



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



How does a Skills Gap Analysis work?

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

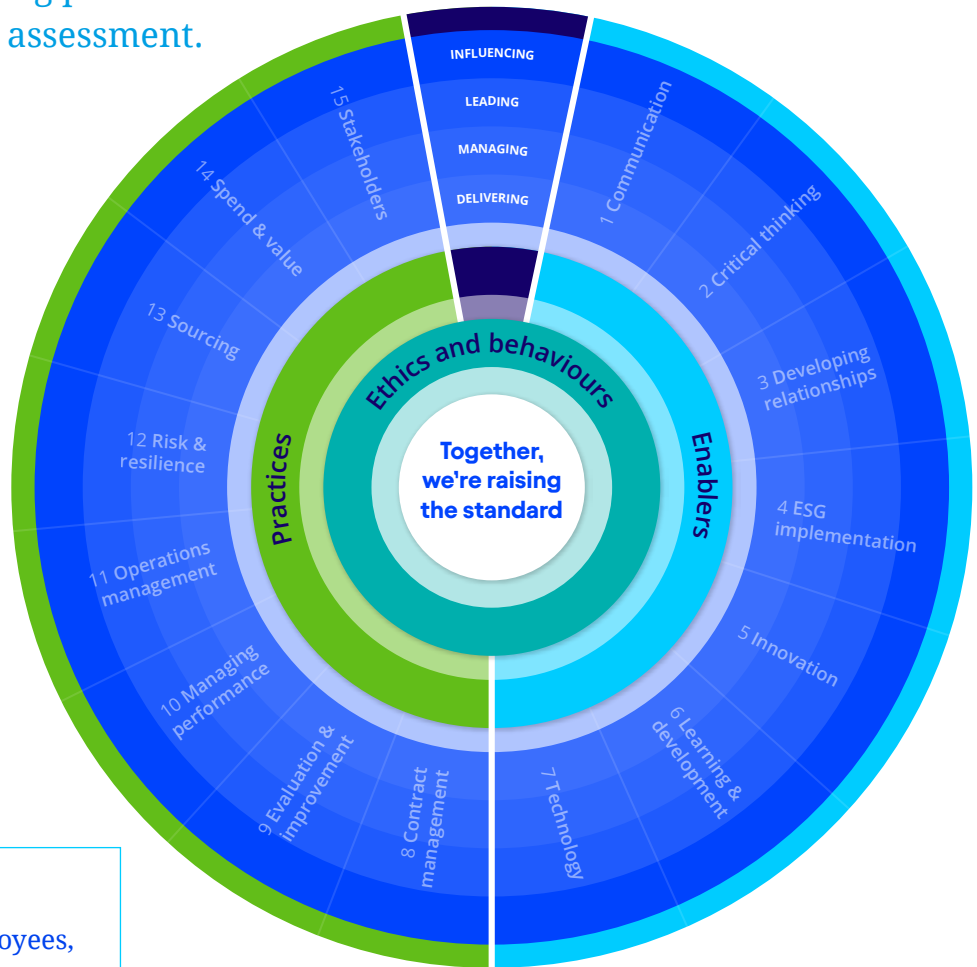
We can then continue to carry out more in-depth investigation to generate an appropriate training and development starting point to bridge knowledge gaps.

Identify training needs

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

To prepare for the questions teams can read The Global Standard for Procurement & 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.



“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.”

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.