

# 8 ways

to close employee skill gaps at nonprofit organizations with People First.

**Skill gaps don't announce themselves.**

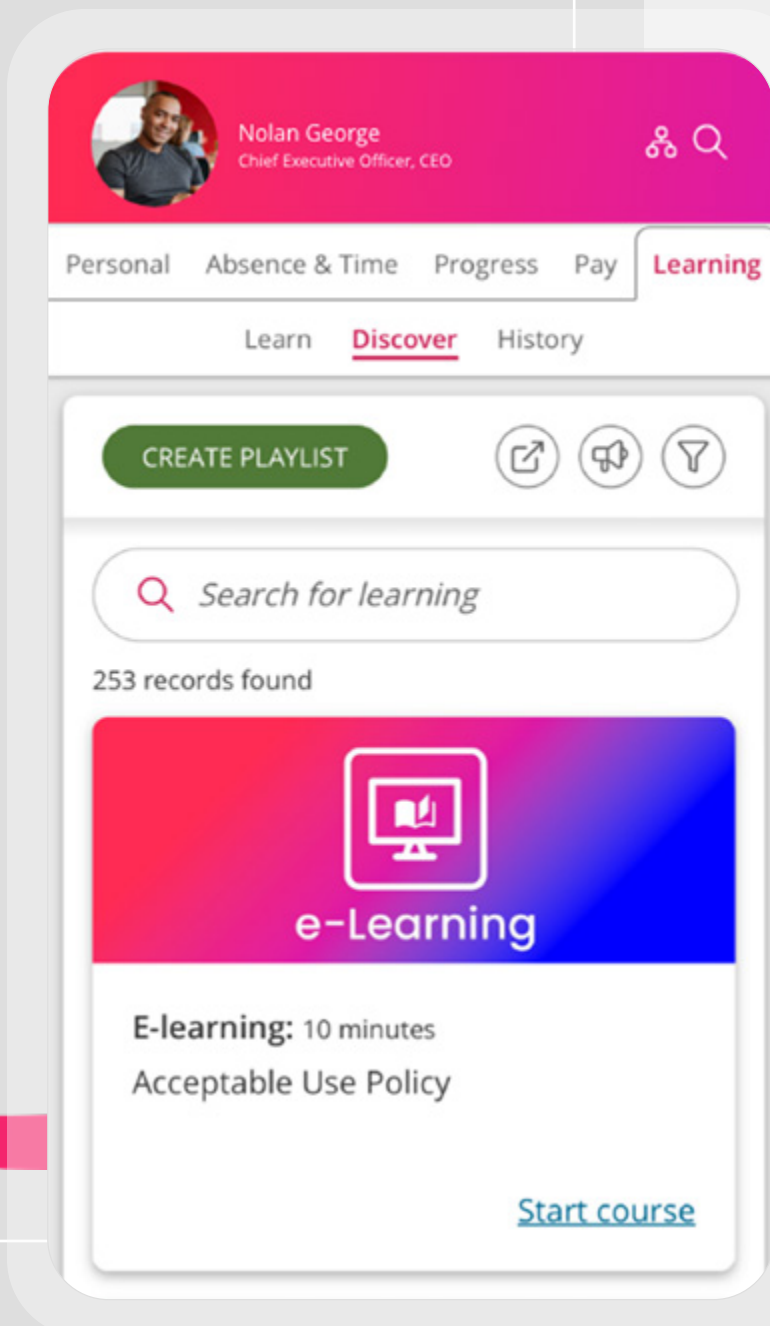
They surface in missed goals, stretched managers, and roles that stay open too long, putting pressure on teams already working hard to deliver impact.

Closing skill gaps requires visibility into your workforce and the ability to develop talent with intention, turning insight into action before gaps affect performance.



**People First, powered by MHR, is an all-in-one HCM platform that unites recruitment, onboarding, HR and talent development into a single connected system.**

With built-in AI and intelligent automation, it helps you recruit smarter, continuously strengthen capabilities and retain the talent that drives your organization's core mission. All without relying on disconnected tools or manual workarounds.



## Identify skills gaps before they disrupt performance

1

**You cannot close a gap you cannot see**

Without a centralized view of employee capabilities, your HR team and managers rely on assumptions. That leads to reactive hiring, uneven workloads, and preventable risk during critical program cycles.

