We asked 38,068 global, cross-sector organisations and professionals what their intended benefit was from using a skills matrix.

We wanted to find out what the intended benefit was for companies using a skills matrix.

We built eight landing pages, all offering a completely free skills matrix, design for use by a team leader or people manager of one team.

The research is helping us to shape the future product offerings of ability6, with a clear focus on what the target market is looking for.
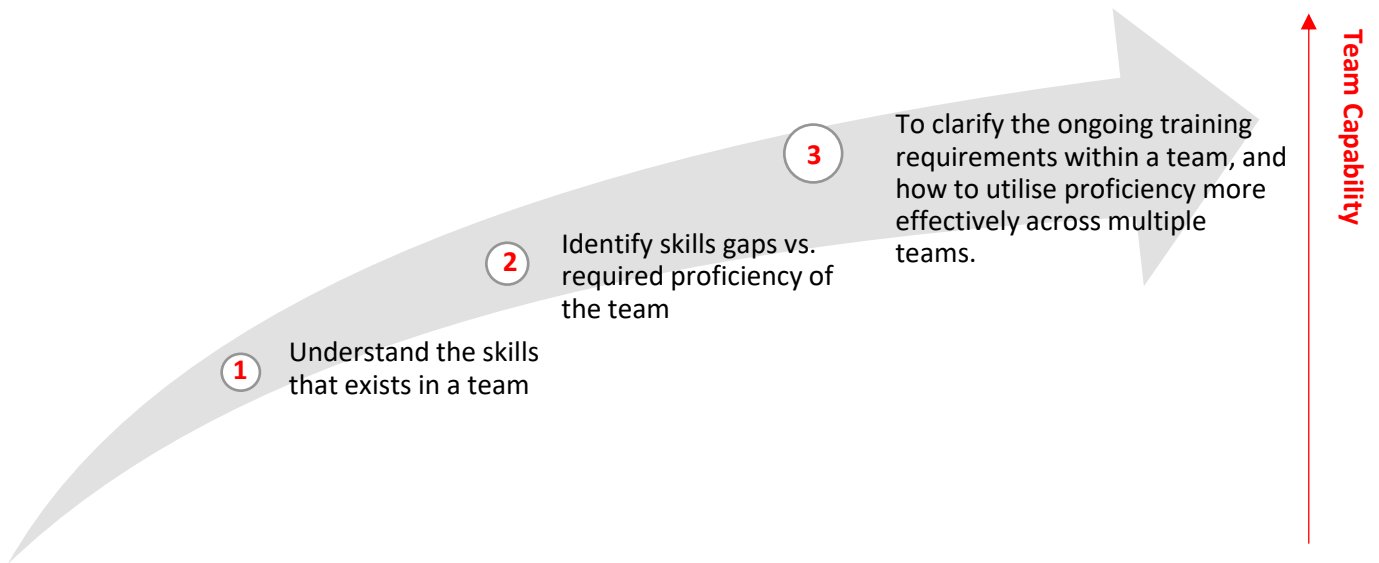
Over a period of 12 months (Jan-Dec 2019) we engaged with 38,068 organisations / professionals, receiving in total 17,060 detailed responses.

