

Skills gap

Education



Skills Gap" " Skills Gap" As seen in the Murphy there is a major problem with the skills that are needed in the present day market. Worse still, research has indicated that despite there being no people with the right skills in the existing professions, Murphy (2014) says that the persons involved have not shown any form of interest in acquiring the required skills. Businesses have also recorded a huge skills gap especially with the existing schools not imparting the necessary skills in its students. It is apparent that there has been a huge crisis in finding the right persons for specific industries. The labor force is suffering a great deal. However, Murphy (2014) indicates that the solution to skills gap lies in the hands of the entire society. In the event that training programs are invented, the skills crisis will be solved a great deal.

Additionally, competitive wages can be paid to the workers as a way of motivating them. The government can also link up with community colleges in an endeavor to provide them with funds that can help create a skilled workforce for the present day demanding market (Murphy, 2014). Prior to completing their studies, college studies can be absorbed in the market so as they can attain the expected skills before getting fully absorbed. These students will also be imparted with the right skills that are required of their careers.

Murphy (2014) argues that a lot of career builders are wary of the present skills gap. The statistics of these career builders stand at 80% though half of these professionals do not care much about the existing problem (Murphy, 2014). A lot of employers have resulted to being choosy when hiring employees. The employment standards have risen with the hope of getting the best persons for the right kind of employment. With the many

requirements piling up on the desks of many managers, the skills gap is likely to increase with the day (Murphy, 2014). Still, with lots of employers failing to settle for a lesser candidate, the process of hiring is also likely to get more complicated with the day.

The logic of the skills gap is indeed real. Even with many business persons thinking of the fact as a fantasy, it is evident that a lot needs to be done regarding the issue (Murphy, 2014). It is recommended that businesses take the initiative of bridging the gap that exists in the labor force. As opposed to compiling of the incompetence of the employees, the managers may opt to hire workers then initiate training programs that will help the workers make a difference in the labor market (Murphy, 2014). This will mean that the business leaders will be involved in making a difference towards reducing the skills gap that continued to derail the progress of the present market. In the long run, it will be probable for the business persons to get the persons they need if they employ persons based on their skills not the experience they have.

Reference

Murphy, C. (2014). Is There Really a Skills Gap? INC Magazine, April, 2014.