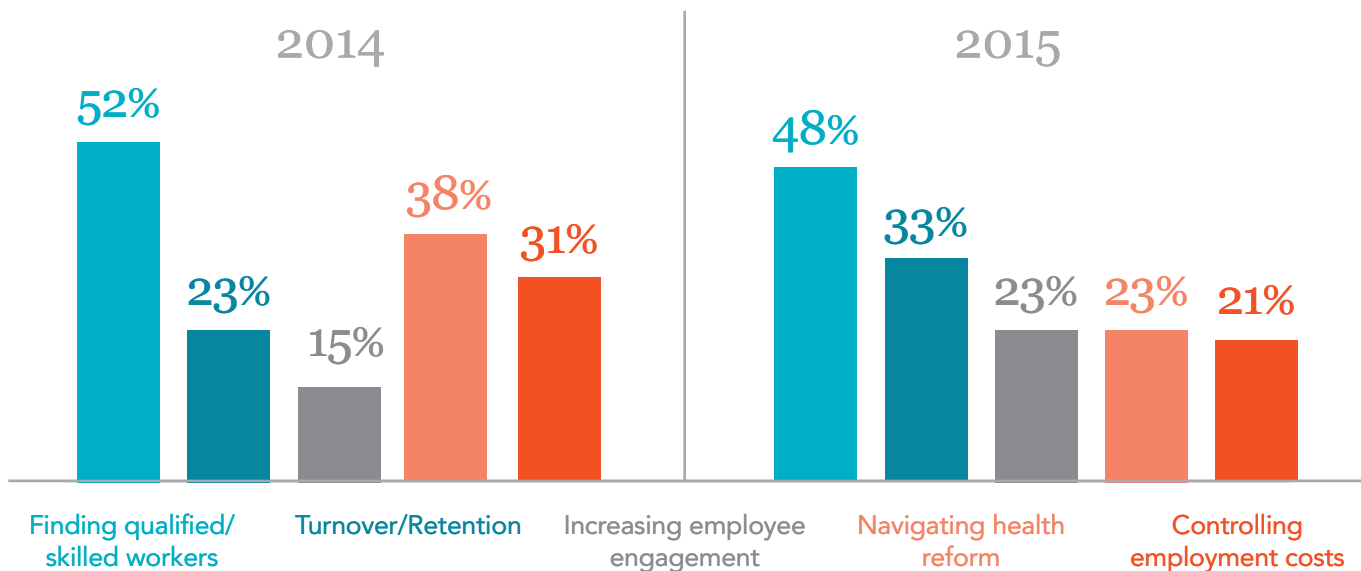


## Skills Gaps in the Workplace

The ability to find qualified, skilled workers continues to plague employers across America. Without qualified staff in place, productivity plummets, performance languishes and growth stagnates. When organizations are looking to seize opportunities and finally throw off the economic chains that have stymied growth for the past several years, it is absolutely critical to understand the forces that create skills gaps and identify strategies to close them. The Emerging Workforce® Study offers a number of insights to advance that goal.

### *The Only Skills Gap that Matters*

The skills gap again took the top spot as the #1 challenge organizations face when the Emerging Workforce Study polled business leaders in 2015. While stories abound about imbalances in labor supply and demand, the only skills gap that truly matters to any employer is its own. Organizations face skills gaps when they do not have the employees they need to support and pursue growth. Skills gaps widen when the organization has difficulty attracting, engaging and retaining employees.

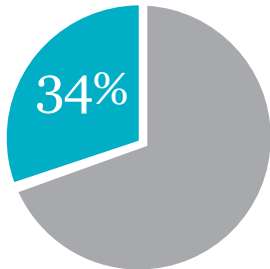


### *More Talent Issues Rise to the Top*

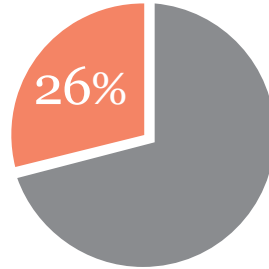
The increased focus on retention and engagement indicates that employers clearly understand the links that exist between job satisfaction and turnover. When employees are happy in their work, they are more engaged and more productive. They are stronger advocates for the employer brand, and they deliver better customer service and higher performance.

