Bridging the Skills Gap 2022-23
Gain organizational benefits by bridging skills gaps

Many say their workers currently suffer from skills gaps and many expect this to still be a problem over the next two years

When asked about the degree to which their workers suffer from skills gaps today and the degree to which they will in the next two years, HR pros say:

- **22%** of their workers suffer from skills gaps to a high/very high degree today
- **38%** of their workers will suffer from skills gaps to a high/very high degree in the next two years

In fact, more than half say one-fifth or more of their workforce suffers from skills gaps

There are many areas where organizations need to bridge the gap, with leadership skills being the most vital

Leadership is a vital skill to have, yet most organizations struggle in this area

- **67%** say leadership skills is the area with the largest gap in their organization
- **56%** Technical skills
- **56%** Critical thinking/problem solving skills
- **55%** Communication skills

Other significant skills gaps are in:

- **54%** say that skills gaps related to soft skills are most difficult to address

Some organizations aren’t focusing enough on identifying these skills gaps

- **15%** of organizations don’t identify skills gaps at all

Of those that do, the two most common methods are:

- **51%** performance appraisals
- **54%** manager assessments

Many organizations lack a formal skills framework, due to specific barriers

- **34%** of organizations have a formal skills framework

The biggest barriers to adopting a skills framework include:

- Lack of time and/or resources to map skills to jobs
- Lack of knowledge about how to create a framework
- Lack of a skills library relevant to the organization
- Lack of support from leadership
L&D initiatives are commonly used to address skills gaps, but organizations should use a variety of methods to address skills gaps

75% use L&D initiatives to address skills gaps including:
- On-the-job training
- Coaching and mentoring
- Instructor-led face-to-face physical or virtual classroom learning
- Learning Management System (LMS)/E-learning system
- Blended learning

But only 29% use recruitment targets and 27% use internal mobility processes.

Most organizations that identify skills gaps aren’t using skills gaps information in key areas:

Less than half of organizations use skills gap information for:

- Succession planning 42%
- Talent mobility 26%

How do large organizations differ?

Compared to large orgs, SMBs are:

- More than 2X more likely to say they see teamwork skills as their largest gap
- Much more likely to say soft skills are more difficult than hard skills to address
- Less likely to have a formal skills framework (60% VS 43%)

Consider these strategies

- Make a case for the importance of addressing skills gaps
- Get leadership buy-in
- Create a formal skills framework
- Measure skills gaps
- Use talent mobility and succession planning to fill gaps

About the Survey

The Skills Gaps Pulse Survey 2022 ran from June to September 2022. We gathered 222 responses from HR professionals in virtually every industry vertical. Respondents are located all over the world, but most of them reside in North America, especially the United States.

The survey was conducted using two different survey panels: one made up of HR.com members and one from an external panel organization. The participants represent a broad cross section of employers by number of employees, ranging from small businesses with fewer than 50 employees to enterprises with 20,000+ employees.

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