Empowering Diverse Talent through Skills-based Solutions

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Agenda

1. Research Strategy
2. Design Process
3. Impact
4. Open discussion and next step

Research objectives

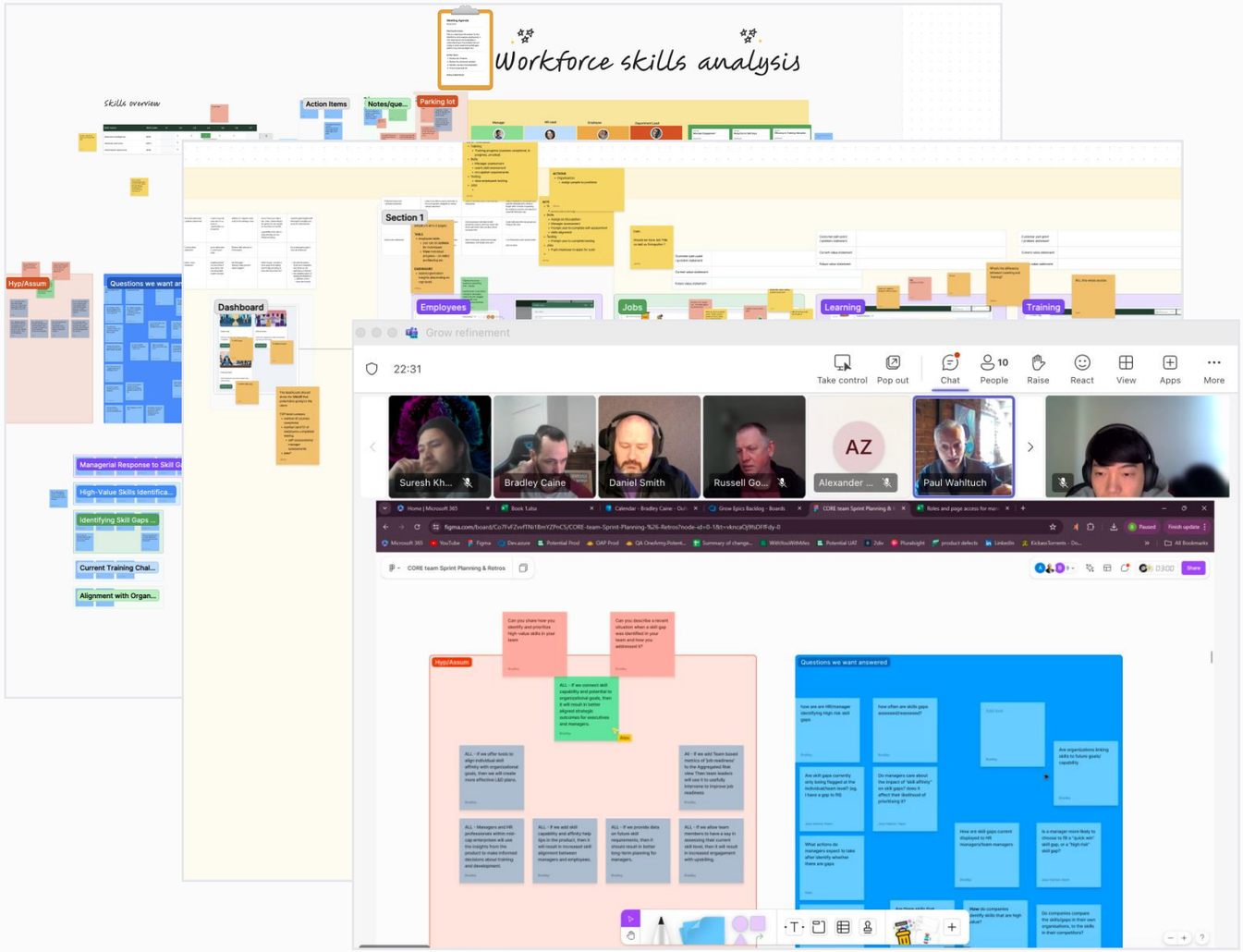
Context

The goal of this work was to enhance our understanding of how organisation are addressing employee skill gaps and validate the assumptions we made about our product's functionality and ideas.

1. The current process for identify the skills gaps within the organisation.
2. The biggest struggles and frustrations identify talent and development plans.
3. How to access and identify employee current skills.
4. How to monitor workforce skill alignment with emerging industry trends.

