



Unlocking Workforce Potential:

A New Approach to Bridging Talent Gaps

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Introduction

Across industries, businesses are struggling to bridge the skills gap. A McKinsey Global Institute survey found that 83% of companies worldwide are either currently experiencing skill gaps, or expect to face them within a few years.

Moreover, 63% of employers say the skills gap is a major barrier to future-proofing their operations, according to the World Economic Forum (WEF) – who also notes that 59% of workers will need reskilling or upskilling by 2030.



It's clear that the skills gap crisis will not be addressed by external hiring alone: enterprise organizations must upskill and reskill swathes of their workforce, to meet the challenges of the coming years.

However, many businesses are failing to recognize and utilize the full potential of their existing workforce. A recent survey conducted by Beamery, which gathered insights from over 2,000 office-based professionals across the US and UK, highlights a critical issue: while employees are generally keen to take on new challenges, most feel their skills are not well understood – or appreciated – by their employers.

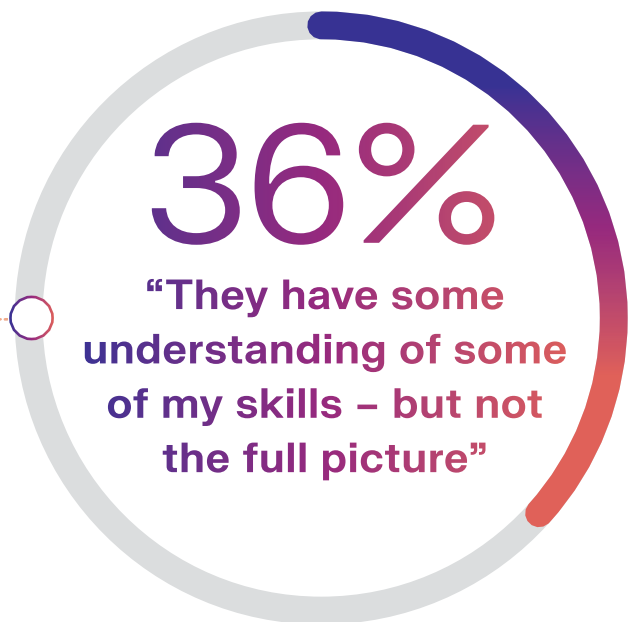


The Hidden Skills Crisis

More than a third of respondents – 36% – stated that their skills are only partially understood by their employers, while 6% feel completely misunderstood.

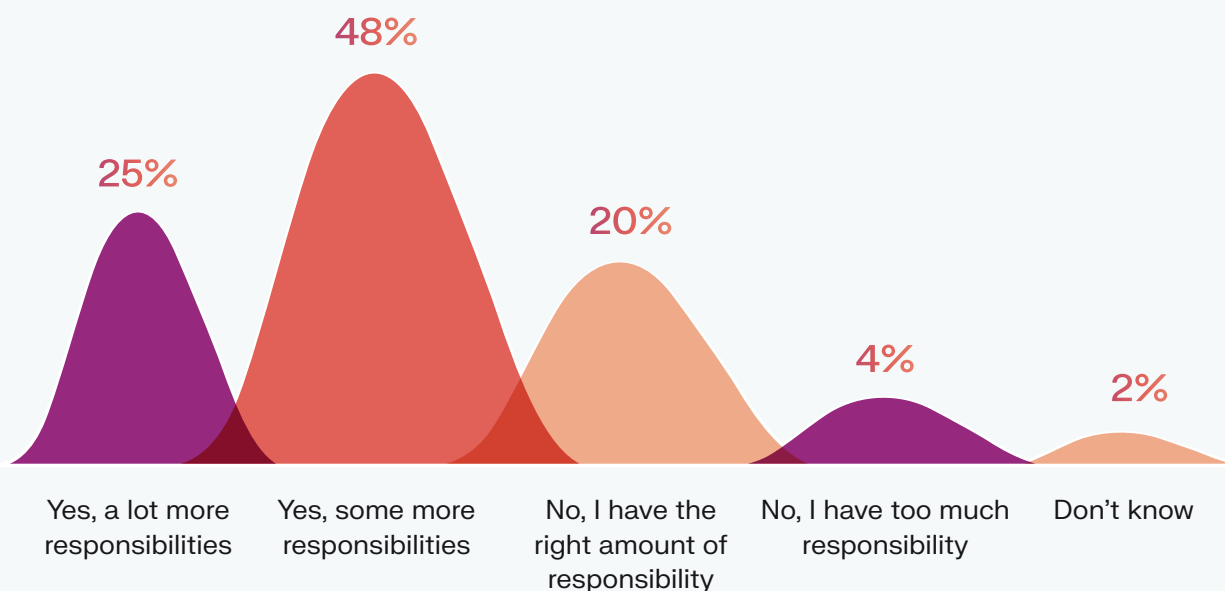
Question:

Do you think your employer has a full understanding of the skills you have, and what you can offer to your organization?



