

Solving the IT Skills Gap: Drive Success with a Skills-Based **Talent Strategy**

Prepare for the jobs of tomorrow and solve IT skills gap challenges with an Al-driven, skills-based strategy



The IT skills gap is real and growing

87% of organisations gaps or expect to

currently have skills have them in the next few years.1

of organisations will be affected by IT skills shortages by 2025.2

IDC predicts

² IDC, "Future of Work Global Survey"; 2022.

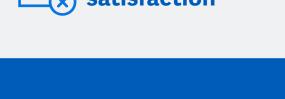
¹ McKinsey & Company, "Mind the [skills] gap"; 2021.



Delayed product Reduced customer Loss of satisfaction releases

And the results will cost upwards of \$6.5 trillion globally through 2025 for three key reasons:





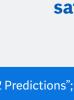


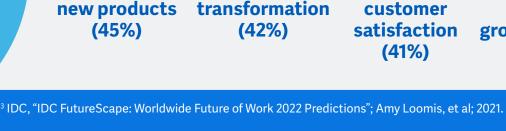
Skills gaps are already limiting business success Existing data shows business leaders are already living the reality of IDC's predicted IT skills shortages:

40% or more of organisations say the talent gap inhibits their ability to meet goals in key areas.3









Maintaining

growth targets (40%)

Reaching

revenue



the teams of today. Research suggests that: The grass isn't greener 85% on the other side... It can be

tomorrow. Start with

Build the teams of

haven't been invented yet.4 Navigating this new reality with

speed and scale will require a

of available jobs in 2030

skills-based mindset to set up today's IT talent for future success. ⁴ Dell Technologies, "Realizing 2030: A Divided Vision of the Future"; n.d.

Champion IT talent

more expensive to hire externally than to build

skills from within.5

⁵ Harvard Business Review, "What Would It Take To Reskill Entire Industries?"; Anand Chopra-McGowan and Srinivas B. Reddy; 2020.

to move forward with more efficiency: Better identify and resolve skills gaps Make smarter hiring decisions Enrich employees with upskilling and

Start with skills data

Skills are the fundamental currency

Putting skills first empowers employers

of the changing world of work.

internal mobility



to leverage data in a way that makes a difference for your teams. Putting skills data analytics in place will let you: Process and connect skills data in real time

Build a plan based on business objectives

Match workers or candidates to jobs and opportunities

Gauge the proficiency of your workforce with assessments

Help you understand how certain skills relate to one another

Skills data is vast and varied. Analytics with native AI offer the speed and scale required

Do your current team's skills align with the organisation's strategic goals and objectives?

Identify existing skills gaps and strengths

Drive talent agility with analytics

A future-focused talent strategy will map existing skills to business goals and requirements to: Support talent with the right jobs, learning, mentors and more Evolve hiring, upskilling and retention with an end goal in mind

- Elevate your IT skills strategy with Workday

Adapt a dynamic strategy that accounts for changes in goals and skills

Our suite of applications deliver the trustworthy and data-rich foundation necessary for CHROs and CIOs to close talent gaps by connecting employees with targeted development and growth opportunities. These experiences attract and retain talent, and future-proof your IT organisation so that it will always meet evolving market demands.

With Workday AI at the core, the Workday skills experience is personalised and intuitive.



Cloud





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