

Mind the gap!

Tackling the disconnect between employees' expectations for skills development and what employers have to offer

Employees are eager to develop new skills and up-level their development to grow their career, but Cornerstone's **Talent Health Index** finds that most companies are not meeting the expectations of their team.



Employees aren't getting what they need



of employees don't believe they have what they need to develop their skills



of employees are looking for additional learning content



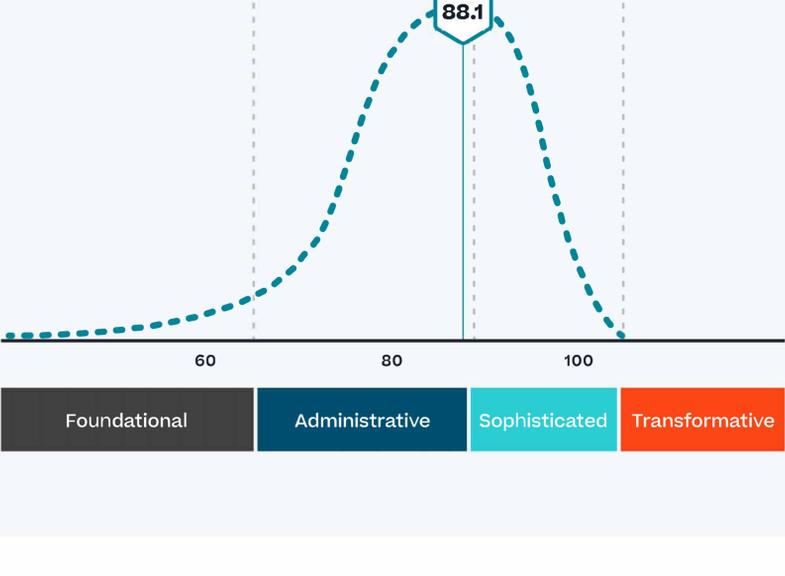
of employees are eager to find more coaching and mentoring



of employees are on the lookout for more career guidance

Most organizations are only covering the basics when it comes to employee skills development

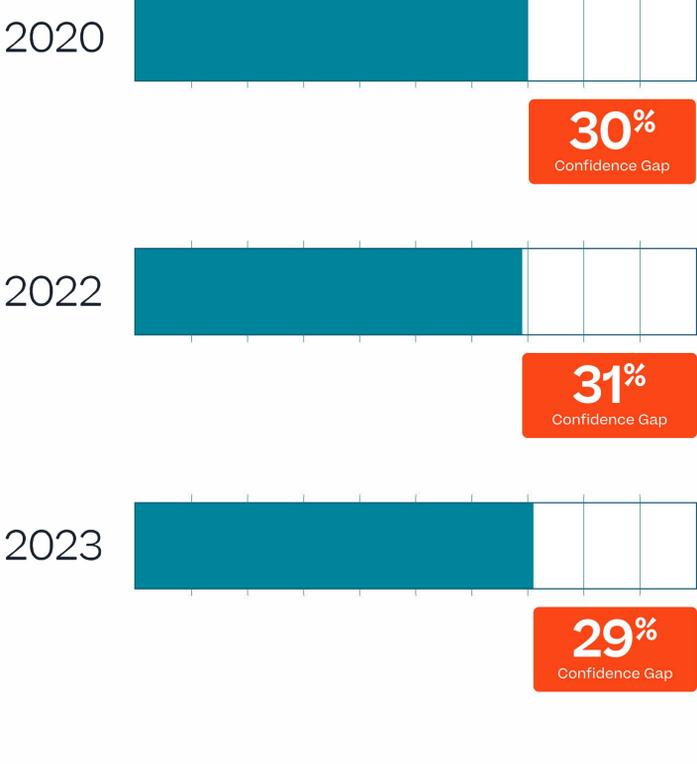
Most organizations are still focused on L&D administrative tasks and aren't yet exploring more innovative ways to empower their employees to grow.



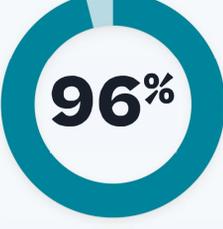
A major gap persists

Despite a continued focus on closing skills gaps over the past several years, a vast majority of employers feel confident they can develop skills, while employees agree to a far lesser extent.

I feel confident in our/my ability to develop skills



High-Performing Organizations (HPOs) are getting it right



of employees at HPOs see their organization tangibly demonstrate how they help them develop



believe their employer cares about them and their growth



have confidence in their talent development initiatives

For HPOs, there is just a **6%** skills confidence gap – that's a **5x** smaller gap compared to the average

4 tips to bridge the skills development gap

High-Performing Organizations that are successfully closing the gap place a priority on these areas:

1. **Technology** to enable more effective learning at scale
2. **Knowledge networks** that foster shared learning
3. **AI and Machine Learning** to glean insights from data and make learning more personalized
4. **Skills development** programs to reskill and upskill for the future

Learn how you can start improving your talent strategy today.

About the research

The Cornerstone People Research Lab and The Starr Conspiracy gathered answers via online survey from 700+ talent business leaders and 1,400+ employees across North America, Europe, and Asia Pacific in Spring 2023.