

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

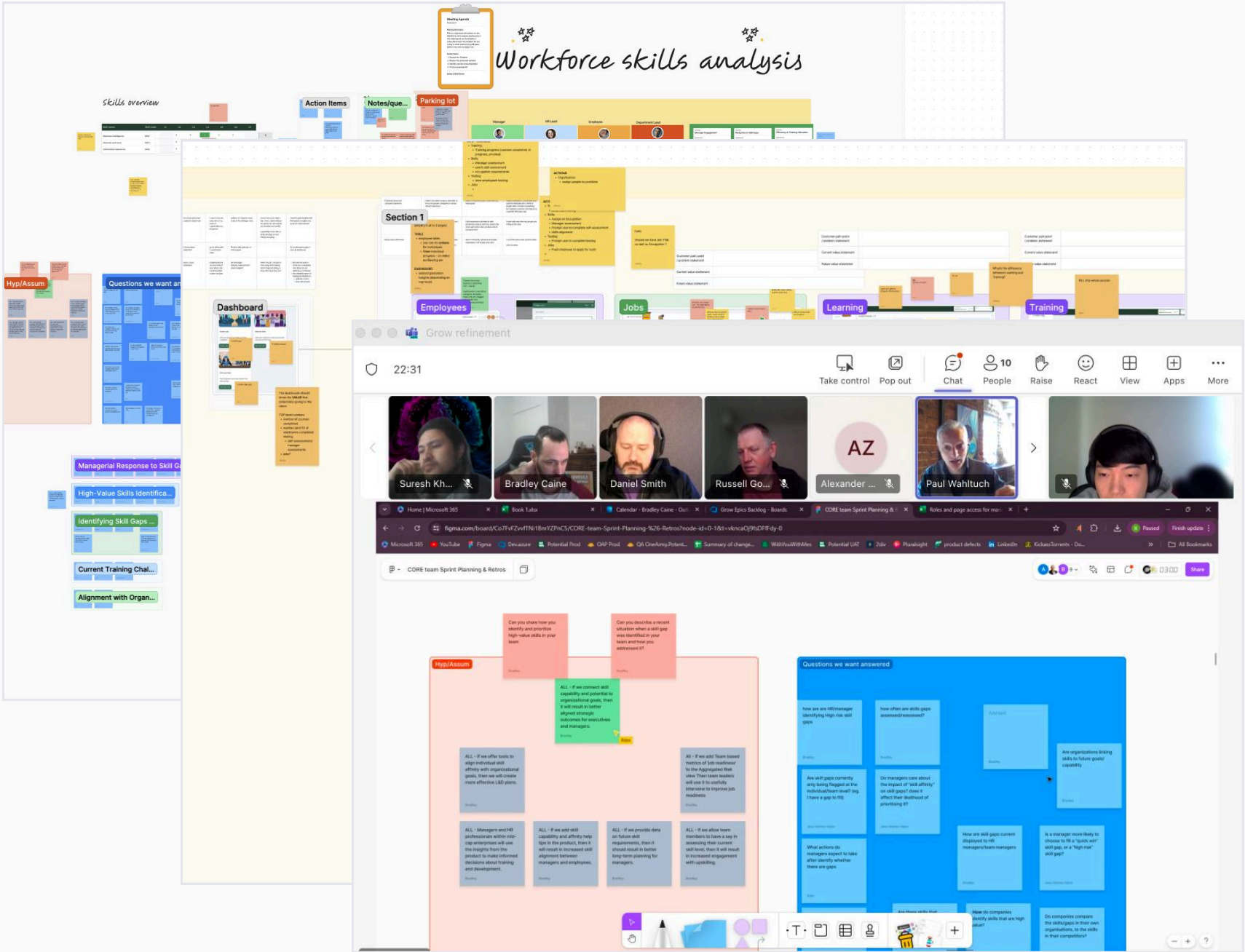
Context

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

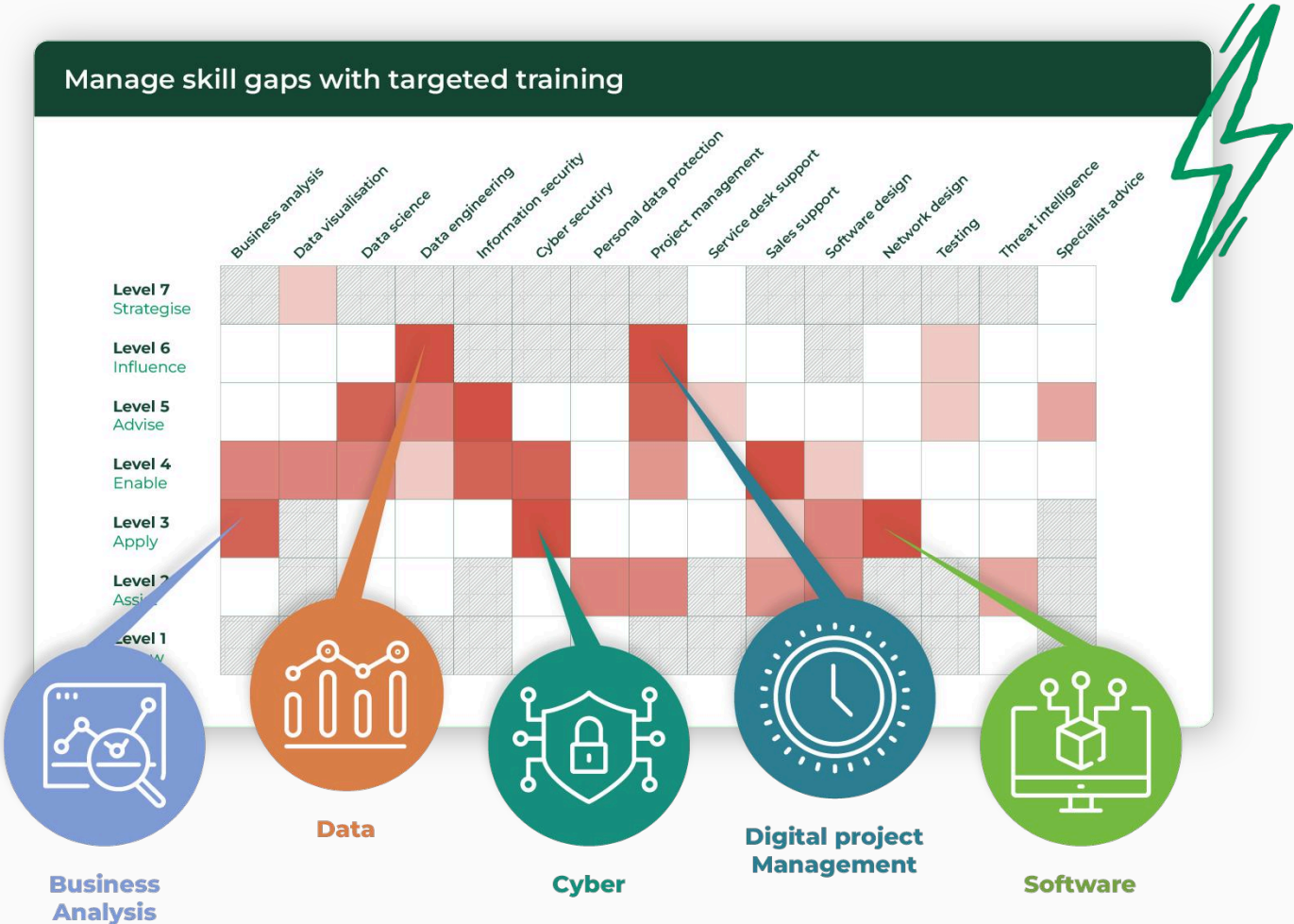
1 Product assumption

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

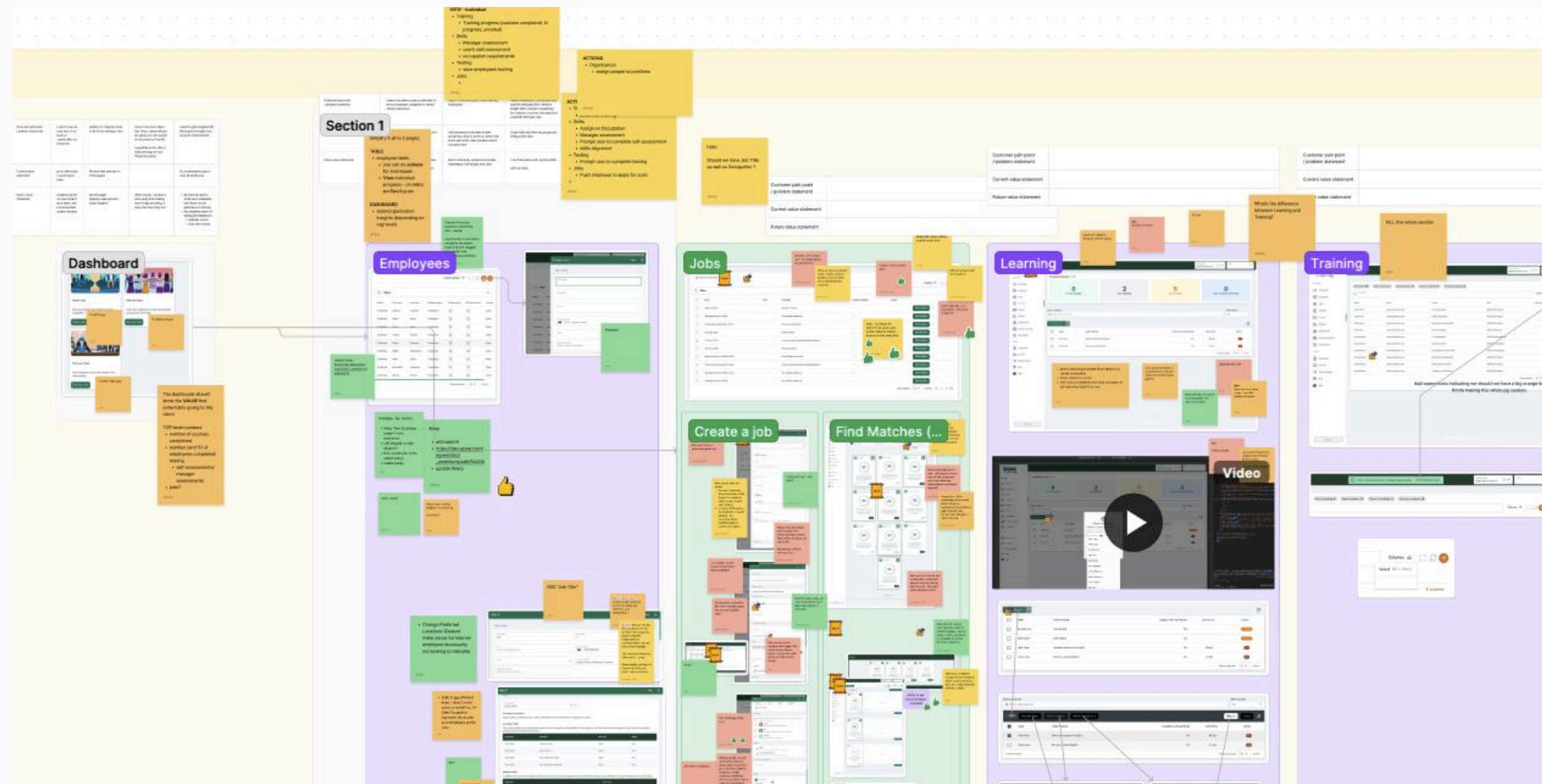




Design Process

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

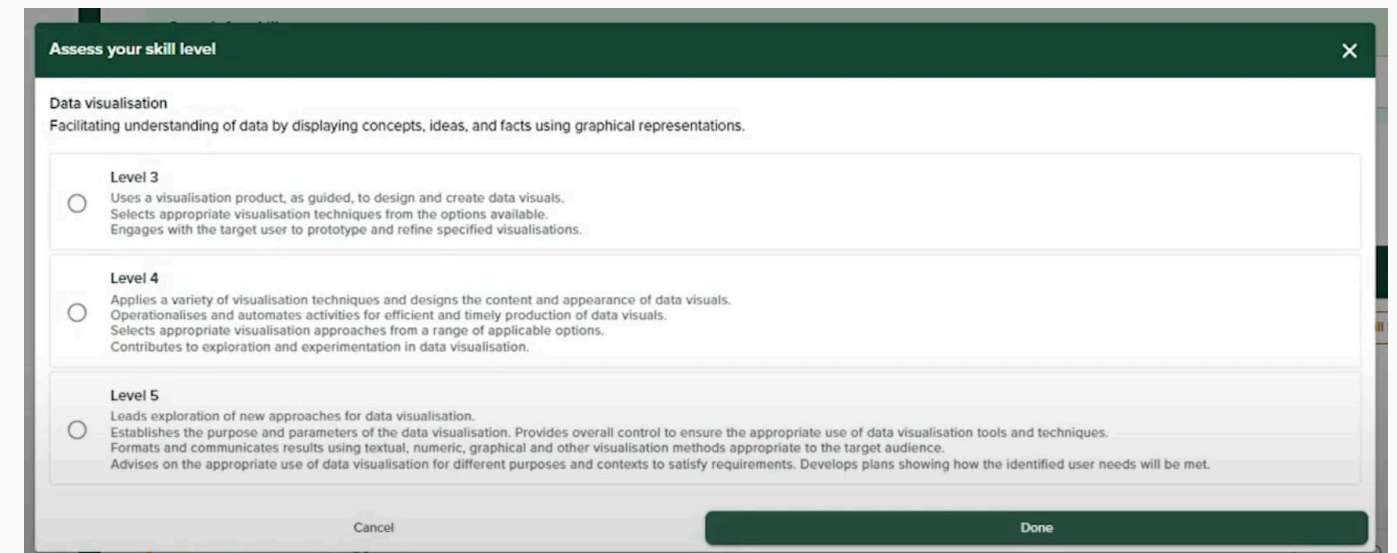
Self Assessment

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.