Research strategy

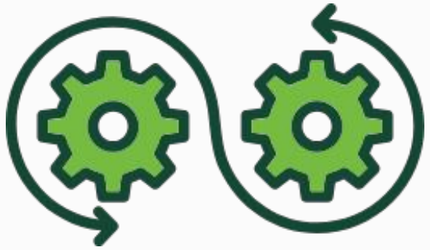
1. Interview 5 HR leaders
2. Run a workforce skills analysis
3. Synthesize our findings to form a strategy



Why should organisations priorities talent development?

60%

of roles are expected to require new skills in the next three years.



75%

of companies plan to adopt emerging tech like big data, cloud and AI in the next five years.

6 in 10

workers will need training before 2017

50%

of all workers don’t have access to adequate training opportunities.

Hypothesis

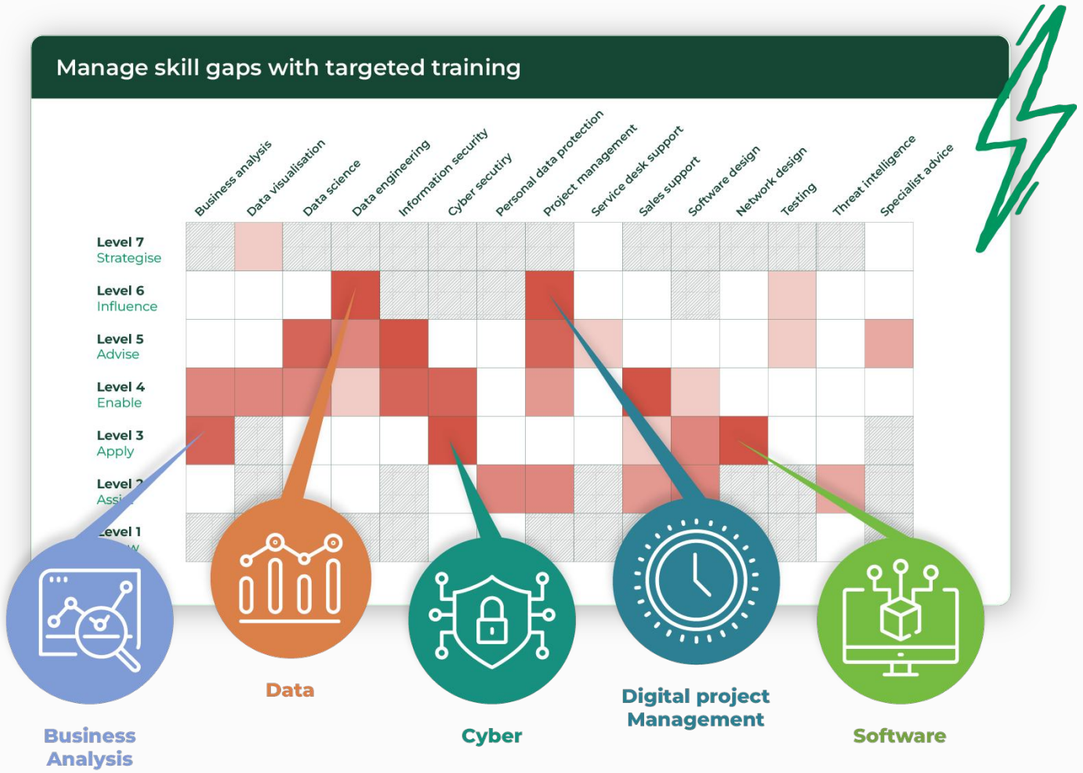
1 Product assumption

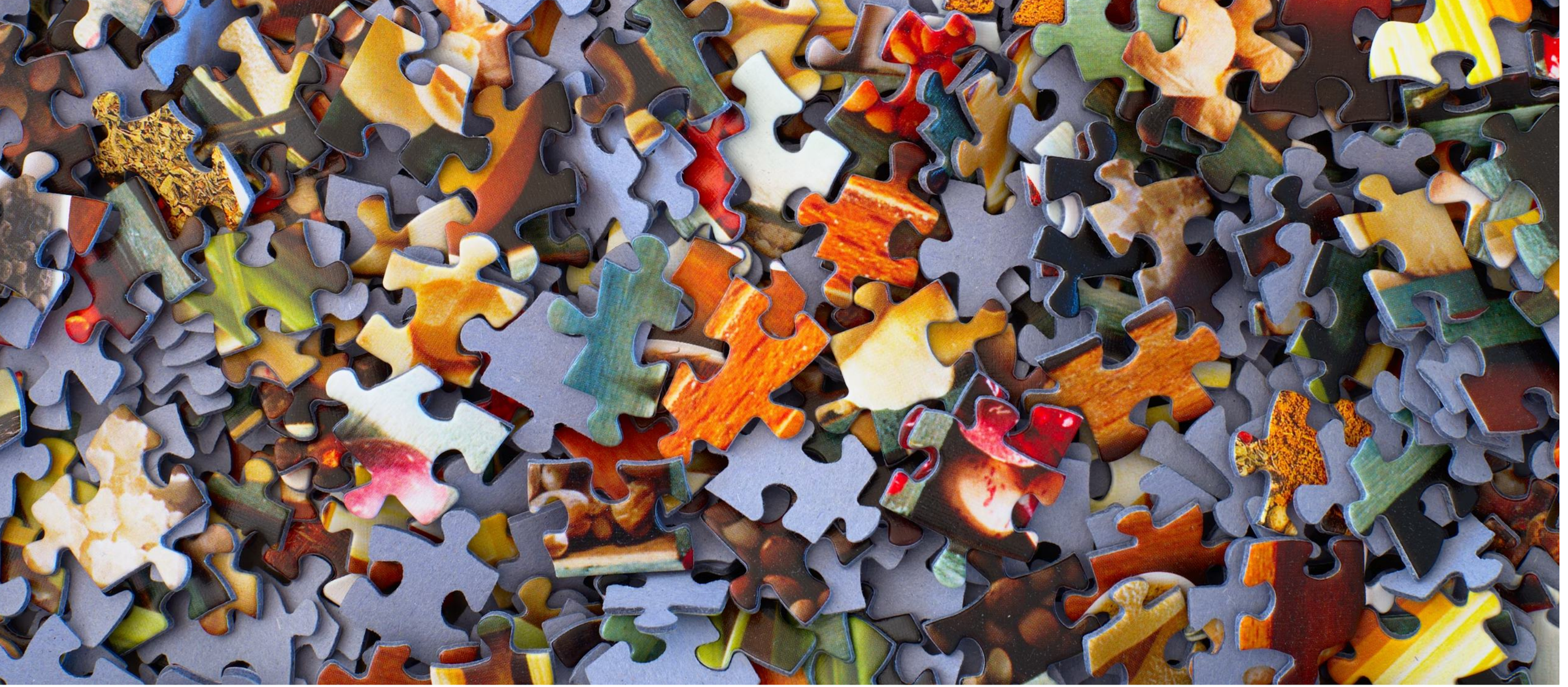
Data driven solution with personalised learning paths will address skills gaps more effectively and improving workforce development.

2 Hypothesis

If we connect skill capability and potential to organisational goals, then it will result in better aligned strategies outcomes.

