

2016 IN REVIEW: INDUSTRIES LOOK FOR NONTRADITIONAL, MORE DIVERSE SKILLS

Industry skills gaps in the United States threaten the long-term competitiveness of both workers and employers. The Strayer@Work Skills Index, based on our proprietary analysis of select data from LinkedIn, takes an unprecedented look at the supply and demand of specific skill sets across top industries. This fact sheet summarizes the largest skill gaps, surpluses, and trends of 2016 and forecasts expectations for the year ahead.

SKILL GAPS

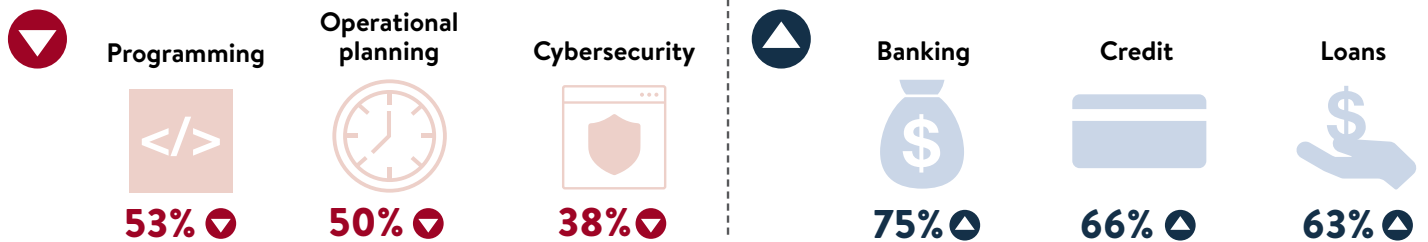
High employer demand but low supply of employees with these skills

SKILL SURPLUSES

Low employer demand but high supply of employees with these skills

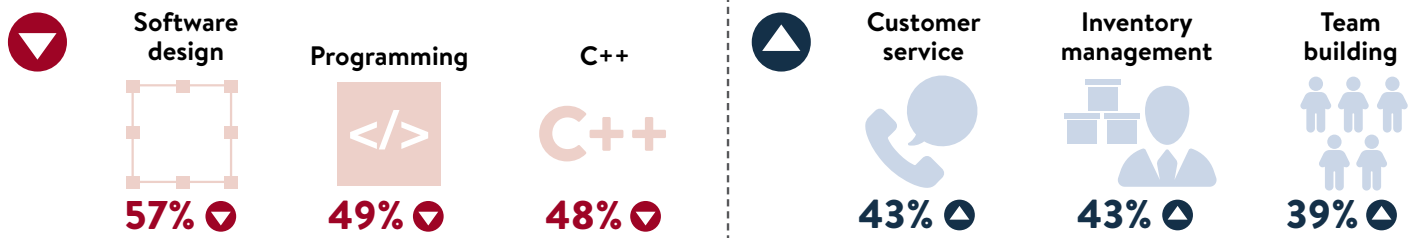
FINANCIAL SERVICES

Companies still desperately need workers with technology skills to protect information as they move to digitize data. Traditional industry skills are experiencing a surplus that rose steadily throughout the year.



