

Skills Gap Analysis

The workplace is undergoing dramatic change and anticipating how those changes impact skills requirements has become a concern for managers globally. Until now, human resource tools to systematically identify what specific job changes are occurring and plan what actions to take in response have been limited.

SiTUATE, LLC. now offers workshops and consulting using a proven Skills Gap Analysis Process that is grounded to actual work expectations, not on general skills or broad competencies as with most approaches. Our Process helps managers make more informed decisions about preparing for future skills requirements and addresses the following questions:

- What are the current tasks of selected jobs or processes?
- Which tasks should be kept, removed, revised, or moved in the future?
- What are the forecasted tasks of the selected jobs or processes?
- Where to move the reassigned tasks to other jobs or processes?
- What are the current skills of employees?
- How should employees learn the forecasted tasks?
- What actions should be taken by HR and other functions?

Besides these important features, our SGA Process is designed to be used on a continuous basis, not as a one-time event. This leads to more accurate skills forecasting decisions. Engaging managers and employees to conduct the Process themselves is an essential part of our consulting approach.

The workshop and consulting services are appropriate for all employee levels in organizations anticipating changes in their work requirements, based on anticipating use of advanced technologies such as GenAI, new products or services to meet customer demands, and changing employee demographics and backgrounds, among other factors.

SiTUATE, LLC., is a global consulting firm that helps clients improve their workplace learning and performance practices.

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