The screenshot shows a web-based self-assessment interface titled "Assess your skill level" with a close button (X) in the top right corner. The main heading is "Data visualisation" with a subtext: "Facilitating understanding of data by displaying concepts, ideas, and facts using graphical representations." Below this, there are three assessment levels, each with a radio button and a list of skills:

- Level 3**
 - Uses a visualisation product, as guided, to design and create data visuals.
 - Selects appropriate visualisation techniques from the options available.
 - Engages with the target user to prototype and refine specified visualisations.
- Level 4**
 - Applies a variety of visualisation techniques and designs the content and appearance of data visuals.
 - Operationalises and automates activities for efficient and timely production of data visuals.
 - Selects appropriate visualisation approaches from a range of applicable options.
 - Contributes to exploration and experimentation in data visualisation.
- Level 5**
 - Leads exploration of new approaches for data visualisation.
 - Establishes the purpose and parameters of the data visualisation. Provides overall control to ensure the appropriate use of data visualisation tools and techniques.
 - Formats and communicates results using textual, numeric, graphical and other visualisation methods appropriate to the target audience.
 - Advises on the appropriate use of data visualisation for different purposes and contexts to satisfy requirements. Develops plans showing how the identified user needs will be met.

At the bottom of the form, there are two buttons: "Cancel" and "Done".