3 Conclusion — TBD

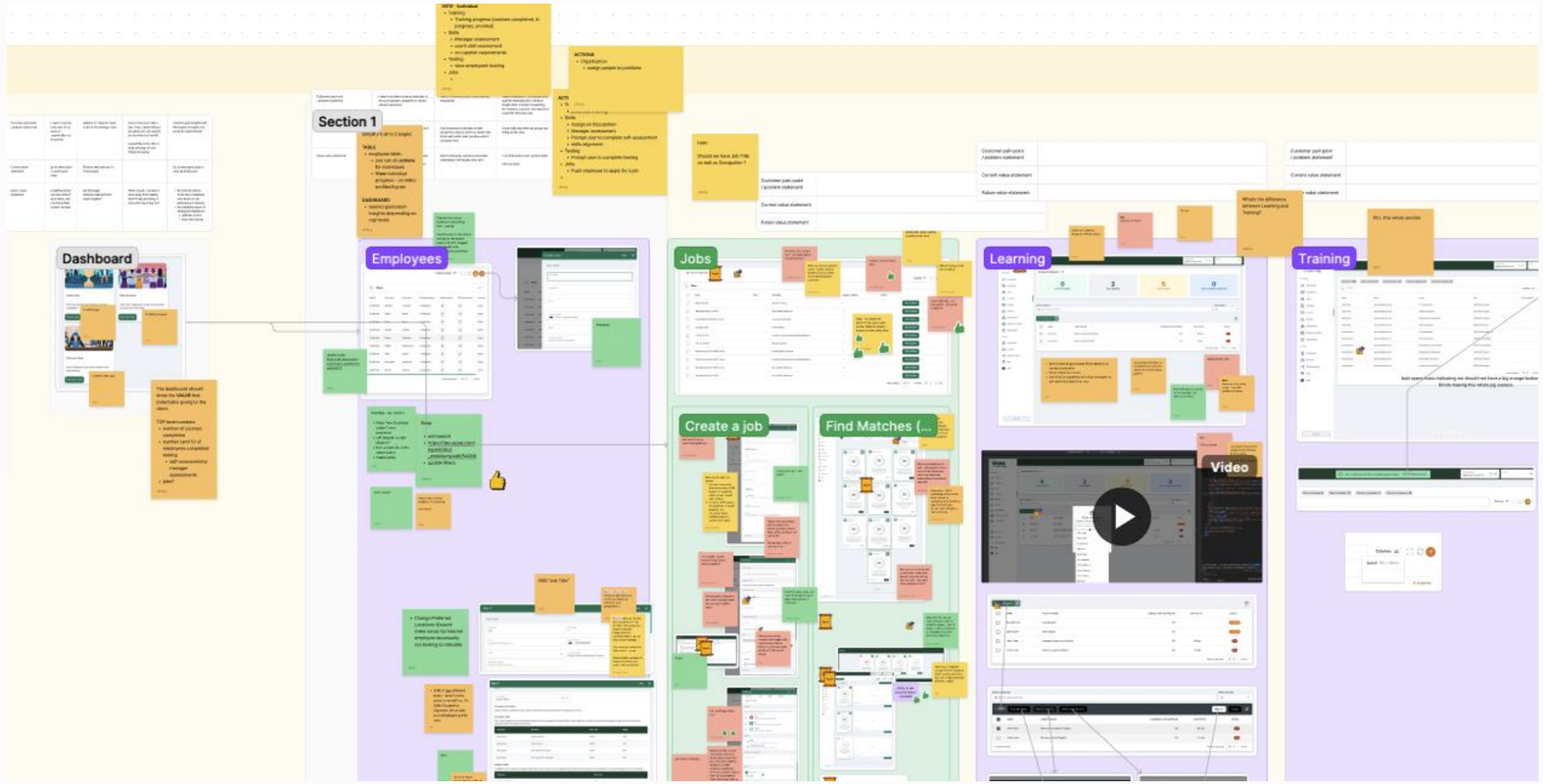




Design Process

Workshops for Discovery

We began with collaborative workshops, bringing together HR professionals, team leads and employees. These sessions helped uncover core challenges around skill development, team readiness, and organisational growth.



Skill Development Flows

Key takeaways

Self Assessment

Manager Assessment

Occupational Requirement

Alignment Conversation

Upskilling Plan

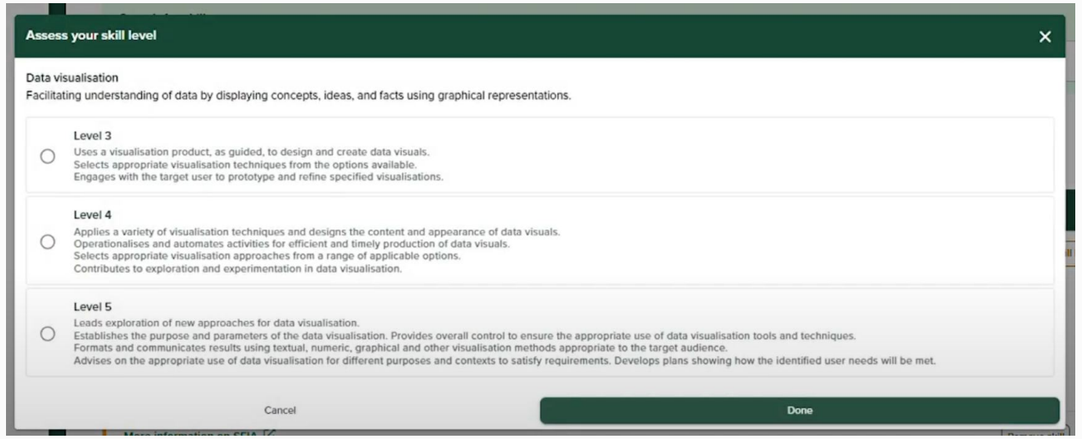
Self Assessment

Problem

Employees struggled with identifying their own skills and development needs, often feeling unsure about which areas to focus on.

