

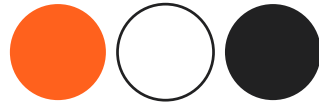
MAPC – Industrial & Organizational Psychology

Sample Internship Report

(Need to be Hand Written)

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Case No. 9

Identifications of Skills Gap

Name of the Organization: - *****

Skills gaps exist where employers believe that their existing labour force lacks certain skills but which they need to be able to perform their roles to the optimum level.

Skills gaps are an important indicator as they can signal a lack of business efficiency and perhaps future skills shortages. The highest numbers of vacancies *****Clothing Company were in the field of production and process operatives. Vacancies can be hard to fill for a number of reasons including low pay, location issues or unsocial working hours.

Skills shortages are existing in the following areas:

- Technical skills - mainly at production operative level
- Experience
- Communication skills
- Lacking proficiency is the inability of the workforce to keep up with change
- High staff turnover and their own failure to train and develop staff

Management of *****Clothing Company are fully aware of the impact that advances in technology will have on their business in the short to medium term. They also believe that basic IT skills as less important in the future than technical and team working skills.