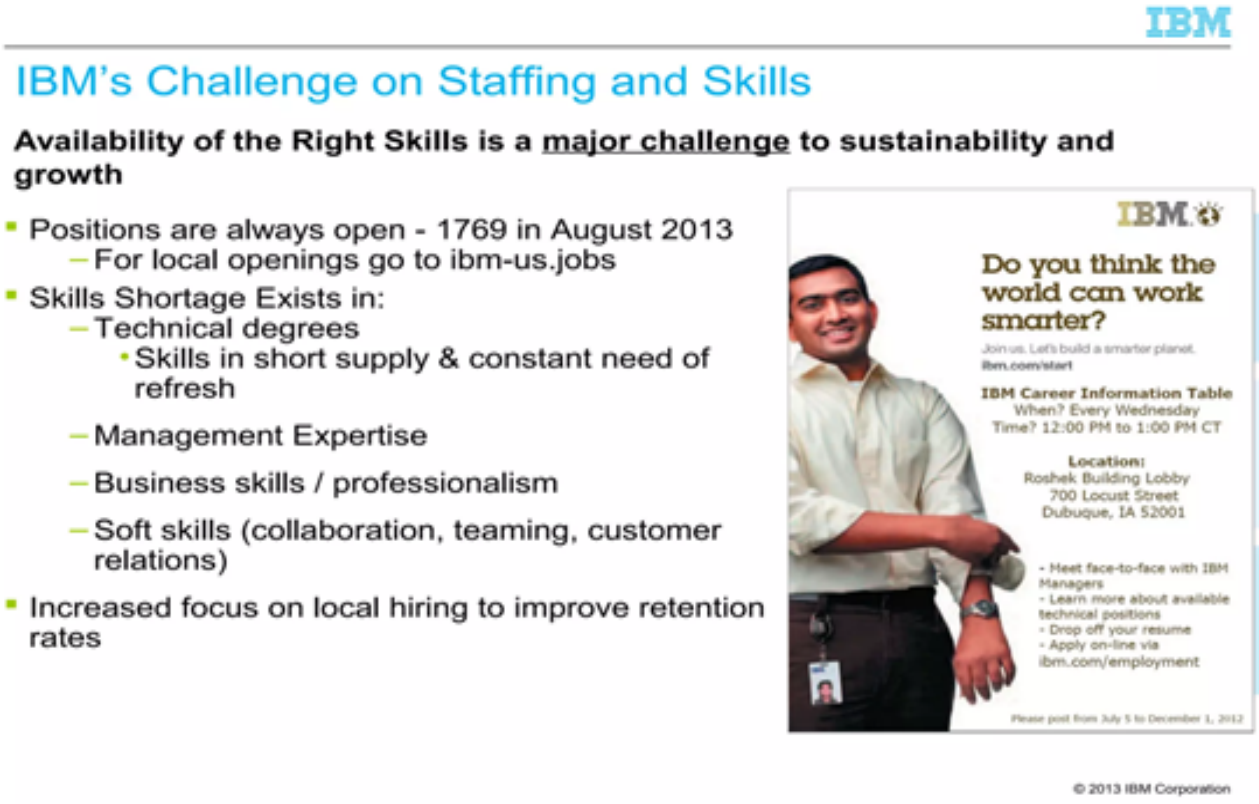
The report also highlights that the cost of reskilling and upskilling initiatives is significantly lower than the cost of lost revenue due to skills gaps. It estimates that investing in reskilling and upskilling initiatives could generate up to $11 trillion in annual revenue by 2030, which is almost equivalent to the estimated revenue loss due to skills gaps.

How did IBM resolve their challenges through skill development:

One example of a company that successfully overcame challenges through skill development of their employees is IBM. In the early 2000s, IBM was facing stiff competition in the technology industry and needed to reinvent itself in order to stay competitive.

One of the key strategies that IBM implemented was a focus on employee development and training. IBM recognized that in order to remain competitive, it needed a highly skilled workforce that could adapt to new technologies and changing market conditions.

To achieve this, IBM invested heavily in employee development programs and created a culture of continuous learning. This included a range of training programs, including online courses, classroom-based training, and on-the-job training.



As a result of this focus on employee development, IBM was able to successfully transform itself into a more agile and innovative company, with a highly skilled workforce that was able to adapt to changing market conditions.

One example of the impact of IBM's employee development programs is the company's ability to rapidly develop and deploy new products and services. For example, in 2013, IBM launched a new cloud computing service called SoftLayer. Thanks to the company's focus on employee development, IBM was able to quickly train its employees on the new technology and rapidly scale up the service to meet growing customer demand.

Source: IBM Case Study: Employee Training and Development Leads to Success . Retrieved from: https://www.trainingindustry.com/case-studies/ibm-case-study-employee-training-and-development-leads-to-success/

04

What is really upskilling and how can it impact?

A growing trend in the workplace, known as upskilling, is the facilitation of continuous learning through the provision of training programmes and development opportunities that improve an employee's capabilities and decrease skill gaps. The goal of upskilling is to improve the skill sets of present employees, typically through training, so that such individuals can advance in their positions and discover alternative roles and possibilities within the firm.

It is becoming increasingly necessary for businesses to fill these newly created roles with people who possess the relevant specialised skill sets as new opportunities and job positions are created in the workplace as a result of technological advancements. The digital talent gap can be closed and available roles filled by firms that upskill their existing workforce. This allows organisations to keep their present workforce and create opportunities for their employees to develop their skills and learn new ones.

Several upskilling techniques include:

- virtual or online courses;
- mentoring and shadowing;
- 'lunch-and-learn' sessions and microlearning.
- Introducing hands-on labs

Importance of upskilling

Technology is continuing to rapidly alter the ways in which the majority of enterprises function. As a response, businesses and the individuals working inside them are required to continually expand their technical knowledge and skill sets. Companies are put in the position of having to either locate new talent or fill the gap by upskilling existing employees because job needs are always evolving and requiring new abilities.

Instead of investing time and money recruiting new personnel, businesses can save money through a process known as upskilling, which involves strengthening the capabilities of the workers they already have on staff. In addition, today's workers anticipate receiving additional benefits from their employment in addition to a stable income and a pleasant atmosphere at their place of employment. Workers today have come to expect advantages like paid time off, cheap medical care, and opportunities for professional development. Training options that help employees improve their skills might give workers the impression that their employers value them and that they have a future with the organisation that they are committed to.