Furthermore, nearly three-quarters (74%) believe they are capable of greater responsibilities, with almost half (48%) stating that they could contribute more if given the opportunity.

Do you feel capable of handling more responsibilities than your current role provides?



Workers highlighted multiple barriers to realizing their potential. For over half (55%) of respondents, there was “a lack of clear career progression or development plans”, while 31% pointed to rigid role structures as a key reason why they couldn’t make full use of their skills.



The Retention Risk

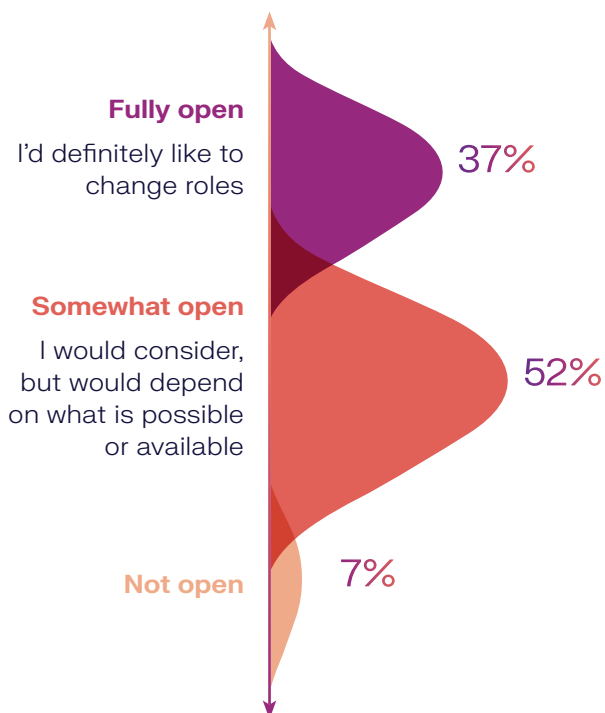
This lack of recognition and mobility contributes to employee disengagement and retention challenges. Over three-quarters (79%) of workers have considered leaving their current roles. Yet, encouragingly, 90% are open to moving within their organization if given the chance.



79%

of workers have considered leaving their current roles

How open would you be to the opportunity of moving roles, within your organization, at some point?



This presents a major opportunity: businesses that proactively identify and cultivate internal talent can drive engagement while addressing skills shortages from within.



From Job Titles to Skills: The Future of Workforce Strategy

“The way most businesses plan and allocate their human capital resources is incredibly outdated and not fit for purpose for the modern operating environment. Traditional workforce plans based on job titles and rigid role definitions are creating significant risk to business plans and speed of execution – making it very difficult to plan accurately, to find the right people, fill critical skills gaps, and adapt to change. The world’s leading organizations are using data and AI models to define the work to be done based on skills and capabilities, and using AI-powered intelligence to understand business demand and market supply – for a more agile approach to deploying the right capabilities at the right time.”

Abakar Saidov,
CEO, Beamery



Skills gaps are widening, and employees are eager for more opportunities. This should represent a win-win for businesses. But, too often, employees are held back by structures that fail to recognize their potential.

To futureproof your workforce, you need a strategy that enriches your job titles with intelligence on the critical skills that are required from those positions to ensure they will have the desired impact on your business results. Taking a skills-based approach enables organizations to adapt more effectively to changing market conditions that are influencing what is required for team members to be successful. Instead of classifying people into static roles, businesses must build a dynamic skills ecosystem: one that continuously maps evolving workforce capabilities to business needs.



Skills-based organizations are 98% more likely to have a reputation as a place to grow and develop, and 98% more likely to retain high performers.

(Deloitte)



A New Approach to Bridging Talent Gaps

How AI Can Unlock Workforce Agility

Organizations clearly need a better understanding of both emerging and untapped skills – recognizing new capabilities shaping the future of work, as well as existing talents that remain underutilized.

AI can help here, by analyzing employee skills, real-time labor market data, and rising skills, to provide visibility where gaps are forming before they impact business performance. Formerly a time-consuming and manual task, the work of building skills-based profiles for your talent can now be almost entirely automated.

The next step is using AI to dynamically enrich the intelligence about the skills that your organization's jobs require. Today's rigid job descriptions don't reflect the pace of change in skills demand. Again, AI-powered tools – when combined with expert guidance – allow companies to break roles into tasks, identify key and transferable skills, and reassemble work in ways that maximize both efficiency and employee potential.

This lays the foundation for a more fluid workforce – one where employees aren't boxed into roles, but instead have clear pathways to move, grow, and contribute in new ways.



“Some of the basics ... are even just simply looking at our role architecture and outlining and being more clear about the skills, capabilities, and roles that we have at the firm, and mapping those to skills, and thinking about a framework that would allow us to leverage it more broadly.”

Caroline Heller,

Senior Managing Director, Global Head of HR, BlackRock



With this infrastructure in place, organizations can surface more internal mobility and reskilling opportunities: AI can help match people to new opportunities based on

their capabilities, and their aspirations, creating a workforce that adapts rather than stagnates.

