Lexonis

Lexonis • White paper

6 Step Guide: Identify, Analyze, and Act on Skills Intelligence Data in Healthcare

Introduction

Data is reshaping our lives and work. Whether it's collecting real-time data from machinery like a jet engine to enhance performance or tracking online browsing activity to personalize advertising, data is uncovering new insights and guiding decisions. In today's healthcare landscape, data plays a crucial role in shaping strategy, improving patient outcomes, and driving operational efficiency.

Just as data from medical devices informs treatment decisions, skills intelligence data empowers Human Resources (HR) teams to strategically manage talent. By understanding the skills required for healthcare roles, HR can enhance recruitment, retention, and employee development, ultimately leading to better patient care.

44% of workers' core skills are expected to change in the next five years
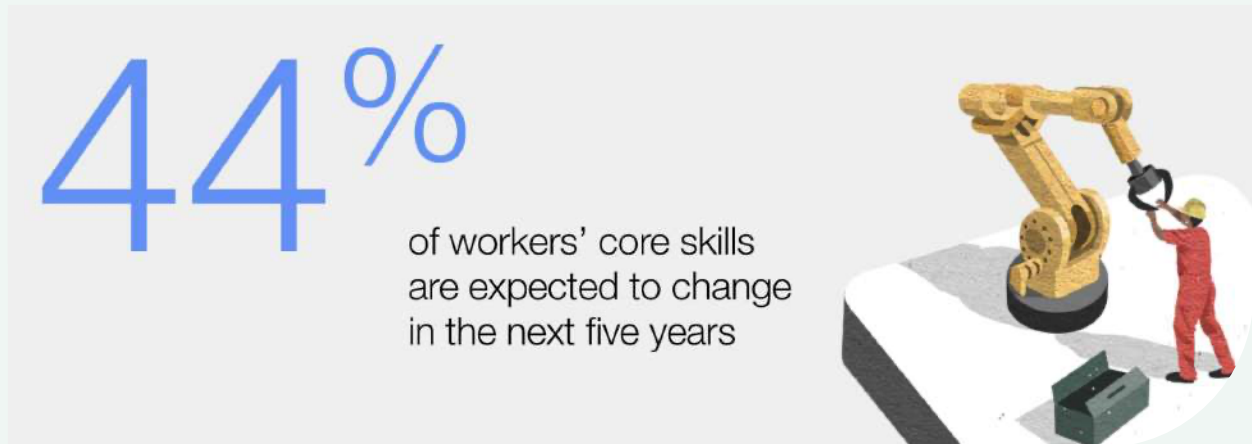
Source: World Economic Forum, *Future of Jobs Report 2023.*

Why Skills? Why Now?

Healthcare is one of the most rapidly evolving sectors, driven by technological advancements, changing patient demographics, and evolving regulatory landscapes. The demand for specific skills in healthcare is constantly shifting, making it essential for organizations to adapt. According to projections, 44% of all workers will require reskilling by 2025 and this trend extends to healthcare. Non-technical skills such as empathy, communication, and adaptability are becoming increasingly essential for healthcare professionals, alongside technical expertise. Recognizing this, healthcare organizations must prioritize skills intelligence to ensure their workforce remains agile and competent.

What is Skills Intelligence Data?

In the healthcare sector, skills intelligence data refers to insights derived from analyzing the skills needed within an organization against those possessed by employees. This data guides HR in various crucial functions, including recruitment, training, and succession planning. This white paper explores how healthcare HR teams can unlock skills intelligence data through a tailored 6-step process.

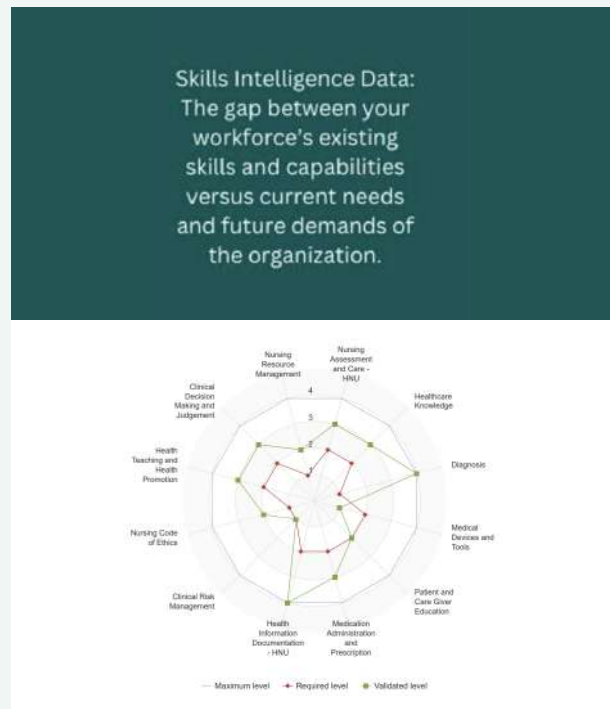Skills Intelligence Data: The gap between your workforce's existing skills and capabilities versus current needs and future demands of the organization.

Figure 1: Skills gap analysis.