

Addressing the global skills shortage

Learn how successful organizations worldwide are using skills to navigate uncharted territory and help themselves and their people thrive in a new world of work.



Venturing into the wilderness

The new realities of work are creating long-term impacts – good and bad – for your organization and people. The organizations finding their path through the wilderness are succeeding because they focus on developing the skills of their people.

#1

“Skills” and “talent shortage” ranked as most urgent concerns

74%

Of employees worldwide want tailored, career guidance

40%

Of employees are looking for an LMS to develop their skills

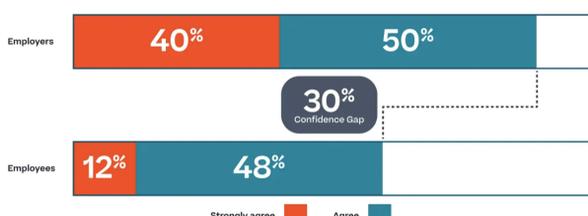


The “confidence gap” and you

Overall, organizations believe they can develop their people and provide the relevant skills training needed to be successful, but employees don't share that same confidence. And this “confidence gap” is growing.

A vast divide

The gap between the percentage of employers and employees that **strongly agree** and **agree** that they're confident in their organization's ability to develop employee's skills is massive – 30%.



Skills are your compass to success

The more closely aligned an organization and its people are on how well it prioritizes quality skill-development opportunities, the more successful everyone is.

High-performing organizations

11%

Confidence gap*

Low-performing organizations

48%

Confidence gap*

*The difference between how aligned people and organizations are when they rate the organization's quality skill-development opportunities.



What a high-performing organization looks like

Both employers and employees at high-performing organizations (HPO) agree their HPO is doing well when it comes to these fundamentals of skills development:

- Employee training/development – 96%
- Profitability – 98%
- Business/franchise expansion – 98%
- Employee retention – 100%
- Regulatory/environmental compliance – 100%

95%

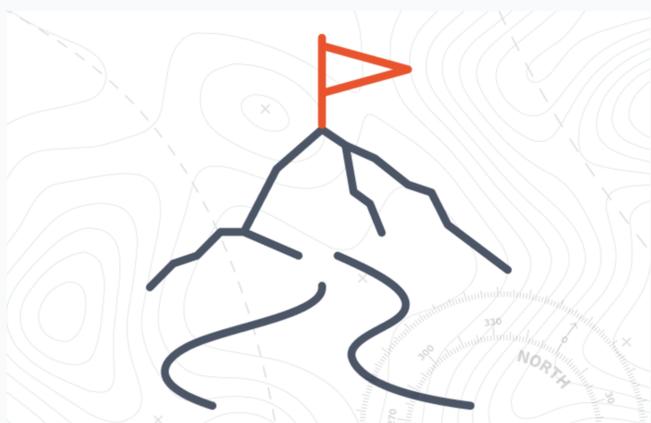
Of employees say their HPO helps them develop their career

97%

Of HPOs utilize multiple forms of learning and development

95%

Of HPOs prioritize creating guided, personalized career paths



How you can find a successful path forward

Download the report for five practical ways to improve your organization's approach to skills development.

[Download the Full Report](#)