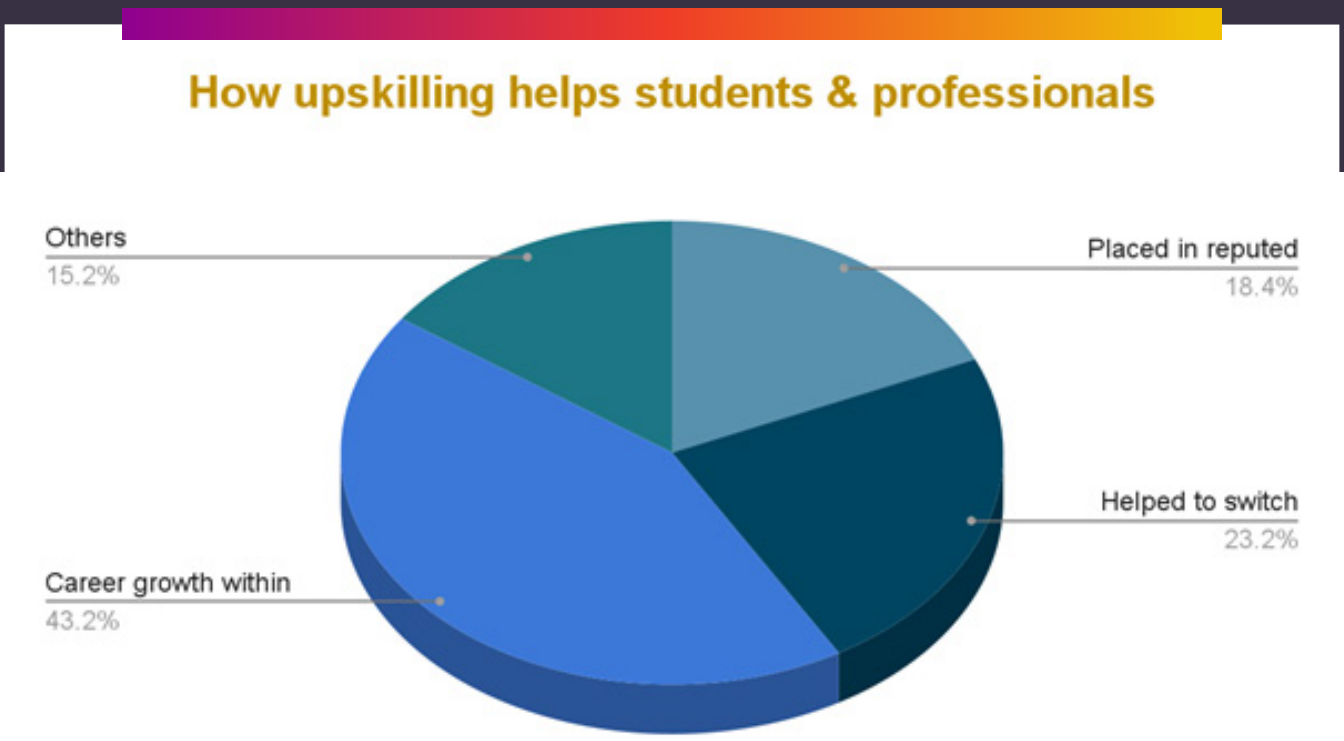
- In general, acquiring new skills is essential for the following reasons:
- The requirements of different work roles are evolving at a rate that is unprecedented;
- Employees anticipate increased chances for professional development inside their employers;
- It helps a business remain competitive by filling in any gaps in its skill sets;
- It lessens the necessity of recruiting individuals from outside the firm in order to cover talent gaps;
- It raises levels of satisfaction among workers, which in turn boosts motivation, performance, and morale; and
- It leads to a higher rate of staff retention.

Additionally, businesses that choose to upskill their existing employees rather than replace skill shortages with outside talent save both money and time because they have less of a need to engage in the procedures of acquiring new employees, onboarding new employees, and training them.

ORGANISATIONS AND THE CURRENT UPSKILLING TRENDS

The process of acquiring additional skills remains a primary focus despite the ongoing shifts in job responsibilities, and we anticipate that it will become even more significant in the year 2023. The market for educational services around the world had tremendous expansion in the previous year as a result of the proliferation of online education that is simple to access, a large number of educational programmes and certifications, and flexible educational routes. In addition, the rising adoption of technology across sectors has further stoked demand for degrees in Data Science, Technology, Management, and other disciplines that are closely tied to one another.

When the job market is already looking brutal in 2023, professionals around the world will continue to invest in skill development programmes in order to retain their jobs and accelerate their career progression. This will be especially true in the management, data science and analytics, and software development domains. This is encouraging news for businesses that are presently contending with a lack of high-quality talent in these sectors.



43% of professionals were able to advance their careers within their current organisation thanks to the assistance of upskilling, while 23% were able to transition to a different industry and 18% were able to find new employment opportunities.

The most significant benefits for learners within their own organisations came from expanding their knowledge in fields such as management and software development. Yet, acquiring additional skills made it easier for professionals to shift into different employment fields.

Upskilling through Gamification: Delloite | Gartner

An example of an organization that has successfully implemented gamification for upskilling is Deloitte. The company created a gamified learning platform called Deloitte Leadership Academy, which uses online courses, simulations, and interactive games to train employees in leadership and business skills.

According to a case study by Gartner, Deloitte Leadership Academy has been highly successful in engaging employees and improving their skills. The platform has been used by over 200,000 Deloitte employees and has been credited with helping to improve employee engagement, retention, and performance.

Another example of an organization that has used gamification for upskilling is Microsoft. The company created a gamified learning platform called Microsoft Virtual Academy, which provides free online training courses on topics such as programming, data science, and cybersecurity.

According to a case study by the eLearning Industry, Microsoft Virtual Academy has been successful in engaging a broad range of learners and helping them to develop new skills. The platform has been used by over 6 million learners worldwide and has been credited with helping to close the skills gap in the technology industry.

Sources:
Gartner, 'Deloitte Leadership Academy: A case study in gamification for employee engagement and development' (2016). Retrieved from https://www.gartner.com/doc/3354119/deloitte-leadership-academy-case-study

Skill - Development by introducing VIRTUAL LABS:

We will speak more on the lines of these in the coming sections but yes organisations have been famously making sure to work on skill development programs through using virtual hands-on labs for their employees. The use of virtual labs has enabled them to achieve significant improvements in employee skills development, including:

- **A 75% reduction in training time**
- **A 90% reduction in training costs**
- **A 10% increase in employee satisfaction with training**
- **Reducing the bench time**
- **Quicker deployment in projects and revenue realization.**

Upskilling through learning in the flow of work

The concept of learning in the flow of work has gained traction in recent years due to several factors, including the rapid pace of

technological change, the need for organizations to adapt quickly to changing market conditions, and the evolving nature of work.

In his article on **'learning in the flow of work'**, Josh Bersin refers to a survey of over 4,000 L&D and business professionals, who identified time constraints as the most common obstacle to workplace learning.

Specifically, the survey found that 58% of learners wanted to learn at their own pace, while 49% preferred learning in the flow of work. To address these challenges, it is essential to provide learners with relevant content at the right time. Fortunately, modern learning technologies and platforms, as well as high-quality digital content, are increasingly available to facilitate learning in the flow of work. However, it's crucial not to lose sight of the ultimate goal, which is to help employees solve their day-to-day challenges through training. This is precisely why Bersin developed the concept of learning in the flow of work as a solution to this challenge.

According to Bersin, "Research shows that the more micro things we do, the more they need for macro learning grows. This is how humans thrive. We couple big learning with small learning. And eventually, we want to be credentialed to signal our mastery of certain skills. Then, we become the master and the source of learning and shift to mentoring and coaching others."

Example & case study of learning in the flow of work - A tech skill perspective

Learning in the flow of work refers to the process of acquiring new skills and knowledge while working on tasks or projects. In the context of tech skills, this approach can be highly effective, as it allows employees to develop their skills while actively using them in their day-to-day work.

Here is an example and a case study of this approach in action:

Example:
One example of learning in the flow of work for cloud technology is the use of a DevOps approach. DevOps is a methodology that emphasizes collaboration between development and operations teams to improve the delivery of software and services. By implementing a DevOps approach, organizations can provide opportunities for developers and operations teams to learn about cloud technologies as they work on projects.

For example, a developer working on a project could be encouraged to use a cloud-based platform such as Amazon Web Services (AWS) to deploy and test their code. This would give them hands-on experience with the platform and its features, helping them to develop their cloud technology skills.

Case Study:

***Salesforce**, a leading provider of cloud-based customer relationship management (CRM) software, has implemented a learning in the flow of work approach to develop its employees' cloud technology skills. The company has a program called **Trailhead,** which provides online learning opportunities for employees to develop their skills in various areas, including cloud technology.*

***Trailhead** provides a wide range of resources, including interactive tutorials, assessments, and hands-on labs that allow employees to learn about cloud technology while working on projects. For example, an employee working on a project that involves the Salesforce platform could use Trailhead to learn how to configure the platform and develop custom applications.*

*The results of the **Trailhead program have been impressive.** Salesforce reports that employees who participate in the program are more productive and have higher job satisfaction than those who do not. Additionally, the program has helped employees develop new skills and knowledge that they can use to advance their careers within the company.Overall, learning in the flow of work is an effective approach to developing tech skills. By integrating learning opportunities into the context of work, employees can gain valuable experience and knowledge while actively working on projects and tasks.*

Benefit of Adopting Learning in the Flow of Work Model.

