



Downloadable Template

SKILL GAPS STORY

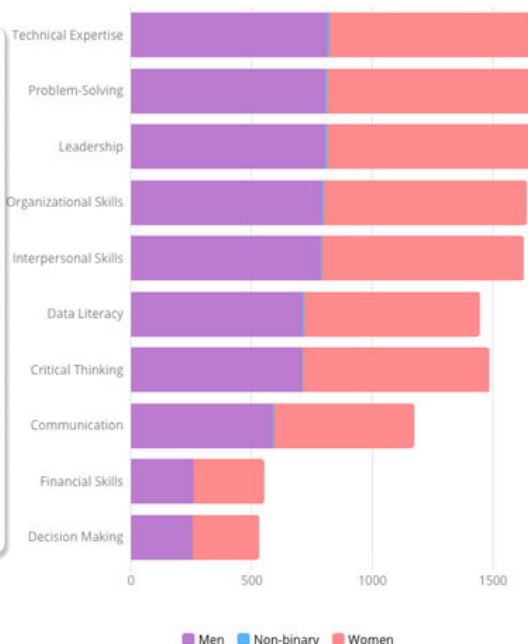
HR Leadership Dashboards

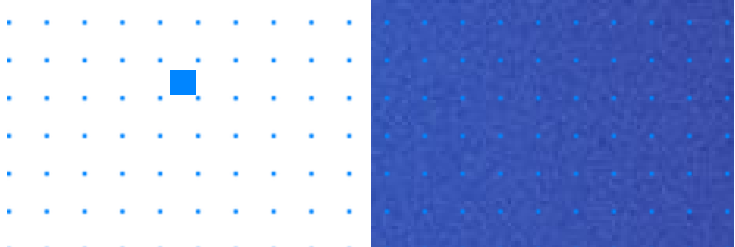
Missing skills by functional area

Missing skills by Functional area

Missing skills	Information Technology	HR
Organizational Skills	23	12
Problem-Solving	1	3
Technical Expertise		
Cloud Computing	2	
Git	7	
HTML	4	
Information Security	5	

Which skills are we hiring?





Introduction

Welcome back to the Crunchr HR Leadership Dashboard series. We hope you found valuable insights in our previous dashboards: the [QBR for CHROs](#), which provided a holistic overview of quarterly HR metrics, and the [Diversity Snapshot](#), offering a detailed look at diversity-related trends and key performance indicators.

Now, we turn our attention to Skill Gaps—a critical area that highlights how well employee skill profiles align with the skills required for their roles.

The Skill Gaps Story dashboard delivers essential insights on areas of strength and development across the workforce, helping leadership teams to make informed decisions about talent development, employee mobility, and future workforce planning. From understanding which skill sets are present or missing, to identifying the risks of losing critical skills due to employee attrition or retirement, this dashboard offers valuable insights. It equips leadership teams with the information needed to address these gaps and plan for a more capable, future-ready workforce.





This dashboard highlights key insights into skill gaps across the organization, showing how well employee skills match their roles, which skills are lacking, and potential losses due to retirement or attrition. Use this dashboard to gain insights into how well our team's skills meet business needs and where further development is required.

Highlights

Skill match score

A skill match score represents how well an employee skill profile covers the skills required by their job. The score ranges between 0 and 1; with 1 being a perfect match, and 0 meaning the employee does not have any skills needed for the job, either directly or indirectly.

