

Top 20 Skills gaps in the four priority areas, by size of organisation (%)¹

Skills	Micro	Small	Medium/ Large	All
Governance and leadership skills				
Strategic use of IT	26	30	23	27
Strategic planning and forward thinking	23	24	25	23
Leadership	18	22	27	20
HR/Personnel	15	19	17	16
Management of paid staff	14	16	19	16
Business and financial skills				
Fundraising	26	26	19	25
Marketing	22	22	18	22
Communications	19	22	26	21
Negotiation and influencing	17	21	20	19
Finance	20	18	13	18
Project Management	4	17	17	15
Working in partnership with other orgs	14	16	14	19
Procurement/contract management	11	14	11	12
Volunteer Management				
Management of Volunteers	15	13	10	14
Evidence of impact/effectiveness				
Monitoring and evaluation	17	23	19	14

¹ UK Workforce Hub Skills Survey 2007 of charities, community and voluntary groups