### People First helps your team:

- ✔ Map workforce skills across teams and roles
- ✔ Compare current capabilities to role requirements
- ✔ Use AI-powered skills analysis to detect emerging capability gaps
- ✔ Surface internal candidates with transferable skills

### Result

**A living skills inventory that enables proactive workforce planning instead of emergency hiring.**

## Build structured development plans tied to real role needs

2

**Generic training does not close targeted gaps**

When development is not aligned to defined competencies, time and funding are spent without strengthening real capability.

### People First helps your team:

- ✔ Assign learning based on role and department
- ✔ Align development pathways to required competencies
- ✔ Track progress against defined capability goals
- ✔ Connect learning to performance conversations

### Result

**Targeted development that measurably reduces critical skills gaps.**



## Accelerate skill development from day one

3

**Skills gaps often begin during onboarding**

When new hires lack structure, productivity is delayed, early turnover increases, and retraining is repeated.

### People First helps your team:

- ✔ Deliver role-based onboarding journeys
- ✔ Embed required training into early milestones
- ✔ Track completion of essential certifications
- ✔ Provide managers with visibility into readiness

### Result

**Faster time to competence and fewer early-stage capability gaps.**



## Reduce preventable skill loss through stronger retention

# 4

### Every resignation creates a capability gap

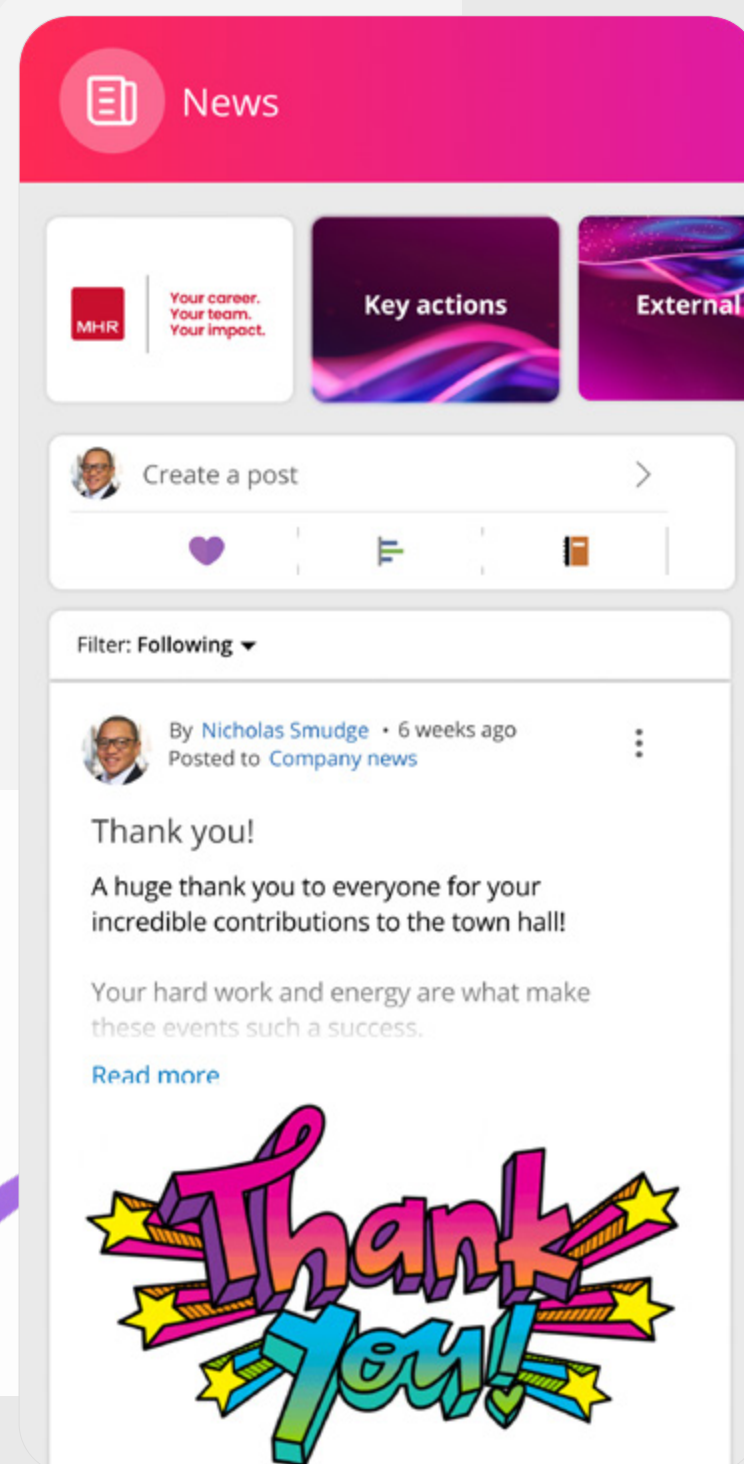
When experienced staff leave mid-grant or seasonal employees do not return, institutional knowledge disappears.

