



BETTER WORKPLACES BETTER WORLD™

The Skills Gap 2019

An exploratory study on the current state of the skills gap, including what skills employers feel are most lacking, how business are addressing the issue and which remedies have been most effective.

February 5, 2019

In recent years, there has been a great deal of discussion about the skills gap—the discrepancy between the skills U.S. workers have and the skills required by U.S. businesses to remain globally competitive. Although researchers have worked to understand the existence and nature of such a gap, and although most people—from business leaders to individual contributors—agree that there is a skills gap, little is known about how businesses are addressing the issue, whether those solutions are working and what else needs to be done to prepare for the future of work.

Our research sets out to understand what employers are doing to bridge the skills gap, the effectiveness of those methods, and how industry and job types may play a role. The findings show that employers are making the effort to invest in reskilling workers, to hire from more diverse talent pools and to work with educational institutions to build talent pipelines. However, employers are also reporting that those methods have not been fully effective for their organizations in terms of sourcing, hiring and retaining employees with the skills to do the work.

The skills gap issue is an opportunity for human resource professionals to better understand the skill needs of their organizations and contribute to organizational strategy and success through optimizing planning and understanding how to position their workforce for the future of work.

Read the full report: Skills Gap 2019 (www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/SHRM%20Skills%20Gap%202019.pdf)

Succeeding in the Global Marketplace

It's All About ***TALENT***



83% of HR professionals
say they have had difficulty recruiting suitable
job candidates in the past 12 months

SKILLS SHORTAGES ARE TIGHTENING THE JOB MARKET:

75% OF HR
PROFESSIONALS

who reported difficulty recruiting in the
past 12 months say there are skills
gaps in job candidates.

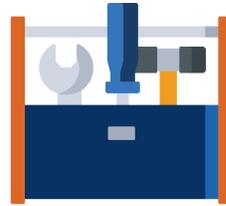
52%

say the skills shortage
has worsened in the past
two years.

**The talent gap is visible in the trades,
middle-skilled jobs and high-skilled STEM
jobs. Most-lacking skills:**



**Data analysis,
science, engineering
and medical**



**Carpentry,
plumbing, welding
and machining**



PATHWAYS TO WINNING THE WAR FOR TALENT

TRAINING U.S. WORKERS



HR professionals say providing onsite and offsite training through seminars and workshops is a top way to address the gap.

UPDATING EMPLOYMENT- BASED IMMIGRATION



33% of HR professionals who use work visas in recruiting say more are needed to recruit, hire and retain employees.

RECRUITING FROM UNTAPPED GROUPS



66% of managers who have hired people with criminal backgrounds rate



the quality of their work as comparable to those without criminal backgrounds.

COLLABORATING WITH EDUCATIONAL INSTITUTIONS



One-quarter of Americans believe educational institutions should be responsible for solving workforce-development issues.

Find out more at
SHRM.ORG/WORK



Workers with Criminal Backgrounds Survey, May 2018
SHRM Skills Gap Survey and Employment-Based Immigration Survey, September 2018
Omnibus Survey, December 2018

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