Headcount in sweet spot

Sept '24 · Employees in skills sweet spot

2.223

+45 ↑ in one month

Headcount with skills data

Sept '24 · Employees with skills

5.626

+103 ↑ in one month

Average skill match

Sept '24 · Employees with skills

92%

Global 80%

No change in one month

Median skill match

Sept '24 · Employees with skills

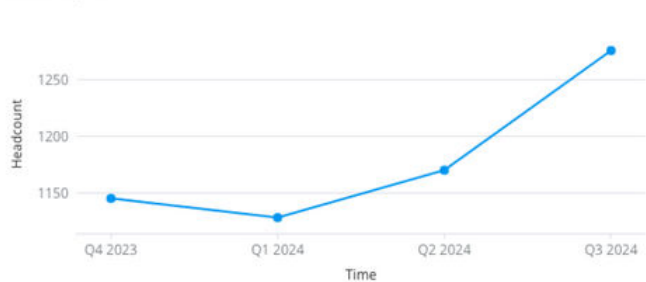
91%

Global 80%

No change in one month

No. of employees with skill gap

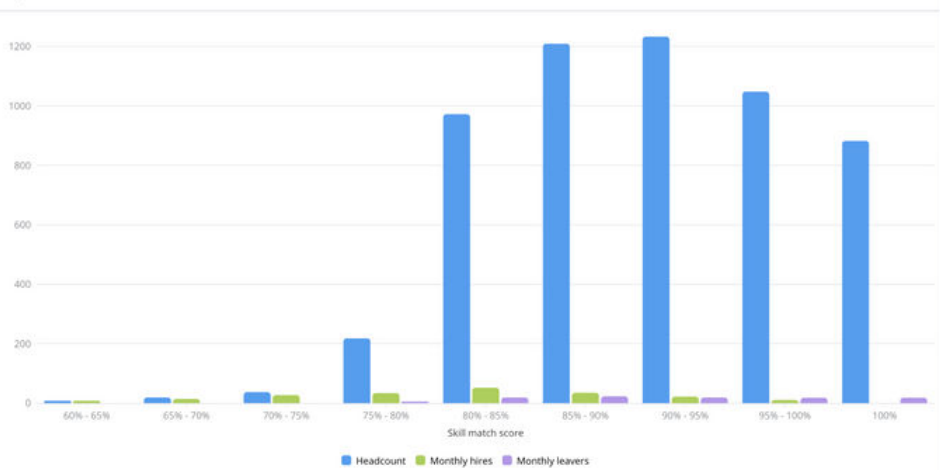
Oct '23 - Sept '24



Overall view on skill gaps

Distribution of employee match scores with their jobs

Sep '24



How to interpret these figures:

- 100%
Perfect skill match
A perfect skill match presents an attrition risk. Time to develop into a new, challenging role.
- 80% - 95%
Skill sweet spot
Employees are likely to perform at a high level within their role.
- 0% - 80%
Skill gap
Likely presents a productivity drag. Identify whether these employees would thrive better in a different role within the organization.

Skill gaps analysis - organizational view

Employees with a skill gap - grouped by business units

Sep '24 · Employees with skills

Business unit	Headcount	Employees with skill gap	% Skill gap	% Perfect skill match
Corporate	4.685	1.046	6,5%	34,9%
Airport Operations	632	155	7,1%	31,6%
Client Relations	176	44	4,5%	33,0%
Flight Operations	75	21	5,3%	29,3%
Engineering & Maintenance	58	10	5,2%	22,4%



Skill gaps analysis - functional view

Employees with a skill gap - grouped by functions

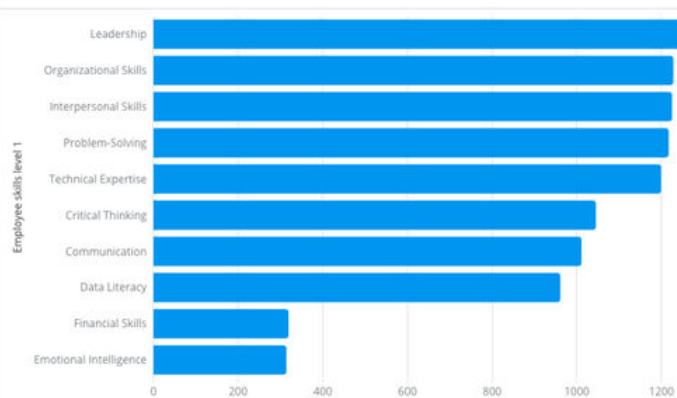
Sep '24 · Employees with skills

Functional area ^	Headcount	Employees with skill gap	% Skill gap	% Perfect skill match
Sales	3.092	665	5,1%	37,2%
Finance	723	202	15,1%	25,3%
Operations	632	155	7,1%	31,6%
Information Technology	278	61	4,3%	34,2%
Customer Services	232	59	6,0%	30,2%
Human Resources	231	51	4,3%	36,4%

Skill gaps analysis - skills view

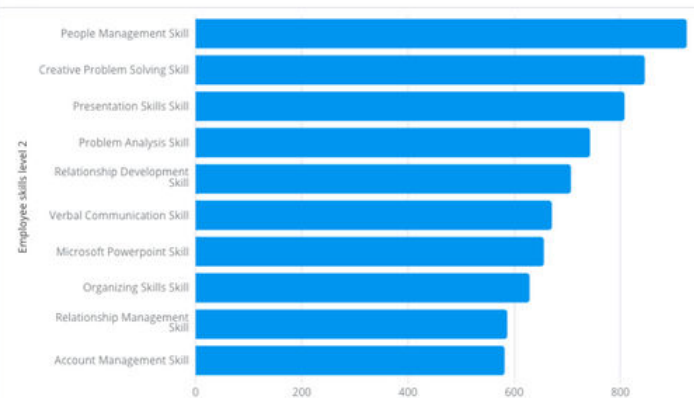
Which type of skills are we missing the most? (i.e. skill domain)?