It's important to remember that continuous learning is not solely about technology or content formats, but also about people and organizational culture. According to Bersin, continuous learning entails creating a framework that encourages employees to keep learning throughout their tenure with the company by structuring resources, expectations, and learning culture in a way that supports this goal.

To achieve this, you need to work towards building an organizational culture that fosters the democratization of learning. This means empowering everyone to share their knowledge and expertise through initiatives such as mentorship and connected internal social networks. By promoting a learning organization, you can encourage a culture of continuous learning that benefits both individual employees and the organization as a whole.

The Linkediln 2023 Work report said that people who arent learning are more likely to leave the organization.

Source:
https://learning.linkedin.com/resources/workplace-learning-report.

The report found that:

- 94% of employees said they would stay at a company longer if it invested in their learning and development.
- 68% of employees prefer to learn at work, while only 27% prefer to learn at home or outside of work.
- 58% of employees said they would be more likely to use a company-provided learning resource if it was available in the flow of work.

- 68% of employees said that when learning is integrated with work, it helps them be more productive.

05

Upskilling through hands-on learning

INTRODUCTION:

In a world where technology is advancing at an unprecedented pace, cloud computing has emerged as a game-changer. As more and more businesses move their operations to the cloud, the need for skilled professionals in this field has skyrocketed. But how does one acquire these highly sought-after skills? Enter hands-on labs - the answer to your cloud computing dreams! These practical training programs provide learners with an opportunity to gain real-world experience in cloud computing and develop the skills needed to succeed in this ever-evolving field.

Here, we will delve deeper into the concept of hands-on labs, exploring their uses, efficiency, and impact on upskilling and reskilling. From virtual labs to practical environments, we'll explore the various forms of hands-on cloud labs and their applications in fields such as software development, cybersecurity, and data science. So, get ready to take your cloud computing skills to the next level with hands-on labs! But before you start, let's understand what hands-on labs are, what is their significance, and how can you use these cloud labs for your career development.

What are Hands-on Labs?

Hands-on labs are a form of practical training that provides learners with an opportunity to gain real-world experience in cloud computing. They allow learners to work with cloud-based tools and environments, enabling them to develop the necessary skills to manage cloud systems effectively. Hands-on cloud labs can take various forms, such as virtual labs, providing learners with a practical environment to work on cloud-based systems.

What are the uses of hands-on labs?

Hands-on labs have a wide range of uses, but they are primarily used to upskill and reskill learners in new and emerging technologies. With the rapid evolution of cloud technologies, hands-on labs have become an essential tool for professionals looking to stay ahead of the curve. Hands-on labs are used in a variety of fields, including software development, cybersecurity, and data science. In software development, hands-on labs can help developers gain practical experience with cloud platforms like Amazon Web Services (AWS) and Microsoft Azure. In cybersecurity, hands-on cloud labs can provide learners with practical experience in securing cloud-based systems. In data science, hands-on cloud labs can help learners develop skills in working with large datasets in the cloud.

Hands-on labs are also widely used in academic settings, providing students with an opportunity to gain practical experience in their field of study. They are an effective way to bridge the gap between academic theory and real-world applications.

Why Hands-On Labs are the Future of Skill Development?

Hands-on labs are efficient for several reasons.

Firstly, they provide learners with an opportunity to gain practical skills in a particular field or technology. This allows learners to apply their knowledge to real-world scenarios, increasing their confidence and competence in their chosen field.

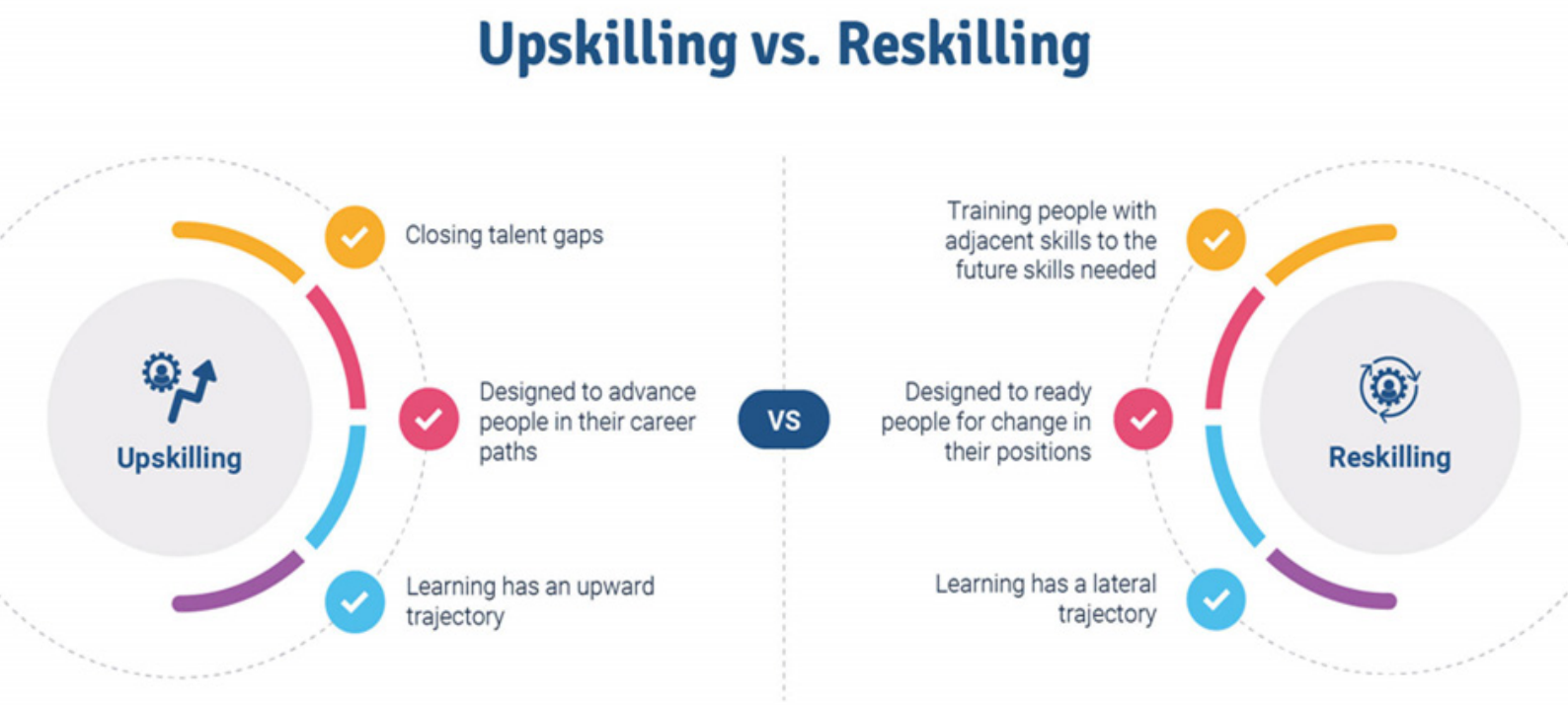
Secondly, hands-on labs are self-paced, allowing learners to work through the program at their own speed. This means that learners can focus on areas that they find challenging and move quickly through areas where they are more confident.

Finally, hands-on labs are often delivered through virtual environments, making them accessible to learners all over the world. This means that learners can gain practical skills without the need for expensive travel or accommodation costs.