Solution

We designed an intuitive self-assessment tool that uses psychometric and cognitive evaluations, allowing employees to gauge their skills objectively. The feedback is presented in a clear, actionable format to guide personalised learning.



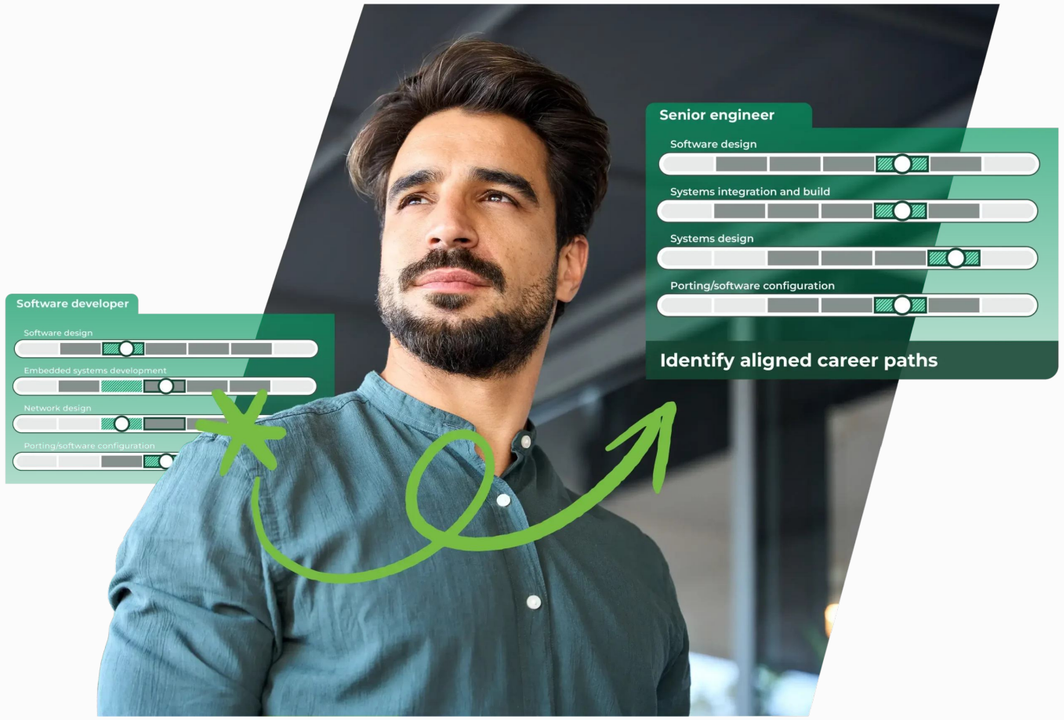
Manager Assessment

Problem

Managers lacked a structured way to assess their team's skills, leading to inconsistent development plans.

Solution

We created a manager-driven assessment system with standardised metrics, enabling managers to easily evaluate employees’ strengths and gaps. This tool ensures consistency across teams and aligns with organisational goals.



