Bridging the Skills Gap 2022-23

Gain organizational benefits by bridging skills gaps

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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
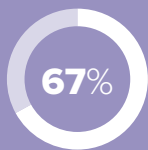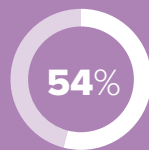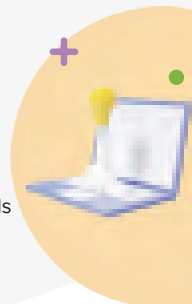
67% say leadership skills is the area with the largest gap in their organization

Other significant skills gaps are in:

56% Technical skills
56% Critical thinking/problem solving skills
55% Communication skills

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

Only **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
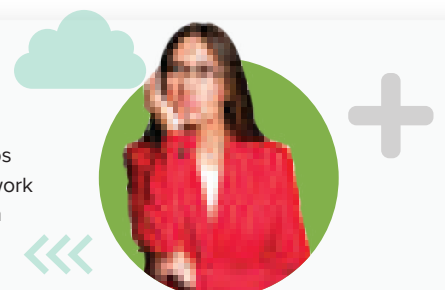
L&D initiatives are commonly used to address skills gaps, but organizations should use a variety of methods to address skills gaps

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

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:

42% Succession planning

26% Talent mobility

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

(60% VS 43%)
Much more likely to say soft skills are more difficult than hard skills to address

Less likely to have a formal skills framework

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