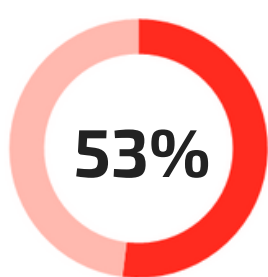
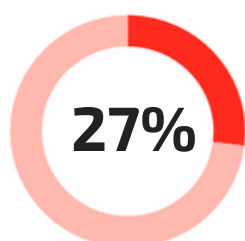


# Tackling the skills gap

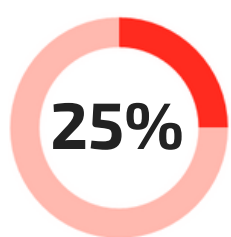
While the unemployment rate in the UK steadily remains at a 11 year low, and with 302,000 more people in work compared to last year, organizations are often faced with skills gaps when recruiting employees. Organizations reported that unresolved skills gaps have detrimental effects:



**Increased workload for other staff**

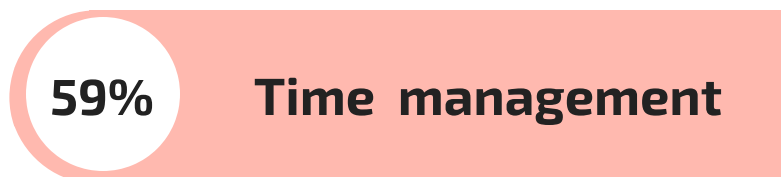


**Higher operating costs**

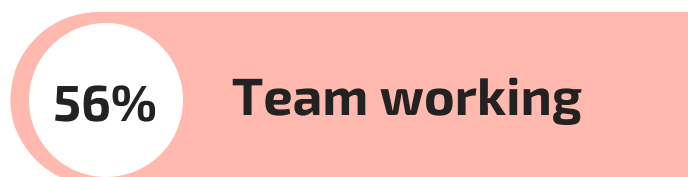


**Difficulties meeting quality standards**

UKCES research shows that for existing employees the most lacking attributes are related to personal skills. Organizations reported that in 66% these gaps were having an impact on their general performance. To tackle this, organizations are increasing investment for learning and development initiatives. In previous years on-the-job training, coaching and in-house development programs were rated the most effective.



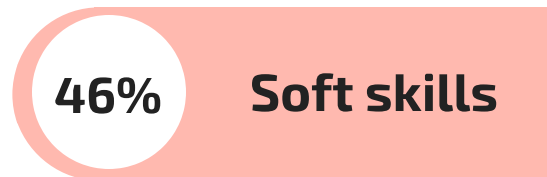
**Time management**



**Team working**



**Specialist skills**



**Soft skills**

**To assist organizations with their L&D practices, PD 76006 - Guide to learning and development was created.**



This guide establishes the first standard as a benchmark for L&D. The guide is divided between individual and organizational development to enable you to use the guidance as a route map. Is your organization living up to it's potential through the development of each member of the team?

**Be ready for the next challenge within your sector by using PD 76006 and prepare your employees.**