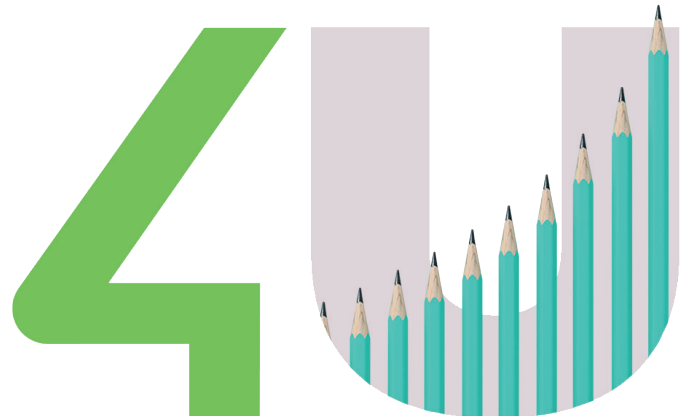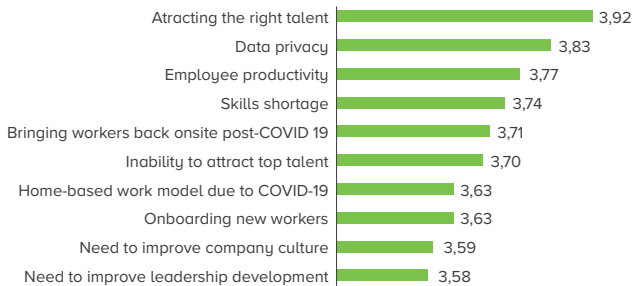# You vs. Talent

How do you address skills shortages without turning attracting and retaining people into an epic battle?

Does it have to be a war for talent?

We all know skills are essential for business success. However, this increasingly means organizations compete in a war for talent. Leading to attracting the right people and addressing skill shortages entering the top 5 workforce challenges identified by industry analysts IDC.

Top 10 workforce challanges

Atracting the right talent	3,92
Data privacy	3,83
Employee productivity	3,77
Skills shortage	3,74
Bringing workers back onsite post-COVID 19	3,71
Inability to attract top talent	3,70
Home-based work model due to COVID-19	3,63
Onboarding new workers	3,63
Need to improve company culture	3,59
Need to improve leadership development	3,58

Graphic source: IDC PERSPECTIVE, Elevation, Automation, and Agility: The Changing Role of the CHRO (Part 2 of 3 — HR, Talent, and Learning Strategies)

Why is this urgent now, and what does it mean for the future?

Increasing business disruption means organizations constantly need more and newer skills to cope with the resulting changes.

To manage this, innovative HR teams use a dynamic skills approach, structuring people, systems, and strategies to enable quick and effective alignment and change. According to Gartner[1], this approach lets you sense shifting skills needs, develop needed skills in real-time, and empower your people to make informed skills decisions dynamically.

What can and should organizations do to ensure they fill their skills holes?

To tackle the skills challenges you face, most organizations take a four-sided approach to ensure they cover all possible eventualities. The sides to this approach are:

·   Identifying the skills your people need for their jobs today and in the future

·   Providing learning and development solutions when and where people need them

·   Creating a constant learning culture

·   Fostering continual employee development.

Get your planning templates here

How Can Unit4 Help?

Identify, catalog, and sync skills, and supercharge future skills planning with a real-time view of skills across your organization. Helping you transform skills management in:

Core HR
Create a central skills library. Choose from a database of over 50,000 skills or add more specialist skills manually. Giving you a hub for assessing, updating, and recording skills knowledge and employee profiles.

Talent Management
Share skills and availability instantly, and give teams with skills needs real-time snapshots of the competencies on offer across your organization. And start building a culture based on feedback and collaboration by letting colleagues and managers tag skills or development opportunities in ongoing conversations.

[1]**Source:** Gartner: Building a Dynamic Skills Organization, Published 19 August 2020 - ID G00727106

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