### The Nature of the Skills Gap

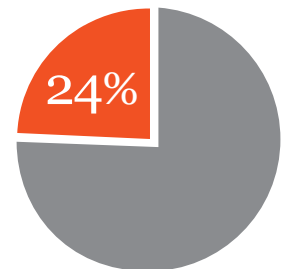
Where are employers feeling the most pain from skills shortages?



Finding qualified STEM professionals  
(Science, Technology, Engineering and Math)

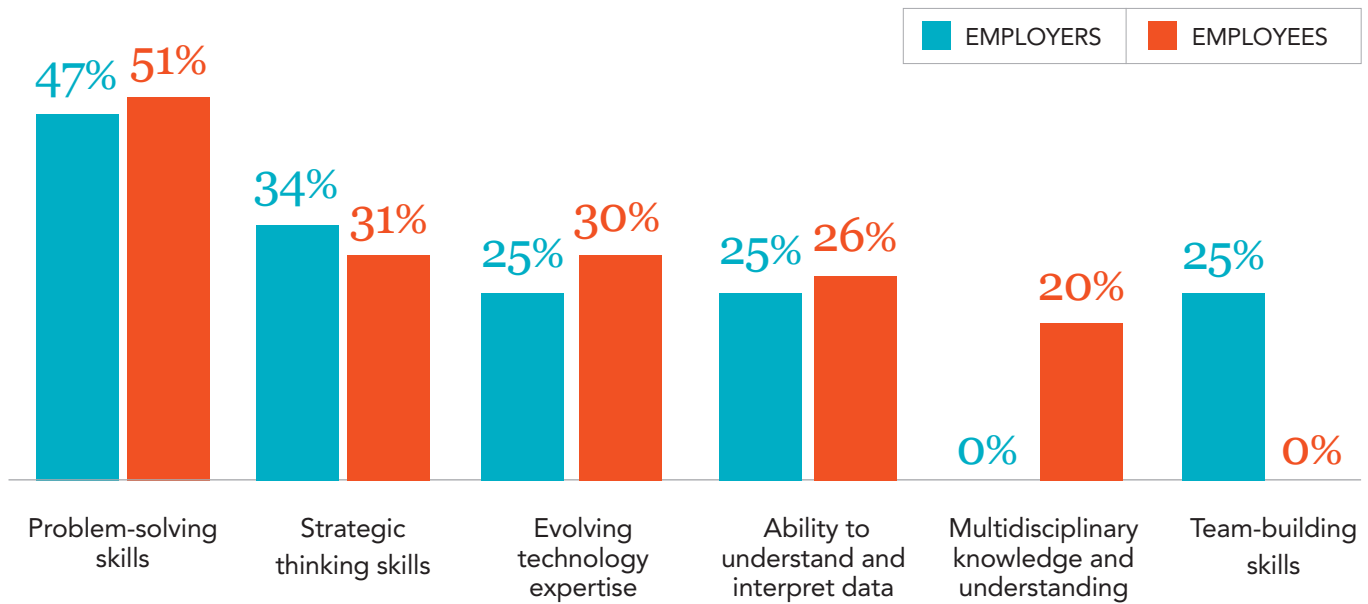


Keeping up with evolving training demands to keep workers' skills up-to-date



Cost to keep workers trained for future skill needs/requirements

What are the skills most in demand? What do employers need to grow and what are the competencies that employees feel they lack?



### Strategies to Close the Skills Gap

With employees of every age vulnerable to an attractive offer, one thing is very clear: employers need to do more to engage and retain the talent they have. Becoming a better employer will pay off when recruiting new employees as well, because everything you do to build a strong, engaging culture will likely make you more attractive to job candidates. It's a solid plan to close the skills gap in your workplace.