

Reskilling and Upskilling the Workforce: Text Mining to Identify Patterns and Trends in Research

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Abstract

The effects of the Fourth Industrial Revolution on economies, alongside the acceleration of digital transformation processes following the COVID-19 pandemic, have resulted in significant shifts in job roles and the corresponding skills required. This paper presents patterns and trends in research dealing with reskilling and upskilling the workforce. We conducted text mining by Voyant Tools for 68 academic articles, which were extracted from the Web of Science database and found to be dealing with reskilling and upskilling. We implemented statistical tools on the research corpus to identify the appearance frequency of terms, distinguish relationships between terms, and analyze sentiments. The results of this exploratory study may motivate future studies in the human capital discipline, including an investigation of applicable programs for successful planning of career paths.

Keywords: Reskilling, Upskilling, Skills, Human Capital, Text Mining