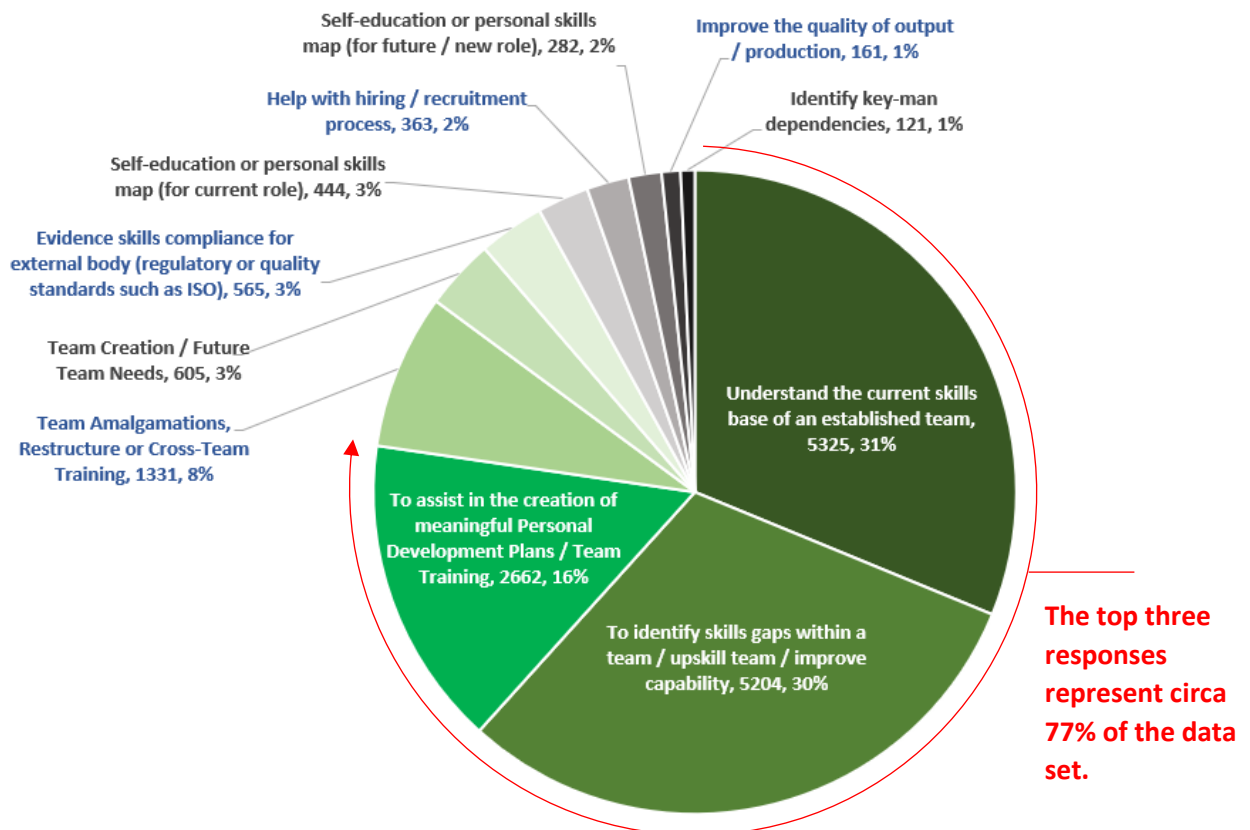In this report we share the results of the research in relation to:

- The intended benefit from using a skills matrix, within an organisation
- The breakdown of industries that helped us with this research (including reference to direct organisations)
- The breakdown by region of responses
- And finally, the growing rate of response over the trial period

Research | **Intended benefits from the use of a Skills Matrix** with the Manufacturing and Service Sectors.
Research conducted by ability4 Limited (www.ability6.com). Research period 01st January to 31st December 2019.

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The intended benefit

Overwhelmingly, we were told that the intended benefit from the use of a skills matrix was to:

Team Capability

3 To clarify the ongoing training requirements within a team, and how to utilise proficiency more effectively across multiple teams.

2 Identify skills gaps vs. required proficiency of the team

**1** Understand the skills that exists in a team

Ask yourself as a leader of people, do you know the exact proficiency within your team? Do you know the exact requirement of skills, the spread and level of proficiency required to meet the customer demand (be it a service or product)? Knowing what skills are required and where skills exists, you can create an effective gap analysis to evidence the training / proficiency growth opportunities required to improve the capability of your team.