Upskilling and Reskilling with Hands-on Labs

Hands-on cloud labs are an efficient way to upskill and reskill learners. With the demand Hands-on cloud labs are an efficient way to

upskill and reskill learners. With the demand for cloud computing skills on the rise, hands-on labs can help learners develop the necessary skills to succeed in this field. For individuals looking to switch careers, hands-on labs can provide a practical way to learn new skills and gain experience in a new field.



Source: https://acornlms.com/enterprise-learning-management/upskilling

What is upskilling?

Upskilling refers to the process of learning new skills or improving existing ones to stay competitive in the job market. With the rapid evolution of cloud technologies, upskilling has become an essential tool for professionals looking to stay ahead of the curve.

Upskilling is often driven by the need to keep pace with changing job requirements. As technology evolves, employers are looking for candidates with the skills and knowledge needed to navigate new and emerging technologies. Upskilling allows professionals to acquire these skills, increasing their value to potential employers.

What is reskilling?

Reskilling refers to the process of learning new skills to transition into a new career or industry. Reskilling has become increasingly important as the job market has become more competitive, and technology has disrupted traditional career paths.

Reskilling is often driven by changes in the job market or personal career goals. For example, a professional may choose to reskill to transition into a new field that aligns better with their interests and passions.

UPSKILLING AND RESKILLING

in the workplace are the need of the hour

According to a survey conducted by Global Knowledge in 2020, cloud computing was the top tech skill in demand for the fourth year in a row. The survey also found that hands-on labs were the most effective training method for cloud computing, with 81% of respondents saying they were very or extremely effective.

Another survey by LinkedIn in 2020 found that cloud computing was the most in-demand hard skill for the second year in a row. The survey also found that the top five most in-demand soft skills were all related to communication and collaboration, which are essential for working in cloud-based teams.

In terms of reskilling and upskilling, the COVID-19 pandemic has accelerated the need for workers to learn new skills to stay competitive in the job market. According to a report by McKinsey, around 375 million workers may need to switch occupations and learn new skills by 2030 due to automation and the changing nature of work. Cloud computing is one of the key areas where workers can reskill or upskill to stay relevant in the job market.

In the coming years, technology will move at lightning speed, requiring 54% of employees to upskill to meet the changing demands of their jobs. Automation is enhancing the workplace, and employees need to learn new tools and skills to stay relevant. This demands upskilling, and, for many, reskilling may even be necessary to adapt to new job requirements.

How have upskilling & reskilling impacted the workplace?

Upskilling and reskilling can lead to significant workplace changes, both for individuals and organizations.

Moreover, upskilling and reskilling are crucial in today's rapidly changing job market. The emergence of new technologies and evolving business needs require workers to continuously update their skills to remain relevant and competitive. Upskilling refers to the process of acquiring new or advanced skills in the same field, while reskilling involves learning new skills for a different job or industry.

Source: https://www.mentorcliq.com/blog/upskilling-and-reskilling-will-play-a-critical-role-in-mentoring-strategies

In the coming years, technology will move at lightning speed, requiring 54% of employees to upskill to meet the changing demands of their jobs. Automation is enhancing the workplace, and employees need to learn new tools and skills to stay relevant. This demands upskilling, and, for many, reskilling may even be necessary to adapt to new job requirements.

How have upskilling & reskilling impacted the workplace?

Upskilling and reskilling can lead to significant workplace changes, both for individuals and organizations.

Moreover, upskilling and reskilling are crucial in today's rapidly changing job market. The emergence of new technologies and evolving business needs require workers to continuously update their skills to remain relevant and competitive. Upskilling refers to the process of acquiring new or advanced skills in the same field, while reskilling involves learning new skills for a different job or industry.

Hands-on labs are an effective tool for both upskilling and reskilling. By offering a hands-on learning experience, learners can acquire and practice new skills in a safe and controlled environment. This enables them to gain practical knowledge and apply it to their work immediately, enhancing their productivity and performance. In addition, hands-on labs also offer flexibility in terms of scheduling and accessibility, making it easier for learners to fit training into their busy work schedules. Additionally, hands-on labs also provide an opportunity for learners to practice their skills in a risk-free environment. Instead of making mistakes on a live system or in a production environment, learners can experiment and try different approaches in the lab setting. This not only

We conducted a quiz on LinkedIn to gather opinions and votes on the top three focus areas for 2023, namely Upskilling, Leadership, and Diversity/Inclusion. Upon reviewing the results, it was evident that upskilling and reskilling received the highest number of votes, firmly establishing it as the most pertinent focus area for L&D.

Source: https://www.linkedin.com/search/results/content/?keywords=nuvepro%20quiz&origin=GLOBAL_SEARCH_HEADER&sid=9oh

According to a study by the International Data Corporation (IDC), hands-on labs can improve learners' understanding of complex technical concepts by up to 80%. This indicates the effectiveness of hands-on labs in facilitating active learning and knowledge retention. Additionally, the study found that hands-on labs can increase learners' confidence in applying their skills in the workplace by up to 70%. This shows the importance of practical learning experiences in building learners' competence and confidence.

In the workplace, upskilling and reskilling

According to Times of India,

The Union Budget 2023 has allocated a significant portion of funds towards upskilling and reskilling programs for the youth, with the aim of making India the "skill capital of the world". These programs will not only boost employability but also foster innovation and development.

With 65% of the Indian population below 35 years of age, reskilling and upskilling courses like Big Data, Data Science, DevOps, Cloud Architect, Programming, Web development, etc. will play a crucial role in accelerating career growth and improving productivity. Proficient professionals in these fields will have access to better job opportunities and higher salaries.

Moreover, investing in youth upskilling with the latest technology will create 5.3 million new jobs globally by 2030. Skill-specific and skill-agnostic industries will benefit greatly from a workforce equipped with digital expertise, high competency, and the quest for excellence.

Overall, upskilling and reskilling courses will help combat unemployment and nurture a 300 million skilled workforce in 2023, driving the growth of a skill-first economy. It is a game changer for Indian youth, and if implemented successfully, the Indian economy will likely hit the $5 trillion mark by 2025.

Source: https://timesofindia.indiatimes.com/blogs/voices/budget-2023-how-upskilling-would-be-the-game-changer-for-the-youth/

NUVEPRO

Case studies

Are you considering a career in cloud computing? With the rapid growth of cloud technology, it's no surprise that it has become one of the most sought-after fields in the tech industry. But how can you stand out in a competitive job market and ensure you have the skills necessary to succeed? The answer is simple: hands-on labs.

Did you know that 92% of IT professionals say hands-on experience is critical for success in their field? And yet, many traditional education programs fail to provide this practical, real-world experience. That's why universities and educational institutions are turning to industry leaders like Amazon Web Services (AWS) Academy and platforms like Nuvepro to incorporate hands-on labs into their curriculums.

In fact, a recent survey found that 79% of employers prefer candidates with hands-on experience. And it's not just employers who benefit from hands-on labs. Students who participate in labs see a 30% increase in their understanding of concepts and a 27% increase in their overall performance.

Nuvepro, for example, offers labs in multiple cloud environments such as AWS, Azure, and Google Cloud Platform, allowing learners to gain practical, industry-relevant skills that prepare them for careers in cloud computing. And with the onset of the COVID-19 pandemic, the demand for flexible, on-demand learning has only increased. Hands-on labs provide a solution for this demand, enabling students to learn from anywhere, at any time.

Few case studies that help in understanding

Nuvepro's role in upskilling workforce to be project ready

***Nuvepro** is a cloud management **platform provider** that offers **cloud-based learning and upskilling solutions to help organizations build a highly skilled and project-ready workforce.** Here are a few case studies that showcase Nuvepro's role in upskilling the workforce.*

INDIA NEWS SITES

ET CIO.com
From The Economic Times

News | Industries | Case Studies | Cloud & Datacenter | AI & Data Analytics | Engage

Security • Innovation Masters • Internet of things • CIO Life • CIO Movement • Next Gen Tech • Leader

CIO News / Latest CIO News / Corporate

Tech Mahindra collaborates with Nuvepro to build project ready workforce in cloud technologies

As a part of this partnership, Tech Mahindra's associates will get a hands-on learning experience by solving real-world challenges through curated projects.