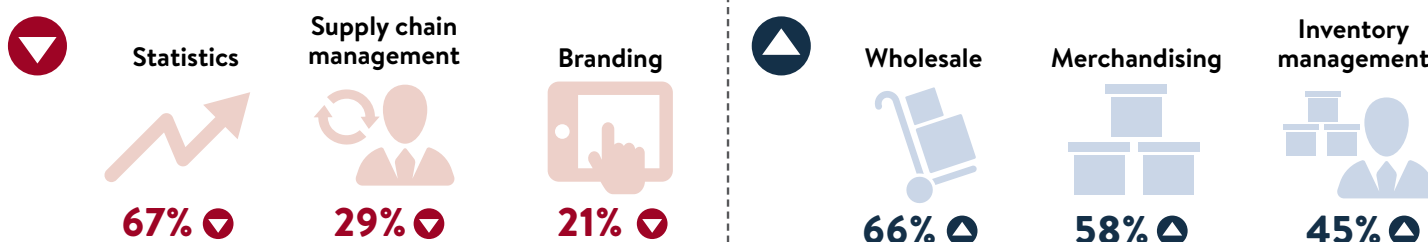
MANUFACTURING

According to a September 2016 *Wall Street Journal* article,* overall skill requirements in the manufacturing industry have expanded, with jobs often requiring advanced knowledge of math and engineering. As a result, most deficits, many related to programming, grew throughout the year. The biggest surpluses throughout 2016 were in interpersonal and management skills.



RETAIL

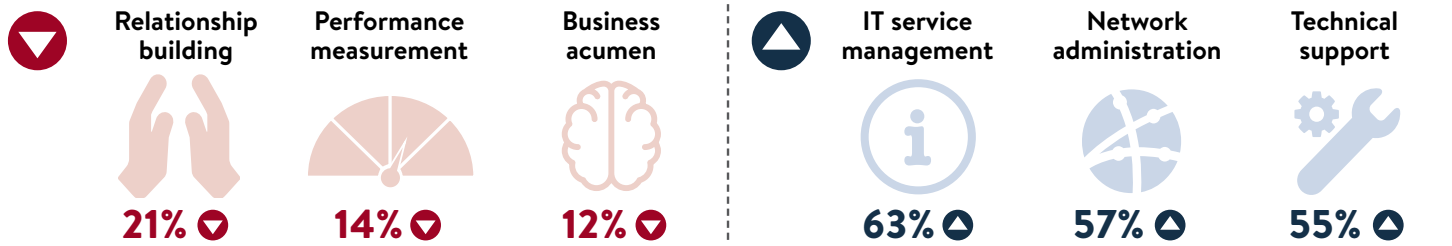
Many candidates with the skills needed in retail have been attracted to other industries throughout the year, leaving many retail jobs requiring statistical skills unfilled. Surpluses in traditional retail skills grew throughout 2016, highlighting the need for more diverse skills in the industry.



* Anna Sussman, "As Skill Requirements Increase, More Manufacturing Jobs Go Unfilled," *Wall Street Journal*, September 1, 2016.

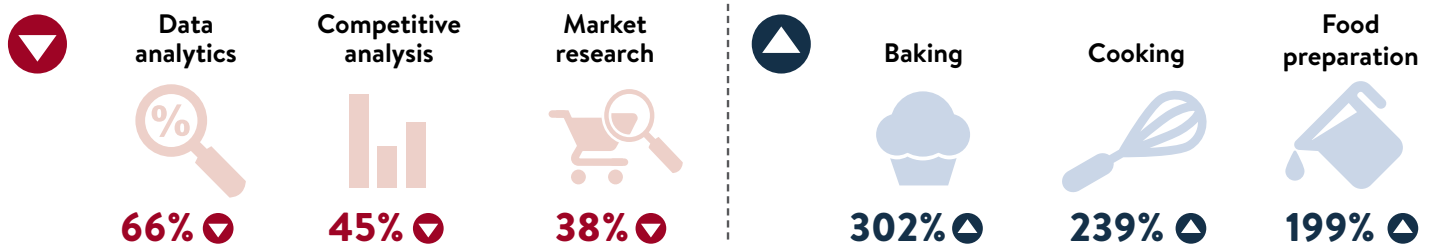
INFORMATION TECHNOLOGY

While some traditional IT skills, such as network administration, remained in surplus, deficits in relationship building and business acumen skills still exist and are expected to persist.



