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Faculty of Management

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Project title

**Effects of Reskilling Programs and Their Role in Economic Mobility for
the Poor**

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1. Chapter 1: Introduction

1.1. Research Background

As a result of the continues growth and rapid transformation in the labor market the skills required to maintain employable are becoming highly challenging. This increased the demand on reskilling programs which are becoming significantly important especially for low-income workers who are limited to gaining a stable, well-paying job. These programs may provide the opportunity to better employment, higher earning and greater economic mobility. However, there can be limited and affected by many factors including accessibility, how affordable and weather they are linked to actual job opportunities. These programs can help disadvantaged groups to acquire the new or enhanced skills to workers whose skills may have became outdated therefore is fulfills the gap between social inequality and ability to live a sustainable livelihood.

According to Jason Jabbari et al (2023) the people who were reskilled were more likely to start or plan a business and also aided to gain economic stability. Also, some groups are found to increase their optimism which gives advantage for long term mobility. As the research also states that during the economic pandemic of COVID -19 gaining access to reskilling programs had less barriers for entry which helped in economic stability as it helped people stay attached to work during the distribution.

Throughout this research I will be identifying main issues that will face the poorer population, compare and contrast how the reskilling programs may differ within different economies and Implications for Equity. The purpose to identify the importance of gaining skills in demand withing the labor market its relationship with low-income families in order to achieve economic mobility.

1.2. Research Problem

This section identified the key gaps that may occur using existing data and research regarding the reskilling programs and their link to promotion economic mobility for the poor. Although there is a growing interest in workforce development, systemic limitations exist. The research problem is categorized in theoretical gaps and practical gaps.

1.2.1. Theoretical Gaps

Current studies don't have clear models that connect reskilling programs to real economic improvement for poor people. Most research looks at basic job skills but ignores important factors like long-term income or stable jobs. There's also little research on how culture or gender affects reskilling success for the poor.

1.2.2. Practical Gaps

For rural poor people, reskilling programs are difficult to reach and don't match local job needs. They lack job placement help and financial support after training. Most programs are short and city-focused, as result some individuals don't benefit from these programs.

1.3. Research Significance

1.3.1. At the theoretical level

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1.3.2. At the practical level

1.4. Research Questions

- What environments affect reskilling and their impacts on poorer groups
- What barriers can poorer groups experience which affect them completing the program?
- To what degree do the reskilling programs affect people from disadvantaged groups and what is its economical impact on the individual and their sustainability at work?
- How programs targeted at different socio-economic groups affect the advantages given to the low paid workers?
- What are the types of programs and how they contract with the labor market's needs?

1.5. Research Objectives

Identifying and answering the research questions it is required to research the following:

- How targeted skill development can be a tool for reducing inequality and fostering economic inclusion

- To identify the key elements that contribute and push the poorer groups to undertake the reskilling programs.
- To investigate the necessity of undertaking these programs and the importance to gain economic mobility to the poor
- The accessibility of the programs and their long-term impact on poorer group
- Identify key reskilling programs to meet the needs of the labor market

1.6. Research Hypotheses

Reskilling programs are directly linked to enabling lower income family's access to better paying jobs.

Joining a reskilling program increases the opportunity of employability for low-income individuals

The impact of reskilling initiatives on upward mobility is maximized when reskilling programs are aligned with the labor market's needs.

1.7. Research Model

The research model is shown below

Reskilling Programs → training programs that proved the low-income with new skills

Skill Development → improved knowledge and abilities received from training

Employability → increased chances of getting better paid jobs

Economic Mobility → improves income and living conditions for poor individuals

1.8. Research Methodology

In this research quantitative descriptive research design will be used. This design is appropriate because it allows t to collect numerical data and compare the relationship between reskilling programs and economic mobility. The design will help identify whether participation in reskilling programs improves skills, employability, income, and access to better job opportunities.

1.9. Scope of The Study

This research will focus on the importance of reskilling programs and their effect on improving the economic mobility on the low-income individuals and families. It will study how participating in these programs can aid in helping low-income individuals to gain new skills, increase their opportunity to gain a better job and improve their income and living conditions.

If will be limited to the study to people from low-income environments who have undertaken reskilling programs and specifically looks and the relationship between training, employability and economic improvement.

1.10. The Suggested Project Structure

The proposed structure for the research project is as follows (Midocean University, 2023):

1. Introduction: it provides an overview of the study including the background information, research problem, objectives, and the significance of the research.

1.1. Research background: it illustrates the historical roots of the project idea.

1.2. Research problem: it reflects the gap in the current literature or practice that the project seeks to investigate and address.

1.3. Research significance: it clarifies the importance of the study at the theoretical level, and the empirical level.

1.4. Research questions: it presents the specific hypotheses that will be tested in the project.

1.5. Research objectives: it identifies the specific goals and outcomes that the project aims to achieve.

1.6. Research hypotheses: it presents the specific hypotheses that will be tested in the project.

1.7. Scope of the study: it defines the scope of the project work.

2.Chapter 2: Literature Review

2.1. Introduction

Brief introduction for the chapter

2.2. The independent variable

2.3. The dependent variable

2.4. The relationship between the independent and the dependent variables

2.5. Conclusion

References

- 1) How Did Reskilling During the COVID-19 Pandemic Relate to Entrepreneurship and Optimism? Barriers, Opportunities, and Implications for Equity

Jason Jabbari¹ · Haotian Zheng¹ · Stephen Roll¹ · Daniel Auguste² · Oren Heller¹