

The upskilling disconnect: Why employers struggle to hire and retain the talent they need

Employers say skills are in short supply – and hiring is harder because of it. Yet few are investing in the one solution that builds those skills: training. While upskilling and training take time, overlooking them is costing companies talent, time, and growth.

What Employers Say

- 43% At 43%, employers state their 2nd biggest hiring challenge is finding a candidate with the right skills.
- 18% Only 18% of employers rank training as an essential part of their retention strategy.
- 23% 23% of employers think training is a key way to attract new employees

Training matters most to your future workforce

Lack of training is tied for the top reason, alongside salary dissatisfaction, as to why employees in their 20s-30s resign. Conversely, this is the 14th reason why those over 50 resign.

Where Employers and Talent Diverge

Employers undervalue what talent prioritises. There’s a clear perception gap between leadership and employees around skill development.

Training Priority	Employer Rank	Talent Rank
from 1 = important to 22 = least important		
To retain employees	12th out of 22	8th out of 22
To attract candidates to a role	9th out of 22	8th out of 22



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Skills shortages don’t have to be permanent. The solution isn’t just finding skilled talent – it’s developing the talent you already have while attracting professionals who value growth opportunities.

Let’s close the gap.

At Michael Page, we help companies develop strategic hiring plans and upskilling solutions aligned with what today’s professionals really want.

Scan the QR code to talk to one of our experts.

What Talent Want

- 6th Lack of training is the 6th biggest reason why talent resigns.
- 7th Opportunities to upskill rank 7th in what attracts talent to jobs.

Discover how employees and employers view upskilling and training differently – based on insights from 2,400 UK-based professionals.

Our Talent Trends Spotlight on Skills reveals the gaps, expectations, and priorities shaping today’s workforce. Dive into our interactive tool for deeper talent intelligence.



Why it matters

Employers struggle to find skilled talent – yet often underinvest in the very solution that builds it: Training.

This isn’t just a hiring issue. It’s a retention issue. A productivity issue. A growth issue.

The fix? Upskilling.

- A powerful tool to:
- Strengthen your workforce
 - Boost retention
 - Solve critical skills gaps