Sep '24



Which specific skills are we missing the most?

Sep '24



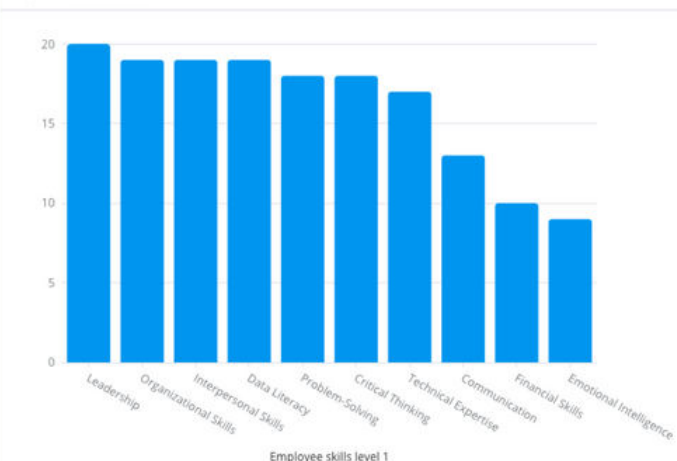
Skill losses

Skill losses due to retirement and attrition

These visuals show which skill sets are leaving the organization because of employees retiring or as a result of turnover.

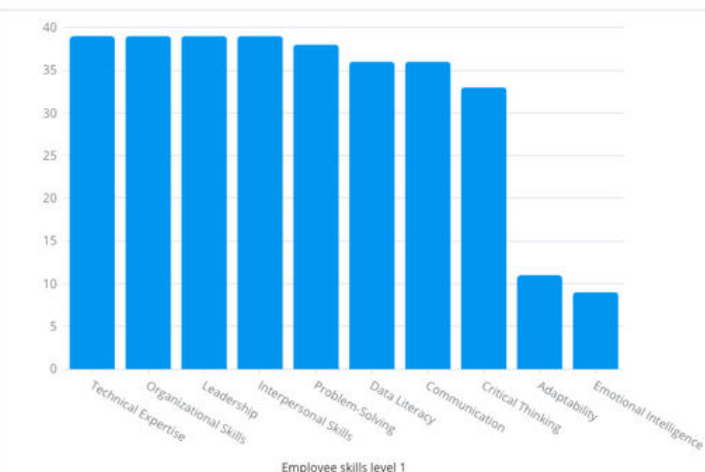
Type of skills we'll lose due to retirement in the next 5 years

Sep '24 · Headcount 60+



The type of skills we're losing due to voluntary turnover

Sep '24



Conclusion

By embracing a skills-based approach towards their people, companies can better attract, develop, redeploy, and retain talent. However, many organizations feel stuck in their skills journey even when they have their skills taxonomy in place. The real magic happens when you [combine your overall workforce insights with your skills data](#), enabling you to make skills-based decisions.

The Skill Gaps Story dashboard provides a powerful lens through which HR leaders can view their organization's skill health. As we look ahead, the ability to continuously assess and close these gaps will be instrumental in driving long-term organizational success. Whether it's ensuring that employees are in the "skill sweet spot" for optimal performance or planning for the skills we may lose due to retirement or turnover, these insights are key to building a future-proof workforce.

Please note that the Skill Gaps Story dashboard above is not a mock-up. With Crunchr, you get instant access to this and other pre-built HR dashboards on your data. You can fully customize them or easily create new ones from scratch by a simple drag and drop. Additionally, you can click on any metric to drill down or use our built-in [AI assistant](#) to ask questions.

Stay tuned for the next dashboard in the Crunchr HR Leadership series. [Follow Crunchr on LinkedIn](#) or visit www.crunchr.com to freely download our other dashboards.



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