

# RACING AGAINST THE 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

## 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



So, it's no surprise that only **48%** of employees feel their employer has a good understanding of their skills, and **56%** feel their skills are underutilized in their current role.

**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



**61%**

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**