Self-education or personal skills map (for future / new role), 282, 2%

Improve the quality of output / production, 161, 1%

Help with hiring / recruitment process, 363, 2%

Identify key-man dependencies, 121, 1%

Self-education or personal skills map (for current role), 444, 3%

Evidence skills compliance for external body (regulatory or quality standards such as ISO), 565, 3%

Team Creation / Future Team Needs, 605, 3%

Team Amalgamations, Restructure or Cross-Team Training, 1331, 8%

To assist in the creation of meaningful Personal Development Plans / Team Training, 2662, 16%

Understand the current skills base of an established team, 5325, 31%

To identify skills gaps within a team / upskill team / improve capability, 5204, 30%

The top three responses represent circa 77% of the data set.

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We didn't just ask one country, or region.

We wanted a global response, in order to build a product that has global suitability.

In total we received responses from 49 countries, with the top 10 countries (shown below) accounting for over 90% of all responses.
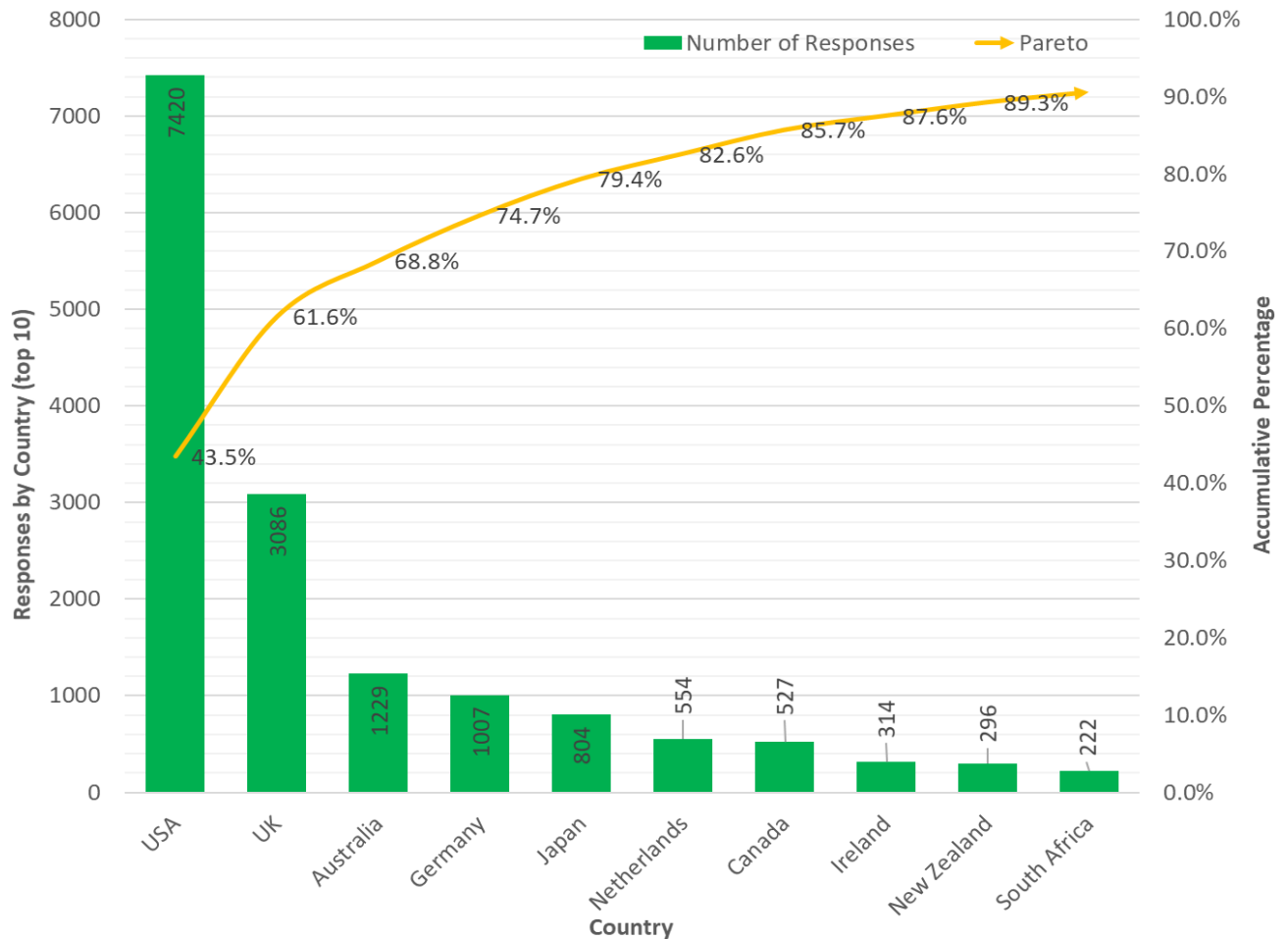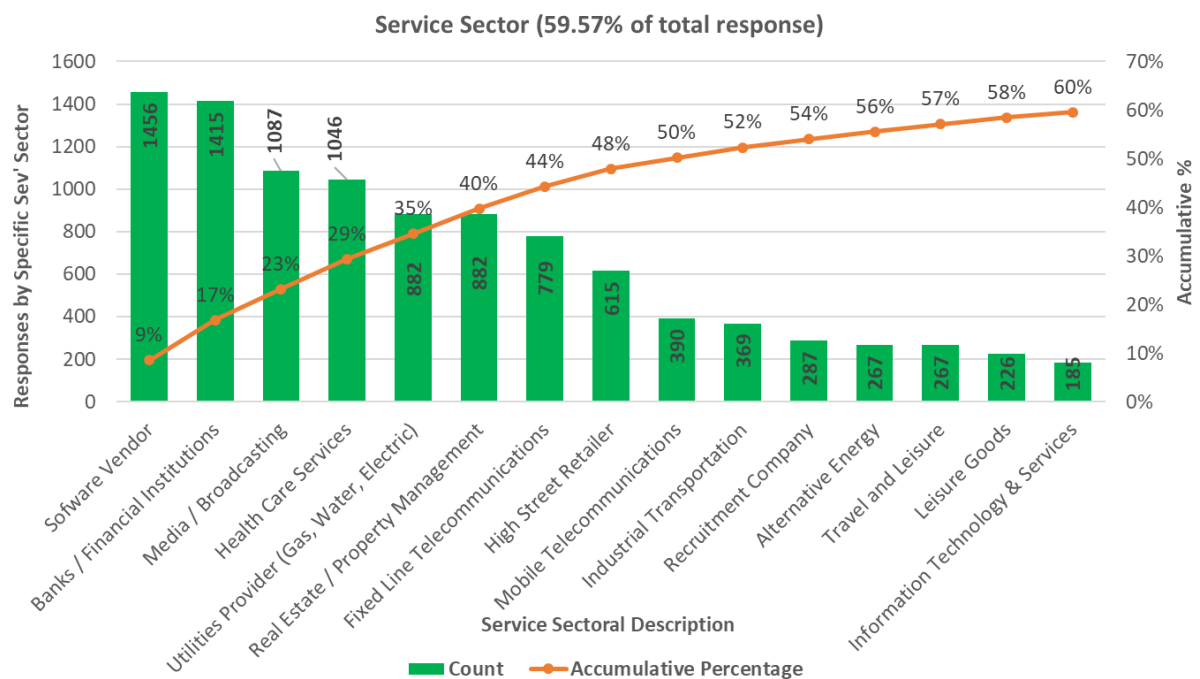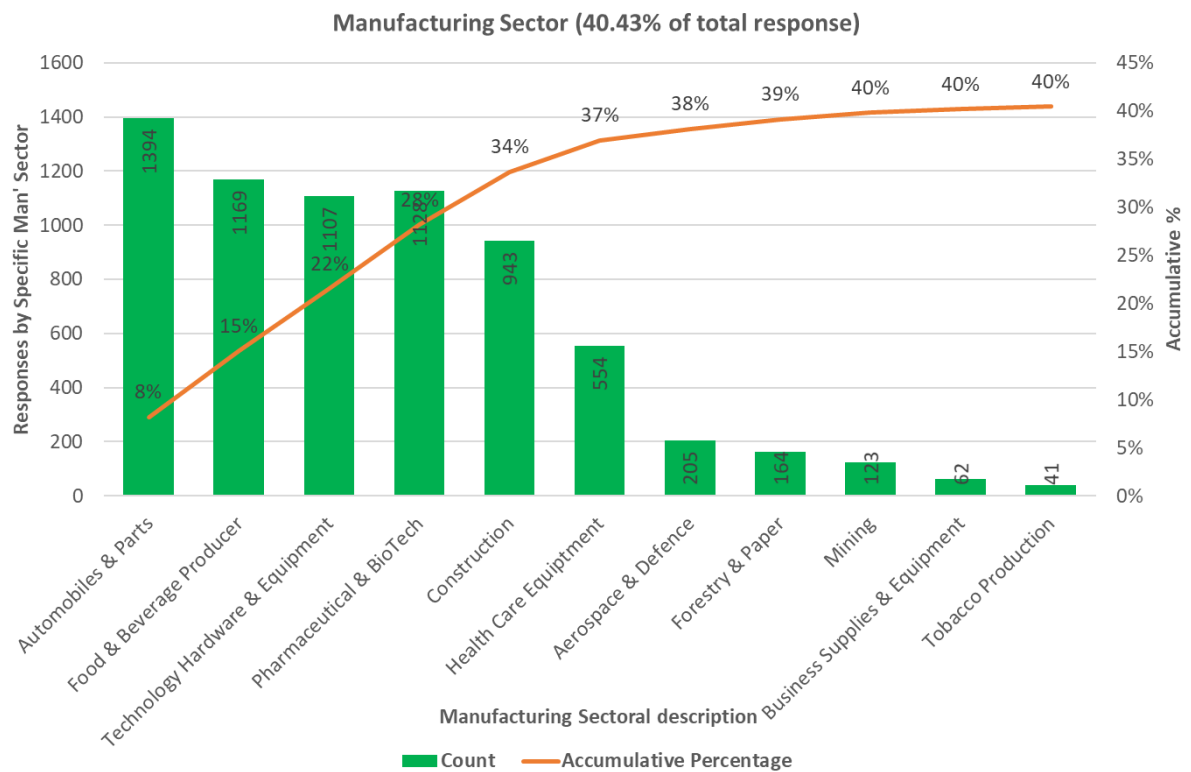

