Accelerating the transition from jobs to skills

Many organizations are shifting their work strategy to skills-based practices to unleash agility and human potential.

To find out how work is being organized across industries and around the world, we surveyed 125 HR executives and 100 business executives in Q1 2022 in Australia, Brazil, Canada, Germany, India, Japan, Singapore, South Africa, the United Kingdom, and the United States.

EXECUTIVES SAY THAT THE FOLLOWING OUTCOMES ARE PRIMARY DRIVERS OF THEIR ORGANIZATION TRANSFORMING INTO A SKILLS-BASED ORGANIZATION

66% Ensuring the organization has the right talent for business needs
- Select workers based on skills rather than prior job experience and education
- Close skills gaps

60% Improved workforce performance and productivity
- Utilize all the skills of the workforce
- Grow skills that are in demand
- Port skills to where they are needed most

55% Organizational agility
- Quickly access and move skills to business priorities

53% Improved diversity, equity, and inclusion
- Make more equitable decisions based on people’s skills rather than job experience
- Enable unique individuals with a range of skills beyond their job descriptions

Source: Deloitte Skills-Based Organization Survey 2022.