

# The Power of Skills

## What are “Skills”?

A “skill” is a measure of what someone can do, broken down to its most granular level:

-  Skills are not tied to a specific job or company.
-  Skills require training or practice to acquire.
-  Skills are transferable across companies and jobs.
-  Skills are the best measure of career progression.



## What are the challenges related to skill development?

By not focusing on skill development for employees, organizations will face obstacles in key areas:



### Retention:

Top performers migrating to jobs where they can grow.



### Engagement:

Employees aligning with an organization’s goals without the right training.



### Mobility:

Promoting productivity with internal movement and development opportunities.



### Performance:

Aligning employee skills and productivity with organizational goals.

## Understanding the Skills Problem

Many organizations struggle to prioritize skills. According to a research study by the Brandon Hall Group:



19% of organizations have a well-established career development program.



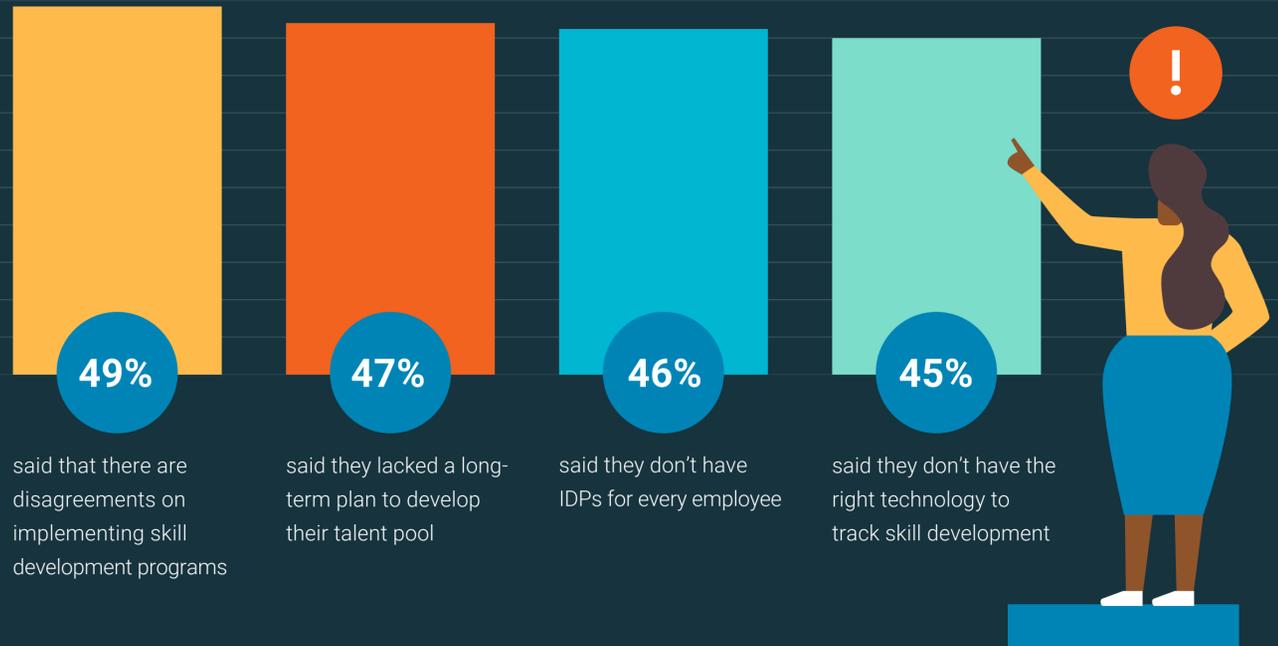
Only 60% of organizations have just recently started launching a career development program.



65% of organizations state that learning and skill development are not sufficiently linked to career growth.

## What barriers impede skill development?

According to surveyed companies, organizations struggle with skill development for several reasons:



## How Eightfold’s AI Helps You Manage Workforce Skills at Scale

As products, services, and professions have grown more complex, the number of skills associated with them have exploded. This explosion has made it nearly impossible for any organization to completely map out the wealth of skills, relationships between types of skills, and how these skills could be utilized effectively in a given position.

Eightfold’s AI can help you measure skill development at scale, advancing skill development, internal movement and promotion, and long-term alignment planning within your organization.



Contact us to learn how we can help align your skills development with your organizational goals.