### People First helps your team:

- ✔ Use AI-powered sentiment analysis to detect early disengagement
- ✔ Conduct structured check-ins with guided prompts
- ✔ Recognize performance and contribution
- ✔ Provide clear development pathways

### Result

**Stronger retention protects mission-critical knowledge and reduces recurring skills gaps.**



## Use internal mobility to close skills gaps faster

# 5

External hiring can be expensive and slow, especially during peak program periods

Often, the skills you need already exist within your workforce.

### People First helps your team:

- ✔ Highlight transferable skills across roles and programs
- ✔ Identify succession candidates
- ✔ Track career progression readiness
- ✔ Connect skill profiles directly to open roles

### Result

**Reduced time-to-fill and faster closure of critical skills gaps through internal mobility.**



## Support managers in spotting gaps early

# 6

Managers are closest to performance, but they often lack structured tools

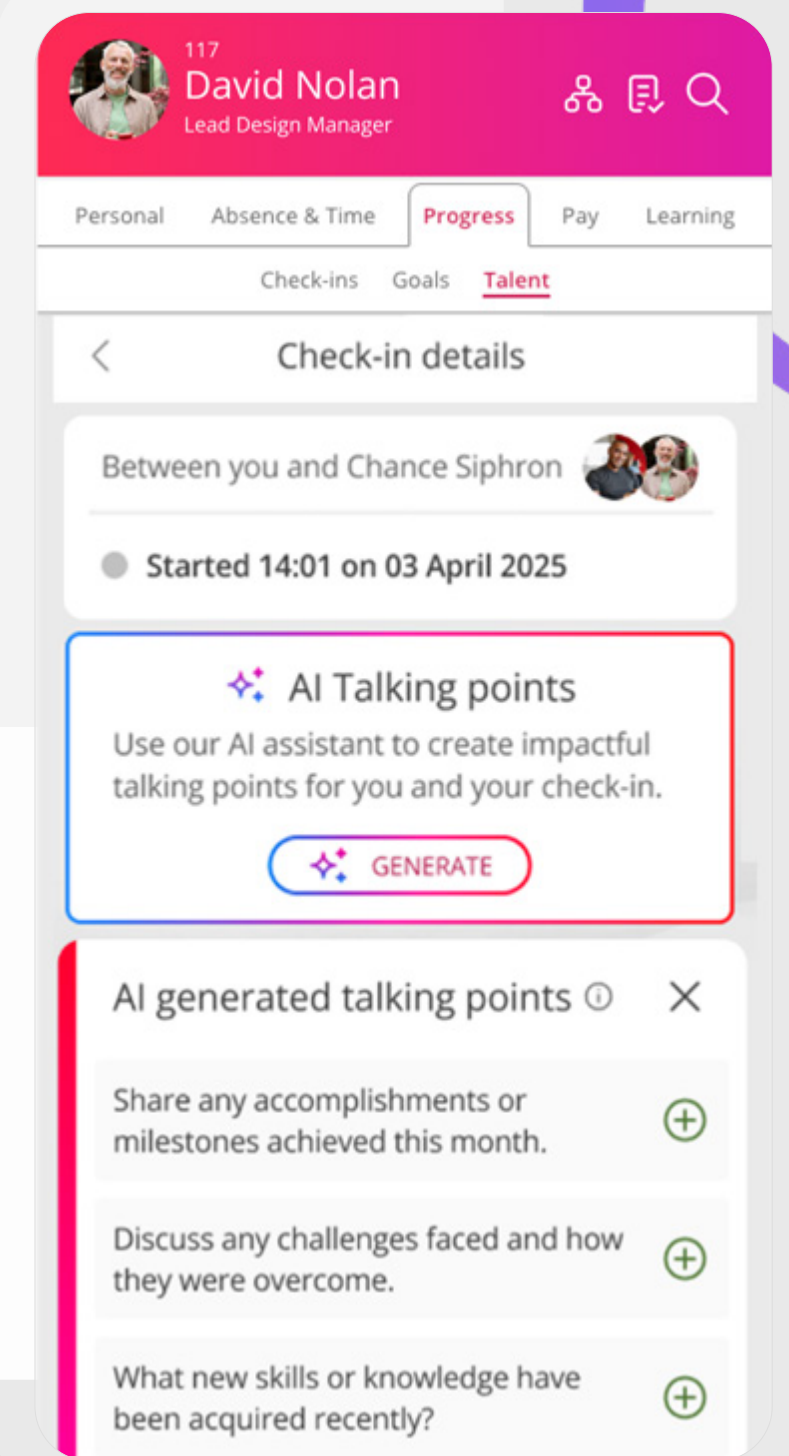
Without consistent documentation and feedback, skill issues go unaddressed until they affect outcomes.