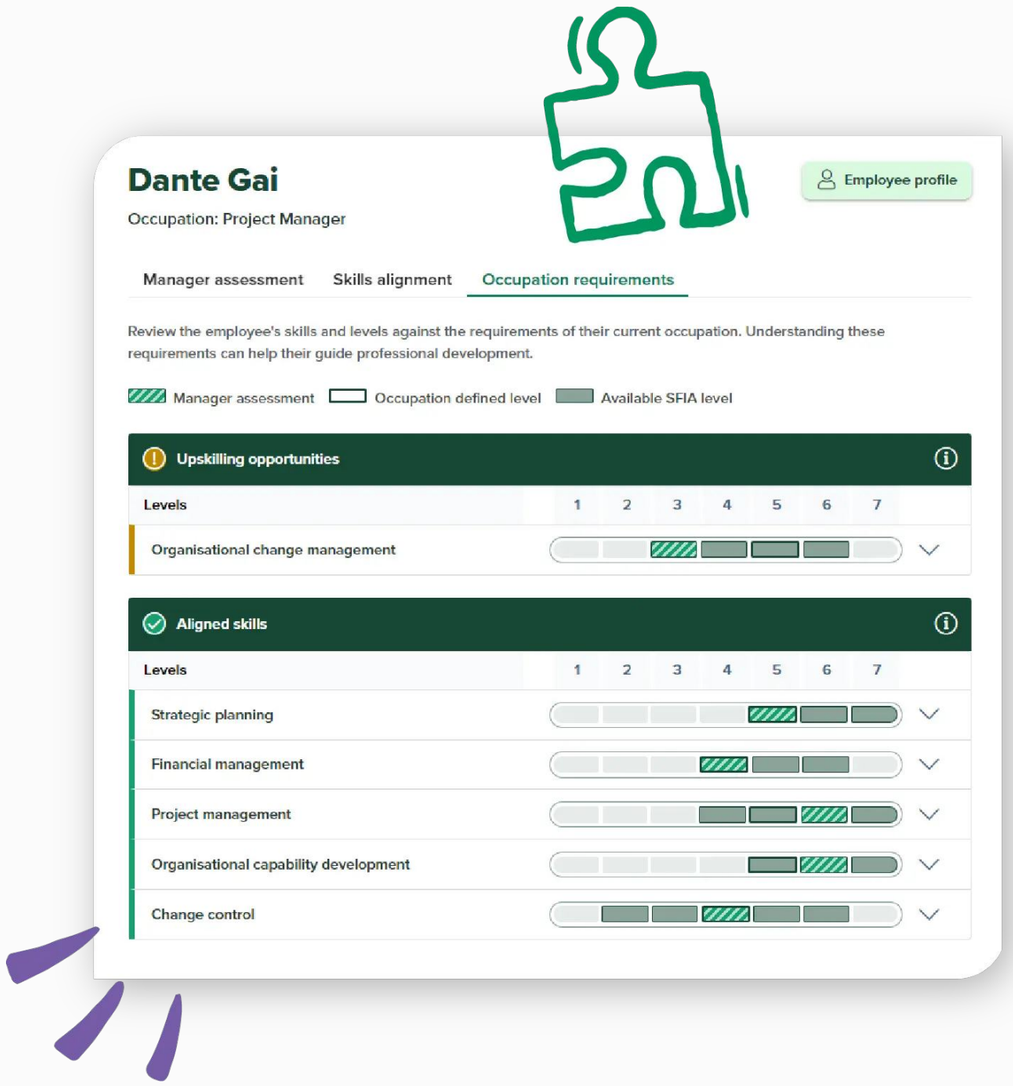
Occupational Requirement

Problem

Organisations often had outdated or unclear role definitions, making it difficult to match employee skills with job requirements.

Solution

We integrated a dynamic occupational requirement feature, allowing managers to update role descriptions based on evolving industry standards. This ensures that employee development aligns with current and future organisational needs.



