# Closing the Skills Gap Starts Here

Understand your workforce — and guide its development — with Skillsoft Skill Benchmarks.

Is the workforce you have the workforce you need? For most organizations, the answer is "no."

Today, 76 percent of decision-makers say their teams suffer from critical skills gaps.<sup>1</sup> To close those gaps, leaders must know exactly what their people are missing. Yet no two employees are the same, and upskilling efforts are most effective when tailored to individual employees' needs.

Organizations need an objective way to measure their people's current skills — and a simple way to translate those measurements into targeted learning paths for every employee.

That's what Skillsoft Skill Benchmarks are for.

## A LOW-STAKES DIAGNOSTIC ASSESSMENT

Skill Benchmarks are the only skills assessments designed to help learners build the world's most in-demand competencies. Every question on a Skill Benchmark is tied to a specific learning objective defined by recognized subject-matter experts. When an employee answers a question correctly, you can be confident they're demonstrating practical expertise in their domain. When an employee answers a question incorrectly, they know precisely how to close their personal skills gaps.

With Skill Benchmarks, you get a clear understanding of where your employees stand — and how they can master the skills your company needs.

## **DESIGNED FOR SKILL ACQUISITION**

Skill Benchmark assessments are designed from the ground up to support employee skill acquisition. Based on their results, learners receive personalized recommendations for videos, courses, practice labs, Aspire Journeys, and other content targeting their unique opportunities for improvement.

Don't waste your employees' energy on things they already know. Guide them to build the competencies they need.



**50%** Employees need reskilling by 2025

**69%**Business leaders expect employees to learn new skills on

the job



<sup>1</sup> https://www.skillsoft.com/blog/what-have-we-learned-about-learning-a-look-back-into-2021

## BENEFITS

#### MORE TARGETED UPSKILLING

Employees spend less time on the content they already know and more time on the learning objectives that lead to new skill acquisition.

#### A CLEAR PICTURE OF YOUR TALENT

Understand where your employees are today, how they can improve, and how they're moving toward mastery.

#### CLOSE YOUR SKILLS GAPS

Building the workforce you need starts with understanding the workforce you have.

## **FEATURES**

### OBJECTIVE BENCHMARKS DEFINED BY SUBJECT MATTER EXPERTS

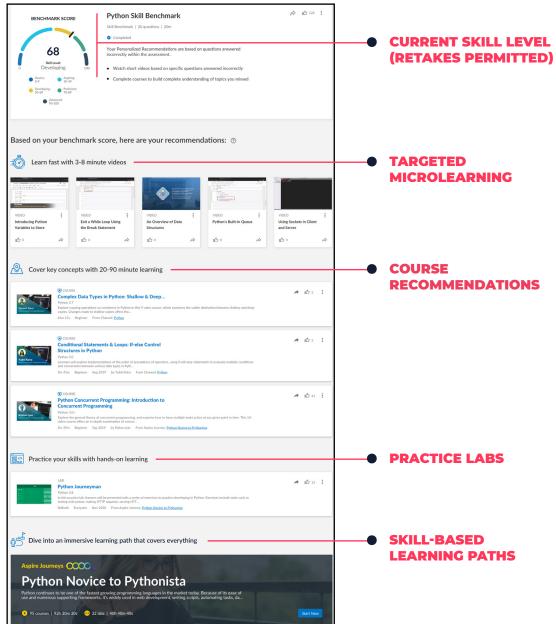
Skill Benchmarks use concrete, relevant learning objectives to measure employee progress toward skill mastery.

#### PERSONALIZED CONTENT RECOMMENDATIONS

Skill Benchmarks provide learners with tailored suggestions for videos, courses, practice labs, and Aspire Journeys based on their performance.

## TRACK PROGRESS OVER TIME

By default, employees can retake Skill Benchmarks every 30 days, offering insight into how your workforce is developing. You can change the completion interval to fit your organization's culture.



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