ETCIO • May 11, 2022, 10:59 IST

In a recent article published by the Economic Times, it was reported that Nuvepro and Tech Mahindra have joined forces in a partnership aimed at building a project-ready workforce in cloud technologies. With the goal of addressing the current skills gap in the industry, the partnership will offer a comprehensive upskilling program to equip professionals with the necessary skills to succeed in a cloud-first world.

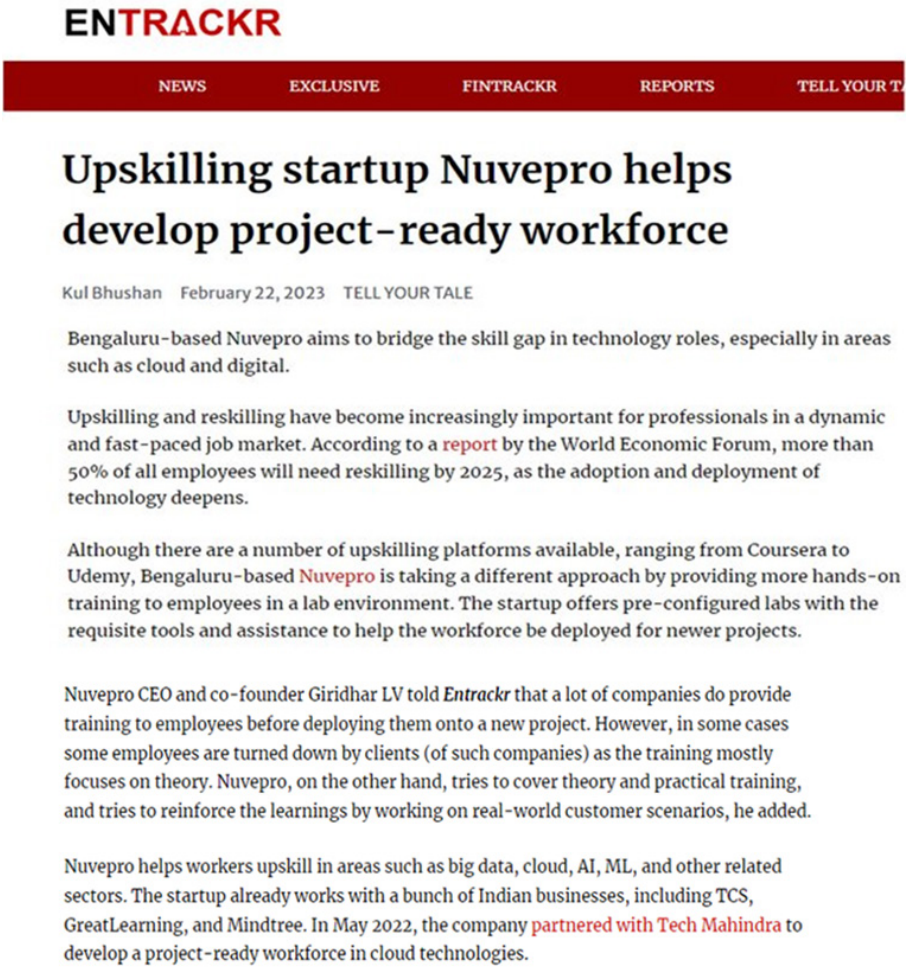
Nuvepro, a cloud management platform provider, collaborated with Tech Mahindra, a leading provider of digital transformation, consulting, and business reengineering services, to offer cloud-based learning and upskilling solutions to Tech Mahindra employees. The partnership helped in leveraging Nuvepro's expertise in cloud automation and management and Tech Mahindra's extensive experience in delivering digital transformation solutions to build a highly skilled and project-ready workforce in cloud technologies.

Giridhar L.V, CEO, Nuvepro, said, "We are proud to partner with a leading global digital services provider, Tech Mahindra. We believe that this collaboration will help build a future-ready workforce and empower learners by training them to be job-ready from day one. Nuvepro and Tech Mahindra will work together to support learners, enhance their employability, and make them better prepared for the future."

Harshvendra Soin, Global Chief People Officer and Head of Marketing at Tech Mahindra said, "At Tech Mahindra, we are focused on supporting the digital transformation journey of our customers across the globe by providing relevant solutions powered by emerging technologies such as cloud. In all this, our tech talent serves as a pillar of support. With our partnership with Nuvepro, we are looking to further strengthen the base by investing in niche skills to build a future-ready talent ecosystem."

This partnership benefits both Nuvepro and Tech Mahindra by strengthening their respective offerings and expanding their market reach. It also reflects the growing demand for cloud technologies in the digital transformation space and the need for a skilled workforce to support this trend.

Nuvepro hands on labs, is making significant strides in bridging the skills gap in technology roles, with a particular focus on areas such as cloud and digital. As the job market becomes increasingly dynamic and fast-paced, upskilling and reskilling are becoming essential for professionals to stay competitive. In fact, according to the World Economic Forum, over 50% of all employees will require reskilling by 2025 as technology continues to advance.



ENTRACKR

NEWS EXCLUSIVE FINTRACKR REPORTS TELL YOUR T

Upskilling startup Nuvepro helps develop project-ready workforce

Kul Bhushan February 22, 2023 TELL YOUR TALE

Bengaluru-based Nuvepro aims to bridge the skill gap in technology roles, especially in areas such as cloud and digital.

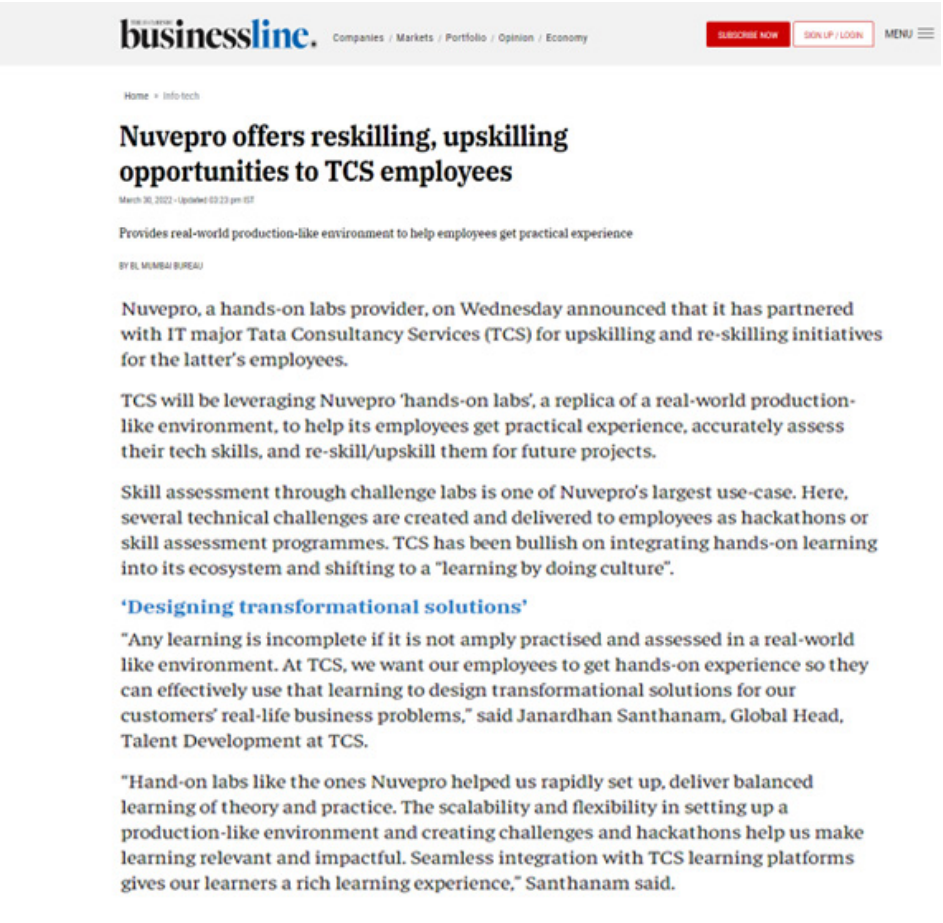
Upskilling and reskilling have become increasingly important for professionals in a dynamic and fast-paced job market. According to a report by the World Economic Forum, more than 50% of all employees will need reskilling by 2025, as the adoption and deployment of technology deepens.