Downloads by Country (full list, reporting period 1st Jan – 31st Dec 2019)

USA, 7420	France, 148	Malaysia, 28	Azerbaijan, 9
UK, 3086	Belgium, 139	Mexico, 28	Colombia, 9
Australia, 1229	Switzerland, 92	Portugal, 28	Luxembourg, 9
Germany, 1007	Hong Kong, 83	Brazil, 18	Morocco, 9
Japan, 804	Singapore, 83	Jordan, 18	Myanmar, 9
Netherlands, 554	Sweden, 83	Pakistan, 18	Oklahoma, 9
Canada, 527	Italy, 74	Panama, 18	Papua New Guinea, 9
Ireland, 314	Norway, 55	Romania, 18	Qatar, 9
New Zealand, 296	Denmark, 46	Tanzania, 18	Serbia, 9
South Africa, 222	Spain, 46	Thailand, 18	Sri Lanka, 9
Poland, 185	Czechia, 28	UAE, 18	Taiwan, 9
India, 157	Indonesia, 28	Ukraine, 18	The Cayman Islands, 9

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Who did we ask, and what was the industry split?

Ranging from Banks and Financial Institutions, to Health Care equipment manufacturers, to Aerospace and defence, the breadth of sectoral response was amazing!

Manufacturing Sector (40.43% of total response)

Service Sector (59.57% of total response)

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Brands we all love, helped us to gather these insights…

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Rate of response

At the rate of engagement (over the period 1st Jan to 31st Dec 2019), monthly downloads will reach 5,000 by 2021, and 10,000 downloads per month by Feb 2023. This does not take into consideration an expansion of the distribution platform, improved search engine indexing, or other internal/external factors.

Research Engagment - Rate of Response, per month

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