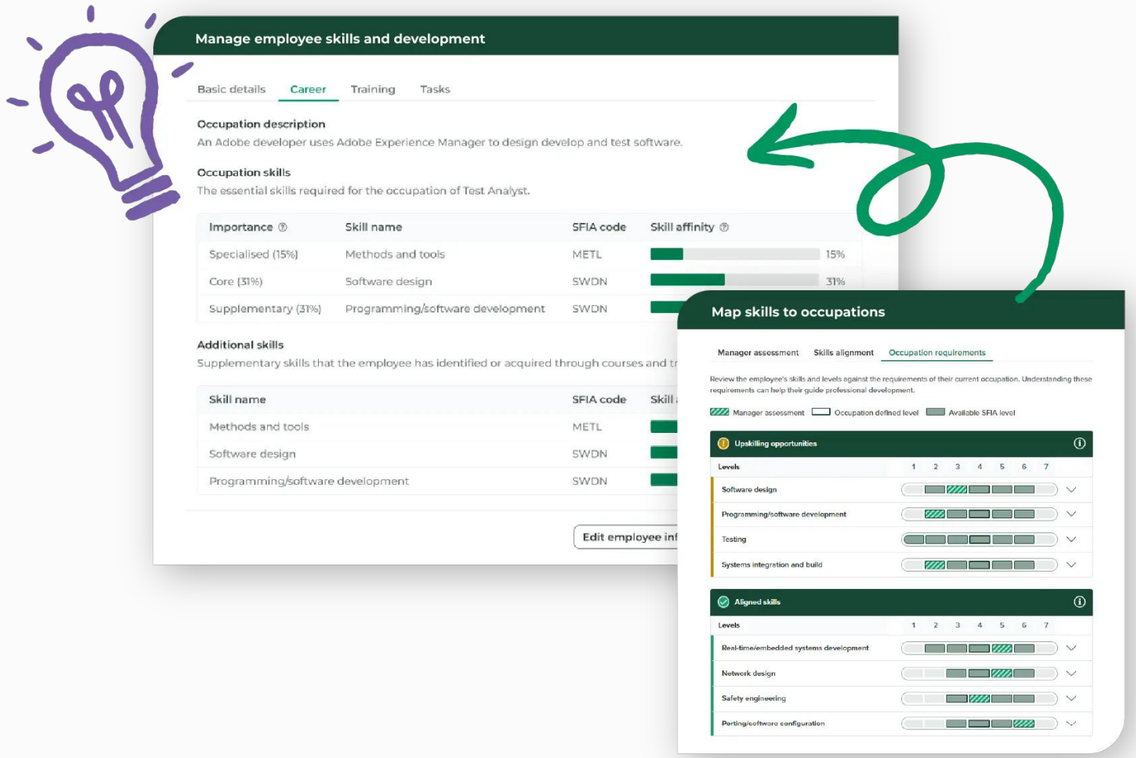
Alignment Conversation

Problem

Conversations between employees and managers about skill development and career goals were often unstructured and ineffective.

Solution

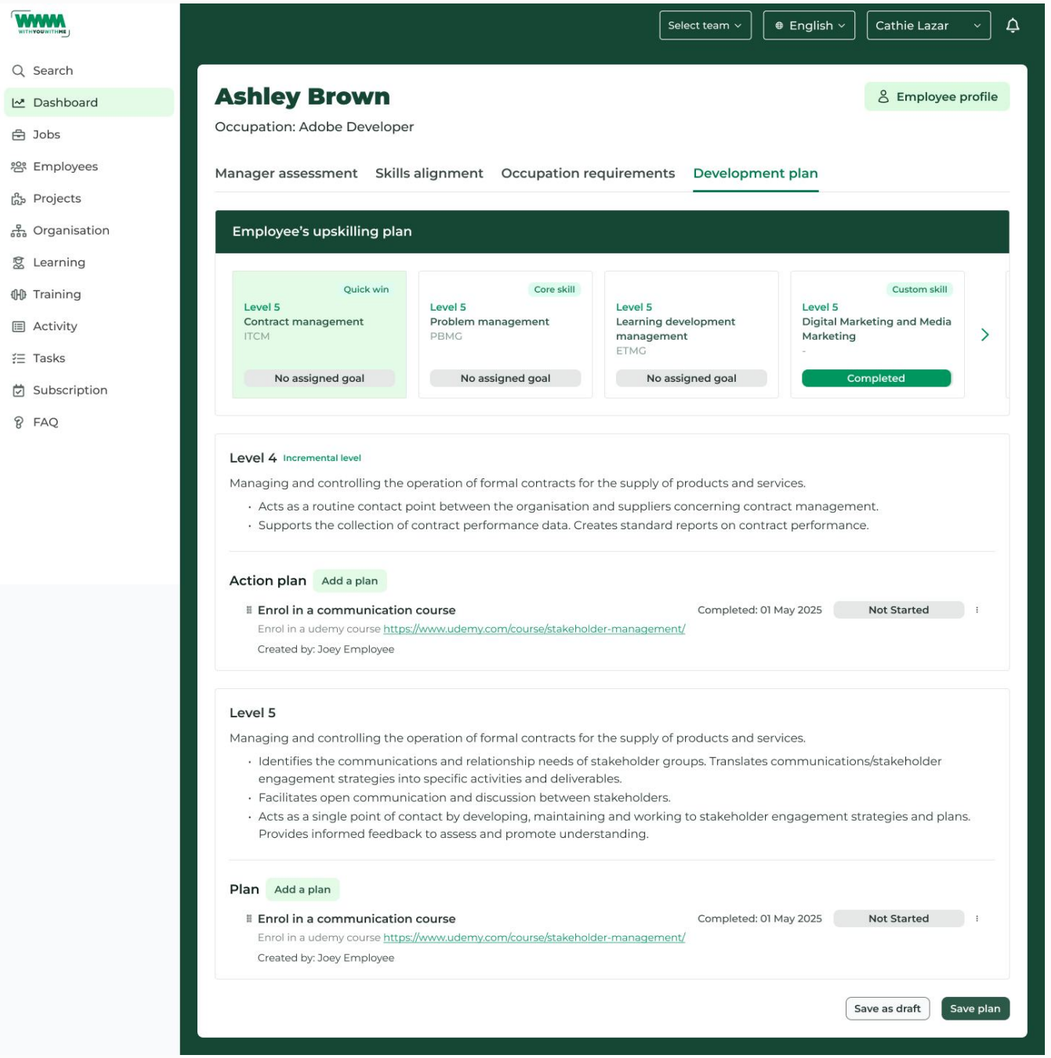
We introduced a structured "Alignment Conversation" tool that prompts managers and employees to discuss progress, development goals, and alignment with occupational requirements. The tool helps foster meaningful discussions and creates a roadmap for growth.



