



# Bridging knowledge gaps

CIPS Skills Gap Analysis provides an in-depth assessment of your employees' procurement training needs and talents, giving you invaluable information to inform your people development and strengthen your team.

## Skills Gap Analysis

[www.cips.org/skills-gap-analysis](http://www.cips.org/skills-gap-analysis)



# How does a Skills Gap Analysis work?

We typically begin by assessing procurement knowledge using our online assessment.

We can then continue to carry out more in-depth investigation to generate an appropriate training and development starting point to bridge knowledge gaps.

## Identify training needs

We use an online multiple choice questionnaire that will take approximately two hours to complete.

There are questions across the themes and competency levels of the CIPS Global Standard in Procurement and Supply.

The output of the assessment is a guide for employers of the strengths and development needs across the team, along with a personal report for individuals that provides a structure for a personal development plan.

## Eleven themes of the CIPS Global Standard for Procurement and Supply

Infrastructure	Performance
1 Position and Influence	7 Delivering Outcomes
2 External Environment	8 Metrics and Measurement
3 Technology	
Process	People development
4 Spend Management	9 Developing Individuals and Teams
5 Contracting	10 Developing Self and Personal Skills
6 Sourcing	11 Ethics in Procurement and Supply

## Skills Gap Analysis Highlights

- **Reviews technical knowledge levels**, identifying real strengths and development needs
- **Helps target training spend** in the right areas, making best use of budgets
- **Identifies talent**, supporting recruitment and succession planning
- **Informs personal development**, helping your employees to progress their careers
- **Benchmarks your team** against others in your sector worldwide
- **Evaluates training impact (optional)** by assessing whether strengths have increased post training

## The Benefits

- **Benchmarking**  
Taking the data from all of those that have undertaken the online assessment allows us to measure performance against the average and best in class from all sectors.
- **Value**  
By assessing the gaps in your team's knowledge you can strategically target and prioritise training spend to get the most from your budget.
- **Knowledge**  
CIPS Skills Gap Analysis lets you see at-a-glance your procurement strengths and development needs, highlighting the stars of the future and assisting in the recruitment process.
- **Development**  
The results from the online competency assessment allows you to identify the people in your team who would benefit most from a targeted development programme.

“Benchmark your employees against the CIPS Global Standard in Procurement and Supply.”

“Babcock undertook a Skills Gap Analysis for more than 100 employees, enabling it to establish a clear snapshot of both development needs and existing capabilities and talent.”