Although there are a number of upskilling platforms available, ranging from Coursera to Udemy, Bengaluru-based Nuvepro is taking a different approach by providing more hands-on training to employees in a lab environment. The startup offers pre-configured labs with the requisite tools and assistance to help the workforce be deployed for newer projects.

Nuvepro CEO and co-founder Giridhar LV told *Entrackr* that a lot of companies do provide training to employees before deploying them onto a new project. However, in some cases some employees are turned down by clients (of such companies) as the training mostly focuses on theory. Nuvepro, on the other hand, tries to cover theory and practical training, and tries to reinforce the learnings by working on real-world customer scenarios, he added.

Nuvepro helps workers upskill in areas such as big data, cloud, AI, ML, and other related sectors. The startup already works with a bunch of Indian businesses, including TCS, GreatLearning, and Mindtree. In May 2022, the company partnered with Tech Mahindra to develop a project-ready workforce in cloud technologies.

While there are many upskilling platforms available, ranging from Coursera to Udemy, Nuvepro is taking a unique approach by providing hands-on training in a lab environment. The startup offers pre-configured labs with the necessary tools and assistance, enabling the workforce to be deployed on newer projects with confidence. As reported in Entracker, Nuvepro's innovative approach is gaining traction and helping to close the skills gap in the industry.



businessline. Companies / Markets / Portfolio / Opinion / Economy SUBSCRIBE NOW SIGN UP / LOGIN MENU

Home » Info-tech

Nuvepro offers reskilling, upskilling opportunities to TCS employees

March 30, 2022 - Updated 03:23 pm IST

Provides real-world production-like environment to help employees get practical experience

BY BL MUMBAI BUREAU

Nuvepro, a hands-on labs provider, on Wednesday announced that it has partnered with IT major Tata Consultancy Services (TCS) for upskilling and re-skilling initiatives for the latter's employees.

TCS will be leveraging Nuvepro 'hands-on labs', a replica of a real-world production-like environment, to help its employees get practical experience, accurately assess their tech skills, and re-skill/upskill them for future projects.

Skill assessment through challenge labs is one of Nuvepro's largest use-case. Here, several technical challenges are created and delivered to employees as hackathons or skill assessment programmes. TCS has been bullish on integrating hands-on learning into its ecosystem and shifting to a "learning by doing culture".

'Designing transformational solutions'

"Any learning is incomplete if it is not amply practised and assessed in a real-world like environment. At TCS, we want our employees to get hands-on experience so they can effectively use that learning to design transformational solutions for our customers' real-life business problems," said Janardhan Santhanam, Global Head, Talent Development at TCS.

"Hand-on labs like the ones Nuvepro helped us rapidly set up, deliver balanced learning of theory and practice. The scalability and flexibility in setting up a production-like environment and creating challenges and hackathons help us make learning relevant and impactful. Seamless integration with TCS learning platforms gives our learners a rich learning experience," Santhanam said.

TCS recognized the importance of providing its employees with experiential learning opportunities to enhance their ability to design innovative solutions for the business challenges faced by its customers. However, a skills gap became evident, as employees lacked the necessary practical knowledge to contribute effectively to projects.

Traditional theoretical training methods failed to adequately prepare employees, resulting in a

less efficient workforce. In-house training and development opportunities were lacking, exacerbating the problem.

To address these challenges, TCS turned to Nuvepro's hands-on labs, which allowed them to quickly establish a well-balanced learning experience that combined theory and practice. As a result, TCS was able to close the skills gap and make their workforce project-ready.

The integration of Nuvepro's learning platforms with TCS's existing systems provided learners with a robust and seamless learning environment. TCS's early adoption of the hands-on learning promoted by Nuvepro proved to be a success, with enthusiastic responses from the workforce indicating widespread acceptance of the initiative.The production-like environment and the inclusion of challenges and hackathons proved effective in closing the skills gap and making the workforce project-ready. TCS's integration with Nuvepro's learning platforms created a robust learning environment for learners.

As a pioneer in implementing this hands-on learning culture, TCS successfully engaged its workforce, leading to widespread acceptance of the initiative. Overall, Nuvepro's approach to upskilling has proven to be effective, especially for professionals seeking to develop practical skills in emerging areas such as cloud and digital technologies.

Skill Bundles

In today's constantly evolving job market, the importance of upskilling and reskilling cannot be overstated. However, simply identifying skill gaps in the workforce is not enough - organizations need effective and personalized training solutions to truly close these gaps.

At Nuvepro, we recognize the critical importance of hands-on learning and the need for tailored training solutions. Our unique Skillbundle framework is designed with the individual in mind, taking into account their existing knowledge, experience, and learning style.

Our approach centers on practical application and immersive experiences, enabling learners to engage with real-world scenarios and challenges in a production-like environment. With access to pre-configured labs, cutting-edge technologies, and experienced trainers and mentors, our learners are empowered to acquire new skills with confidence.

We understand that learning is a lifelong process, and we are committed to supporting our learners throughout their career journey. Our platform is designed to be adaptive and scalable, providing a personalized and effective learning experience that meets the needs of each individual.

At Nuvepro, we believe that the key to closing skill gaps is through hands-on learning and personalized training solutions. With our Skillbundle framework, organizations can empower their workforce to acquire new skills and excel in today's fast-paced job market.

The internet offers various learning materials, but they

lack a comprehensive approach that aligns with a specific perspective. Skill Bundles aim to address this gap and provide a hands-on, reinforcement-based approach to learning and assessment.

Revolutionizing hands on learning - Nuvepro's approach to skill development.

In today's rapidly evolving landscape, organizations need to stay ahead of the curve to remain competitive. One of the critical ways to achieve this is by investing in the skill development of their workforce. However, traditional training methods may not be sufficient to equip individuals with the skills and knowledge needed to thrive in the modern workplace.
That's where Nuvepro Hands-On Labs comes in. Nuvepro's approach to learning is immersive, practical, and designed to empower enterprises and their workforce. Through state-of-the-art technology and innovative skill bundles, Nuvepro is revolutionizing the way organizations learn, develop, and innovate.

Skill Bundles: A Meticulously Designed Approach to Learning

At Nuvepro, they believe that the best way to learn is by doing. That's why their Skill Bundles are meticulously designed to provide learners with real-world scenarios and hands-on practice in a safe and secure environment. These Skill Bundles are crafted to meet the needs of learners at all levels, from beginner to advanced.