With a mechanism for redeployment and reskilling at scale, companies can rapidly respond to shifts in strategy, technology, and market conditions without constantly relying on external hiring. AI-powered workforce intelligence makes this possible.

Ultimately, future-proofing your workforce requires a skills-based strategy powered by connected data and safe, ethical AI. Connected data – about people, jobs, and skills – brings greater visibility into workforce capabilities, aligning internal talent with business priorities. Safe AI ensures that decisions about people are fair, unbiased and trustworthy.

By embracing this shift, businesses can create a more engaged workforce, improve productivity, and ensure agility in the face of change. The future of work is not about replacing people – it's about unlocking their potential.



How Beamery Can Help

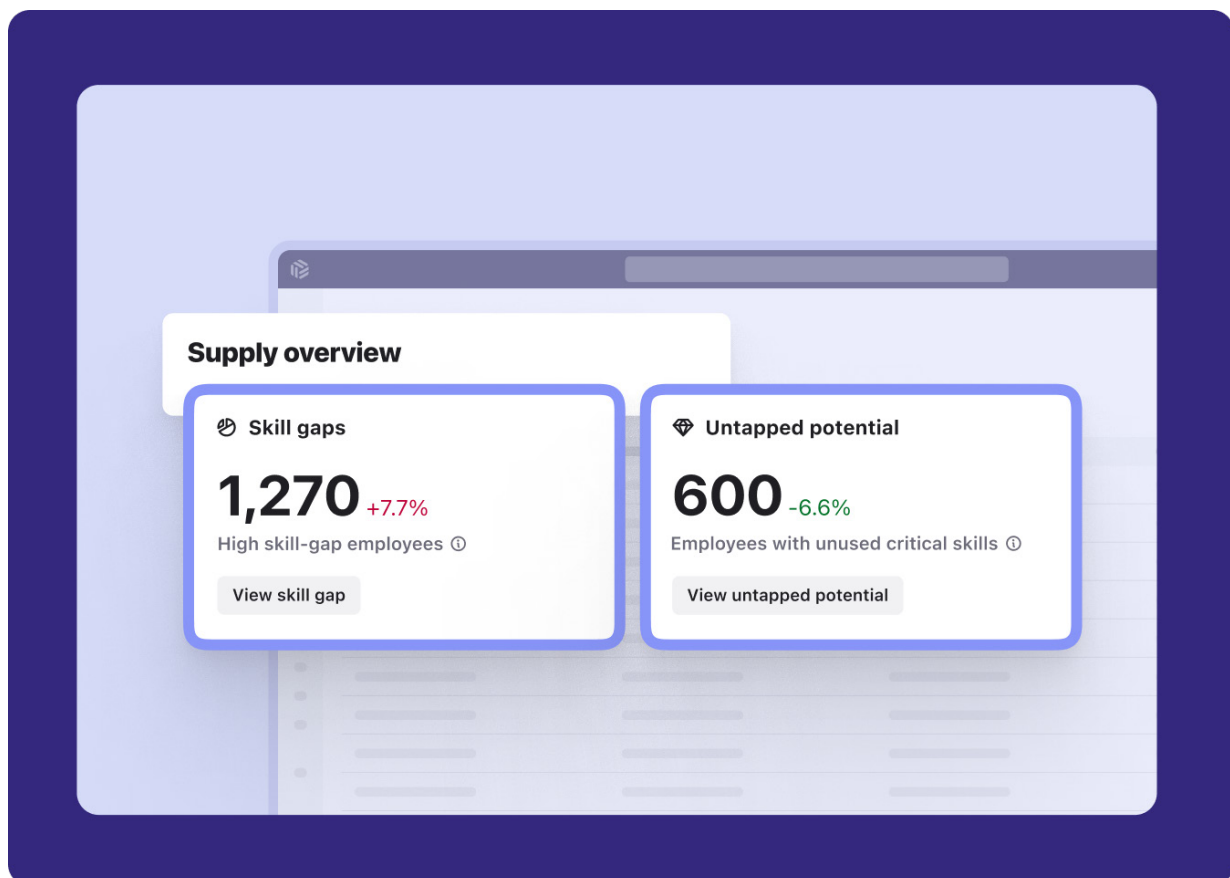
Beamery's ethical AI platform helps businesses unlock untapped workforce potential by identifying hidden skills, anticipating future talent gaps, and enabling internal mobility.

Understand the talent you have, and what's missing, with dynamic insights into the supply and demand of skills.



“AI will help us understand how we identify skills that we need... the Beamery platform will really help us have a clear picture of what skills we have, and what skills we need to be successful both today and tomorrow.”

Martin Stubbs, Talent Acquisition Leader, Sellafield Ltd



Upskill, engage, and retain your workforce, by deploying our skills data layer throughout your talent operations: Our AI platform plugs into your existing HR ecosystem, so you can make fast, data-driven decisions at any stage of the talent lifecycle.

[Get in touch with us to arrange a demo.](#)





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