Almost a Quarter of U.S. Employers Are Battling a Skills Gap.

- 42% of employers say it will hit them within two years.

Organizations have not taken systematic steps to address the skills gap.

- However, it is now a priority for most.

A dedicated team of data science experts continuously monitors and updates the data.

- This study confirms a widening skills gap. To narrow the gap, organizations should start with a skills inventory, utilize in-house talent, establish career pathways for employees, and develop a hiring plan to fill the remaining gaps.

1. Effective communication
2. Problem-solving
3. Attention to detail
4. Critical thinking
5. Analytical thinking
6. Decision-making
7. Team building

The Winning Pay Philosophy is a Hybrid One

- 44% use a combination of skill-based and variable-based compensation.
- 18% use a skill-based approach.
- 23% have no plans to adopt a skills-based approach.

When organizations anticipate a Skills Gap:

- 22% have one now.
- 32% have no plans.
- 67% have no plans within 3 years.

Top Factors Leading to Skill Gap

- Advancing Technology: 52%
- Employee Turnover: 50%
- Labor Shortage: 48%
- Lack of Experience: 40%
- Inadequate Training: 38%
- Retiring Workforce: 33%

Advancing technology is the biggest contributor, though teams are not sure how generative AI, like ChatGPT, will impact the skills they seek.

The Skills Gap Challenge

- Many are ill-equipped to fill that gap.
- How can organizations efficiently and effectively fill the gap to ensure they attract and keep top talent?

Top 5 In-Demand Skills Organizations Seek from Candidates:

1. Effective communication
2. Problem-solving
3. Attention to detail
4. Critical thinking
5. Analytical thinking

Salary.com’s CompAnalyst Skills Model provides organizations with a central hub for accessing and managing their frameworks. It features the industry’s most comprehensive AI-powered software and data collection of Skills & Competency Frameworks that enable HR teams to hire, evaluate, and develop top talent.

Customers can view job-specific and core skills mapped to more than 15,000 job titles across 18 industries and 26 job families. It manages the measurement of proficiency levels for each skill and provides employees incentives for advancement in their competencies. A dedicated team of data science experts continuously monitor and update the data.