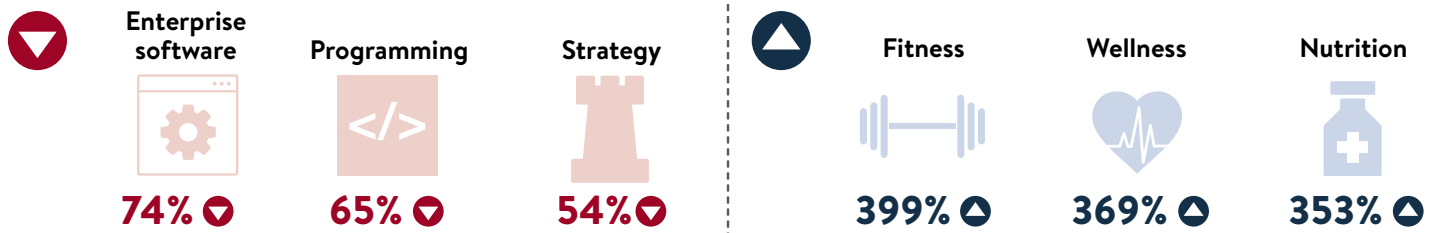
FOOD AND BEVERAGE

Large deficits in analytical skills persist as the industry becomes increasingly data-driven but has failed to offer wages for those skills on par with other industries. With extreme surpluses in traditional skills throughout the year, and a 72% surplus of skills overall by Q4, the best way for candidates to distinguish themselves in this industry is likely by having nontraditional or administrative skills.



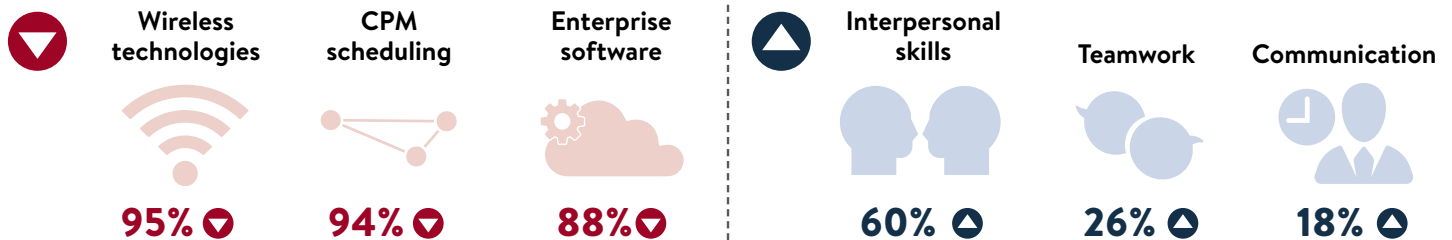
HEALTHCARE

Many of the industry's largest deficits have narrowed throughout the year, but web programming skills are still in high demand. Wellness-related skills had among the greatest oversupply in the industry throughout the second half of 2016.



TRAVEL AND TOURISM

According to the World Travel & Tourism Council,** the industry faces incredible human capital challenges, with 37 out of 46 countries, including the United States, showing a talent deficit in travel and tourism over the next 10 years compared with just 6 showing talent deficits for their economy as a whole. The Skills Index reflects this data: 79 percent of skills were in deficit at the end of 2016, particularly analytics and programming skills. Soft skills in this industry remained among the few skills in surplus throughout the year.



** "Global Talent Trends and Issues for the Travel & Tourism Sector," World Travel & Tourism Council, January 2015.

Across most industries, the past year was marked by unprecedented growth in the need for technology skills. In 2017, job seekers should think creatively about which jobs and industries match their skills, and employers must make increased efforts to attract talent with the needed skills.

Methodology: The Strayer@Work® Skills Index measures both the supply and demand of select skills in the public profiles of LinkedIn members in the United States who work in the above seven industries. The supply formula measures the prevalence of select skills within the profiles of members in an industry, relative to the overall population of LinkedIn members in the United States. The demand formula shows the desirability of select skills within an industry, relative to its overall demand, as measured by U.S. members who received an InMail message from a recruiter within the past year.