### People First helps your team:

- ✔ Conduct structured check-ins
- ✔ Track performance against role expectations
- ✔ Document development needs
- ✔ Use AI-assisted prompts to guide meaningful discussions

### Result

**Earlier intervention prevents small capability gaps from becoming larger performance problems.**



## Connect workforce data to make smarter skills decisions

# 7

### Disconnected systems hide patterns

Without integrated reporting, nonprofit leaders struggle to forecast workforce needs and report confidently to boards and funders.

#### People First helps your team:

- ✔ Bring workforce data together in one unified platform
- ✔ Surface predictive workforce trends using AI-driven analytics
- ✔ Analyze turnover and skill concentration across programs
- ✔ Support workforce planning tied to funding cycles

#### Result

**Stronger retention protects mission-critical knowledge and reduces recurring skills gaps.**



## Plan ahead to prevent future skills shortages

# 8

### The most damaging skills gaps are the ones no one anticipated

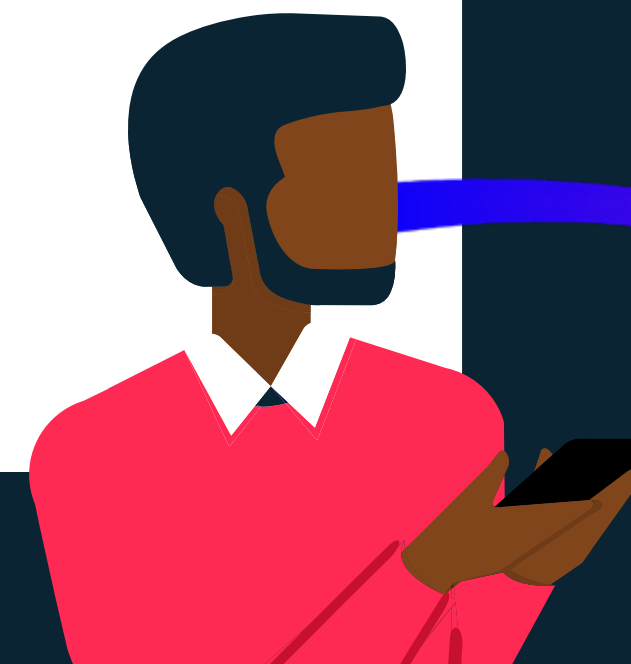
Funding shifts, leadership transitions, and program expansion all place new demands on your workforce.

#### People First helps your team:

- ✔ Analyze workforce trends across time
- ✔ Identify roles at risk due to turnover or succession gaps
- ✔ Align workforce planning to strategic priorities
- ✔ Forecast capability demand using integrated data

#### Result

**A proactive workforce strategy that anticipates skill shortages before they disrupt mission delivery.**



**people first**  
powered by 

## Final thoughts

**Skills gaps don't fix themselves. And they don't stay small for long.**

They shrink when you gain visibility across your workforce, bring structure to development, and support your people at every stage of the employee lifecycle.

People First, powered by MHR, connects hiring, onboarding, development, and retention into one unified platform, giving nonprofit HR leaders the clarity to act early, protect institutional knowledge, and strengthen the workforce your mission depends on.

**Close the gaps. Protect your impact. Move forward with confidence.**

Let's talk 