What's included in **Skill Bundles?**

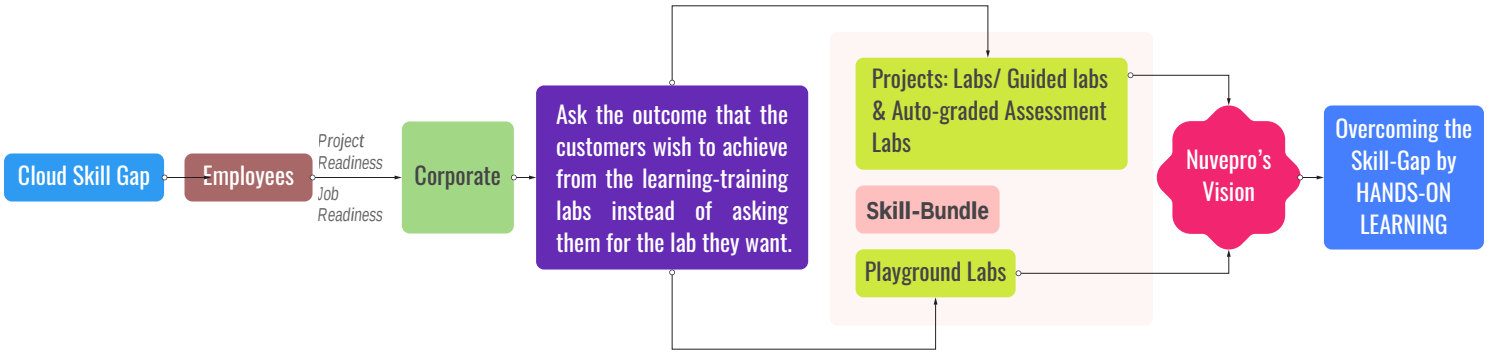
Nuvepro's Skill Bundles offer multiple projects to help learners practice and apply their skills in different contexts. The Skill Bundles program is designed to provide a comprehensive learning experience that combines interactive playgrounds, guided projects, and assessments.

Playground:

Nuvepro's Playground is an interactive environment where learners can experiment and practice their skills in a sandboxed environment. The Playground is integrated with self-paced video content or instructor-led programs, allowing learners to access instructional materials while practicing. This approach allows for the simultaneous application of concepts in a practical environment, making learning more engaging and interactive.

Guided Projects:

Nuvepro's Guided Projects are specific



exercises designed to help learners master a particular skill or reinforce understanding of a concept. These projects may include mentoring or support from experienced professionals, making learning more personalized and effective. The hands-on and interactive exercises provide immediate feedback on progress, helping learners to track their progress and identify areas where they may need additional support.

Assessments:

Nuvepro's Assessments measure a learner's understanding of a particular concept or set of skills. The assessment includes problem statements or real-world challenges, allowing learners to apply their skills in a practical context. These assessments can be used to track progress, identify areas where learners may need additional support, and evaluate overall mastery of a particular subject. The mentors provide feedback and guidance to learners during the evaluation process, making learning more effective and personalized.

AdobeStock_443702089.jpeg

Why Choose Nuvepro Hands-On Labs **Skill Bundles?**

Nuvepro's Skill Bundles are designed to provide practical and immersive learning experiences that allow learners to apply their skills in real-world scenarios. By investing in Nuvepro's Skill Bundles, enterprises can boost productivity and efficiency, reduce training costs and time, and foster a culture of continuous learning and development.

In conclusion, investing in skill development is crucial for enterprises to stay ahead of the curve in today's rapidly evolving landscape. Nuvepro Hands-On Labs provides a comprehensive approach to learning that is immersive, practical, and designed to empower learners at all levels. With Nuvepro's Skill Bundles, enterprises can equip their workforce with the skills and knowledge they need to succeed in the modern workplace.

How has Nuvepro defined

The Hands on Labs & Learning Methods?

As Benjamin Franklin once said,

Tell me, and ***I forget.*** *Teach me, and* ***I remember.*** *Involve me and* ***I learn.***

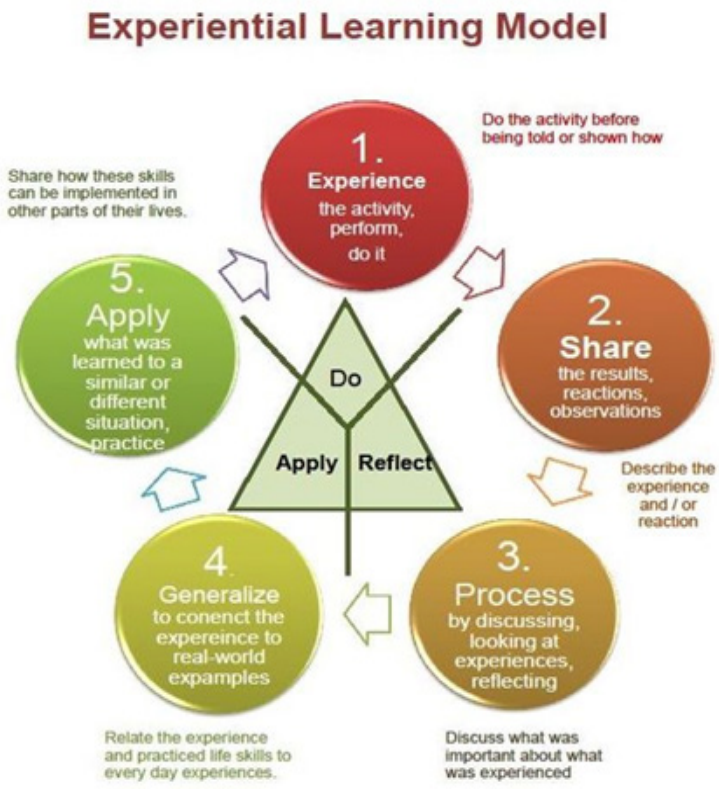
This quote beautifully encapsulates the essence of learning through experience, which is also known as experiential learning or learning by doing.

For a long time, there has been a debate about what the most effective form of learning is. Some educators believe that traditional, theoretical teaching is the most effective method, while others argue that teaching through practice is more efficient. However, let me tell you a story of a prominent philosopher-scientist that may shed some light on the topic.

Aristotle, one of the greatest thinkers in history, believed in learning through experience. He studied under the famous philosopher Plato, but he didn't just accept his theories blindly. Instead, he travelled widely, observed the world around him, and conducted experiments to test his theories. This hands-on approach to learning allowed him to develop his own ideas and theories, which have had a lasting impact on philosophy and science.

Experiential learning is all about getting involved and practicing relevant skills through hands-on experiences. This could involve anything from conducting experiments, participating in simulations, or even working on real-world projects. By doing so, learners are able to develop a deeper understanding of the subject matter and apply what they've learned in real-life situations.

So, if you're looking to learn something new, consider taking a more hands-on approach. Find ways to get involved and practice the skills you want to learn. Whether you're a student or a professional, experiential learning can help you develop your knowledge and skills in a meaningful way.Learning isn't just about acquiring knowledge; it's about applying that knowledge in real-life situations.



Source: pinterest

Mastering Learning with the 70/20/10 Golden Ratio

Have you ever wondered what's the best way to learn a new skill? Is it by attending a formal

class or training session? Or maybe by reading books and watching instructional videos? Well, according to a study done by Morgan McCall, Robert W. Eichinger, and Michael M. Lombardo, the actual learning begins when we start experiencing real-life situations, tasks, and problem-solving. This is what they called the 70/20/10 formula.

