



RESKILLING OVER RECRUITING



How HR Consulting Is Doubling Down on Talent You Already Have

New tech needed? Hire.

Hiring used to be the default reaction to every business gap. Leadership gap? Hire again. But truth is, talent out there is getting expensive, scarce, and restless. In 2025, companies that are thinking smart aren't just scanning LinkedIn profiles. They're looking at the people already sitting inside their own walls. That's where reskilling comes in.

Why hiring is bleeding you dry?

Recruitment isn't cheap, never was. LinkedIn's 2024 report puts the cost of hiring in India somewhere around ₹3.5–5 lakh per head. That includes interviews, HR time, onboarding, and the long drag before a new joiner actually adds value. Compare that to reskilling—spend drops by 40–60% on average. In plain words, it's like upgrading the OS instead of buying a new device. Same machine, better performance.

The skill clock is ticking

World Economic Forum says by 2025, half the global workforce will need reskilling just to stay relevant. That's not alarmist...it's already happening. And companies that lean into this aren't just saving money; they're getting loyalty. Around 70% of businesses that reskilled employees reported boosts in both morale and output.



People don't only want paychecks anymore. They want careers that keep moving forward.

Retention is the hidden jackpot

Replacing an employee can cost 2x their annual salary (Gallup). Let that sink in. Two times. And yet, Mercer's 2023 study shows 94% of employees would stay longer if their company simply invested in learning opportunities. It's crazy to think how many firms still treat training like a "nice-to-have" instead of the glue it actually is.

HR consultancies are flipping the playbook

Forget the old pipeline obsession—"hire, hire, hire." Today's consultancies are creating skills maps, internal mobility programs, and learning tracks that make companies more agile. It's like playing workforce Tetris: moving people around so the whole structure levels up instead of collapsing.

Culture eats strategy—reskilling feeds culture

Reskilling isn't just tech training or soft-skill workshops. It sends a message: "We trust you enough to invest in you." That sort of trust can't be bought on the market. It's built slowly, but it sticks.

The takeaway

Recruitment isn't going extinct, let's be honest. But reskilling is the sharper move right now. It's faster, cheaper, and creates teams that can bend with the future instead of breaking. The real question HR leaders are asking isn't "Who do we hire?" anymore. It's: "Who on our team can we grow into the next game-changer?"

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