Upskilling Plan

"Starting small can lead to big results"

1. Start with Quick Wins
2. Build Momentum
3. Feeling confidence and motivated to tackle harder tasks



Outcome

Research and discovery

Hypothesis

1 Product assumption

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2 Hypothesis

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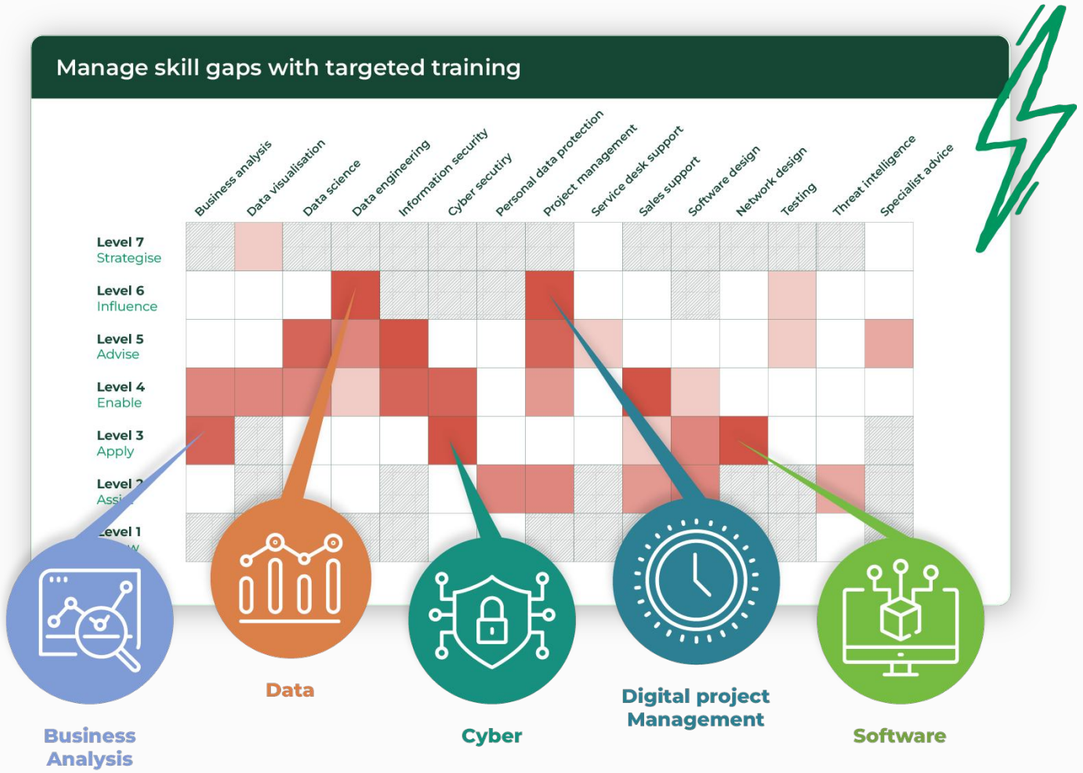
3 Conclusion — TBD



Hypothesis

250%

higher training completion rate

81%

individuals prepared to step into new roles

12%

more internal hires in as little as six months

Next steps...

1. Get data from assigned tasks to find the most effective tasks to skills
2. Able to use AI to recommends most effective tasks for skills
3. Open discussion