Source: https://in.pinterest.com/pin/327496204166951122/

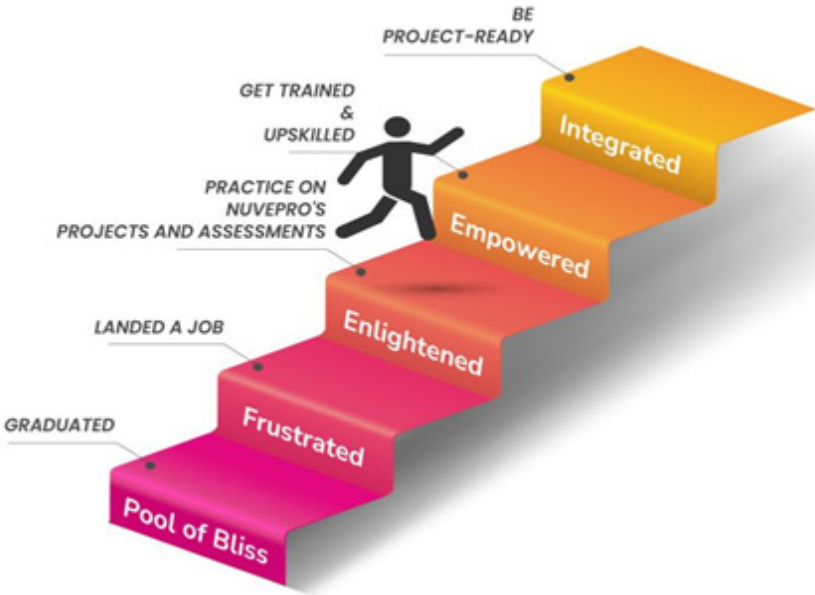
The 70/20/10 formula suggests that 70% of our learning should come from on-the-job experiences, tasks, and problem-solving. 20% should come from feedback and observing and working with role models, while only 10% should come from formal education. While these percentages may vary for different individuals, the idea is that real-life experiences are the most important aspect of any learning and development plan.

Most of the traditional instructor-led training that we see today falls into the 10% bucket. While this is a great way to get started on a new skill, if we really want to learn something, we need to be able to apply it in real-world situations. **That's where Nuvepro comes in.**

At Nuvepro, *we address both the 10% and 70% buckets. Our playground labs provide formal instructor-led training, while our projects are real-world problem statements that help learners apply their skills in practical scenarios.*

This way, we can help individuals develop their knowledge and skills in a way that is ***relevant & meaningful.***

Have you ever found yourself struggling to learn a new skill or technology, despite reading countless articles or watching hours of instructional videos? You're not alone. Many people find that traditional forms of learning can be tedious and disconnected from the real world. That's where hands-on labs come in. By enabling learners to immerse themselves in a realistic, interactive learning environment, hands-on labs provide a powerful way to develop new skills and knowledge. Whether you're looking to upskill for your current job, switch careers, or simply satisfy your curiosity, hands-on labs can help you achieve your goals in a fun and engaging way.



Hands-on labs provide learners with a unique opportunity to learn by doing, which is often the most effective way to develop new skills and knowledge. Instead of simply reading or watching instructional material, hands-on

labs enable learners to actively engage with the material in a real-world context. Here are some ways that learners can benefit from hands-on labs:

- **Learning in the flow of work:** Hands-on labs enable learners to apply new skills and knowledge in a realistic setting. By working through real-world scenarios and challenges, learners can gain practical experience and build confidence in their abilities. This type of learning is often more effective than traditional classroom or online instruction, which can feel disconnected from the realities of work.
- **Immersion in playground and projects:** Hands-on labs can provide a safe and supportive environment for learners to experiment and explore new ideas. Through projects and other immersive experiences, learners can gain a deep understanding of a particular topic or technology. This can help them build expertise and become more valuable to their current or future employers.
- **Upskilling and job readiness:** Hands-on labs can help learners develop the skills and knowledge they need to succeed in today's fast-paced job market. By engaging with real-world scenarios and projects, learners can build a portfolio of work that demonstrates their skills and expertise. This can be especially valuable for those looking to switch careers or advance in their current roles.
- **Project readiness:** Hands-on labs can also help learners prepare for specific projects or tasks. By working through realistic scenarios and challenges, learners can develop the skills and knowledge they need to succeed in a particular project or task. This can help them feel more confident and prepared when they start working on the project.

In summary, hands-on labs offer a powerful way for learners to develop new skills and knowledge in a real-world context. By providing opportunities for immersive learning, upskilling, and project readiness, hands-on labs can help learners become more valuable to their employers and better prepared for the challenges of the modern workplace.

Leading the Charge: How Nuvepro is Setting the Standard for Hands-On Learning

One platform that has been leading the charge in hands-on learning is Nuvepro. With its cloud-based platform, Nuvepro provides learners with access to a wide range of hands-on labs and projects covering everything from software development to cloud infrastructure management. Nuvepro's labs are designed to be immersive and interactive, giving learners the opportunity to apply their skills in a realistic setting.

But Nuvepro isn't just about providing access to hands-on labs. The platform also offers a range of other features designed to support learners, including personalized learning paths, progress tracking, and performance analytics. Learners can track their progress and see where they need to focus their efforts to achieve their learning goals.

One of the great things about Nuvepro is that it is suitable for learners of all levels, from beginners to advanced practitioners. Whether you're just starting out in your career or you're a seasoned professional looking to upskill, Nuvepro has something to offer.

Overall, Nuvepro is an excellent example of how hands-on labs can revolutionize the way we learn. By providing learners with access to immersive, interactive learning experiences, Nuvepro is helping individuals and organizations stay ahead of the curve in an ever-changing technological landscape.

06.
Conclusion

In a world that is constantly evolving, the learning and development landscape is no exception. As organizations strive to remain competitive and stay ahead of the curve, upskilling has emerged as a critical component of success. However, the challenges faced by L&D professionals - from addressing the skills gap to minimizing revenue loss due to unskilled resources - require a shift towards practical and immersive learning experiences.

In this book, we explore the role of hands-on labs in upskilling and reskilling and their potential to revolutionize the learning and development space. By offering learners an opportunity to gain practical experience and develop the skills required to excel in their roles, hands-on labs have emerged as a powerful tool for bridging the skills gap.

Through case studies and examples, we delve into how organizations can leverage hands-on labs to drive performance improvements and remain competitive in their respective industries. We also take a closer look at Nuvepro's approach to hands-on labs and skill bundles, and how they have redefined learning and development methods for the modern workforce.

As the authors of this book, we invite you to join us on this journey of exploration and discovery. Together, let us uncover the potential of hands-on labs in upskilling and reskilling, and explore how they can transform the learning and development landscape to drive success for organizations and individuals alike.

Bibliography/ References

1. *https://cloudsecurityalliance.org/blog/2023/03/23/becoming-cyber-resilient-cybersecurity-trends-to-watch-in-2023/*
2. *Emerge-Coursera-L&D-report-pages_FINAL.pdf (coursera-for-business.org)*
3. *The impact of the virtual lab on the hands-on lab learning outcomes, a two years empirical study by Mahmoud Abdulwahed, Qatar University and Zoltan K Nagy, Loughborough University*
4. *https://harver.com/blog/contact-center-training/*
5. *https://www.getsmarter.com/blog/market-trends/how-to-respond-to-the-future-of-work-the-importance-of-upskilling/*
6. *https://www.mentorcliq.com/blog/upskilling-and-reskilling-will-play-a-critical-role-in-mentoring-strategies*
7. *https://resources.workable.com/stories-and-insights/survey-upskilling-and-reskilling-in-2020/*
8. *https://www.linkedin.com/company/nuvepro-technologies-private-ltd/*
9. *https://entrackr.com/2023/02/upskilling-startup-nuvepro-helps-develop-project-ready-workforce/*
10. *https://elearninginfographics.com/workflow-learning-infographic/*
11. *https://702010institute.com/702010-towards-100-performance/*
12. *https://www.outdoortopia.org/the-changemaker-model*
13. *https://cio.economictimes.indiatimes.com/news/corporate-news/tech-mahindra-collaborates-with-nuvepro-to-build-project-ready-workforce-in-cloud-technologies/91484481*
14. *https://nuvepro.com/hands-on-labs/franklins-formula-for-the-future-experimentation-to-experiential-learning/*
15. *https://timesofindia.indiatimes.com/blogs/voices/budget-2023-how-upskilling-would-be-the-game-changer-for-the-youth/*
16. *https://acornlms.com/enterprise-learning-management/upskilling*