

RACINGAGAINSTTHE SKILLS CRISIS CLOCK

Key findings from our The Skills Crisis Countdown research report.

8 out of 10

organizations are facing talent shortages

2/3

have difficulty recruiting the skills they need

So, it's no surprise that only 48%

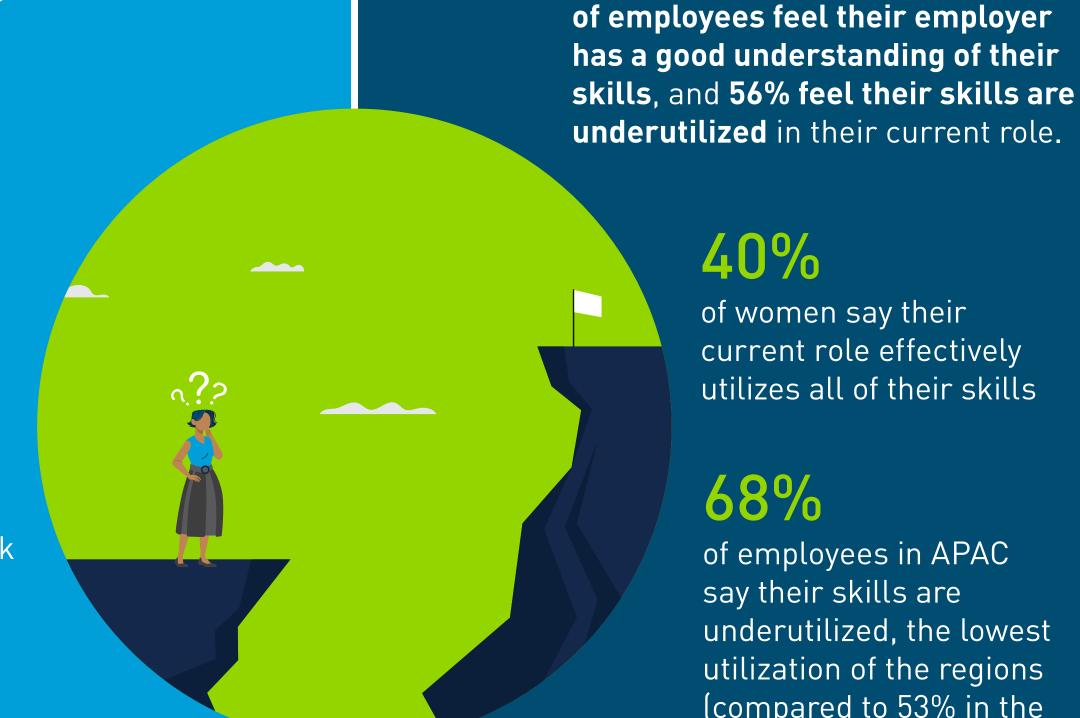
SKILLS GAPS

1 IN 2 HR LEADERS

admit to a lack of understanding of skills-based practices

23%

use only manager feedback to identify skills gaps within their organizations



40%

of women say their current role effectively utilizes all of their skills

68%

of employees in APAC say their skills are underutilized, the lowest utilization of the regions (compared to 53% in the Americas and 55% in EMEA)

INTERNAL MOBILITY

17%

of organizations are currently using skills-based practices to improve talent mobility

52%

of employees say their employer prefers hiring new employees instead of leveraging skills of existing employees

64%

say their managers are reluctant to facilitate internal movement of high-performing employees



of employees say there are roles within their current orgs where their skills could be utilized

70%

say they would explore opportunities within their current organization before looking externally

UPSKILLING & RESKILLING

9 IN 10 HR LEADERS

believe that up to 50% of their workforce will need new **skills** to perform their jobs in the next 5 years.

Yet,

45%

admit to having no plans to undertake a workforce transformation initiative

7%

say they are actively investing in reskilling programs



25%

of employees say they have not been offered training opportunities

54%

Baby Boomers are less likely than other generations to say they've been offered opportunities to upskill or reskill and only half (54%) have participated in training

34%

of the workforce have doubts about how their skills will adapt to changes that may arise from new technology or automation

For more skills insights, download the full research report, The Skills Crisis Countdown.

GET THE FULL REPORT