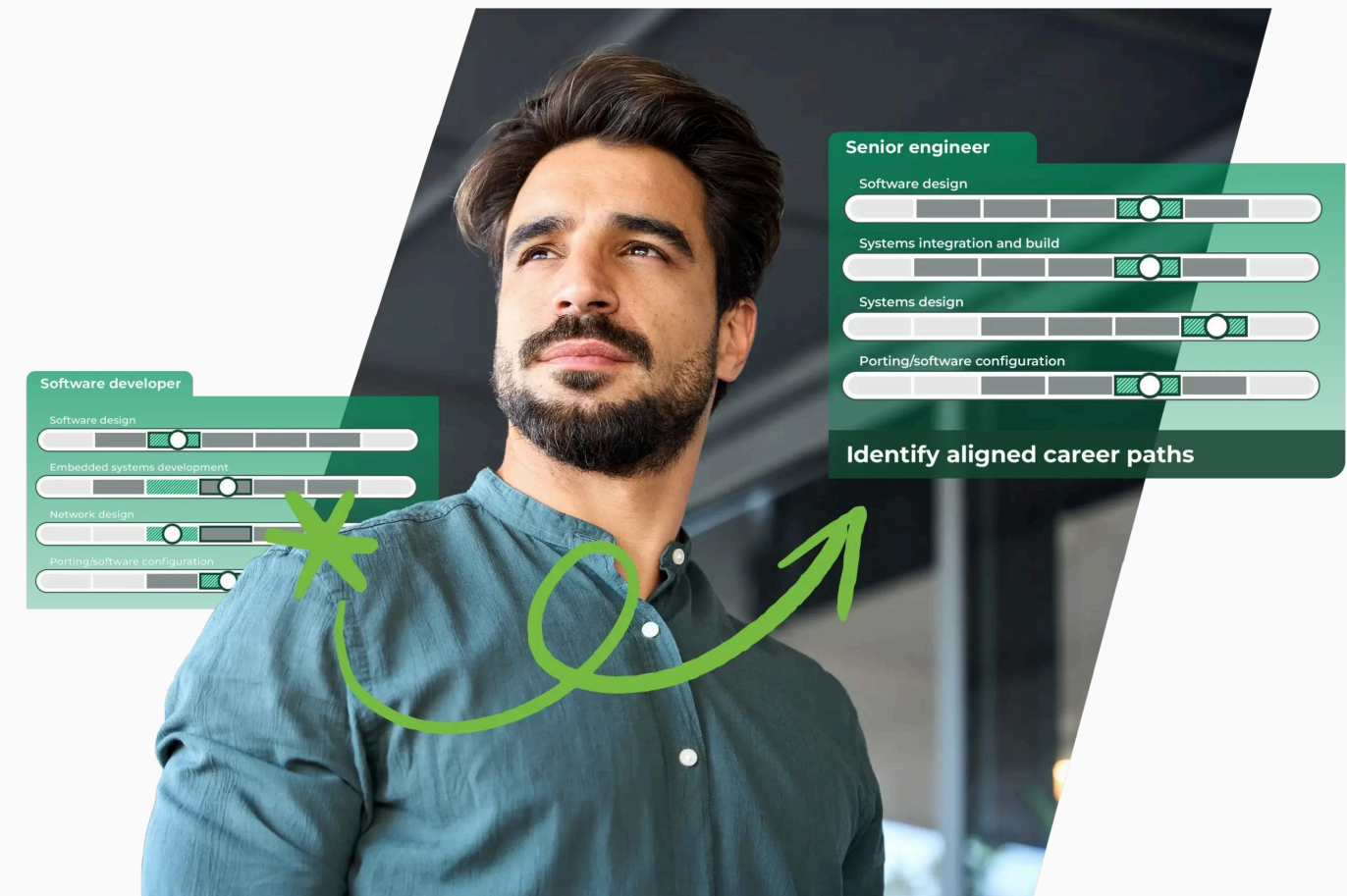
Manager Assessment

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.



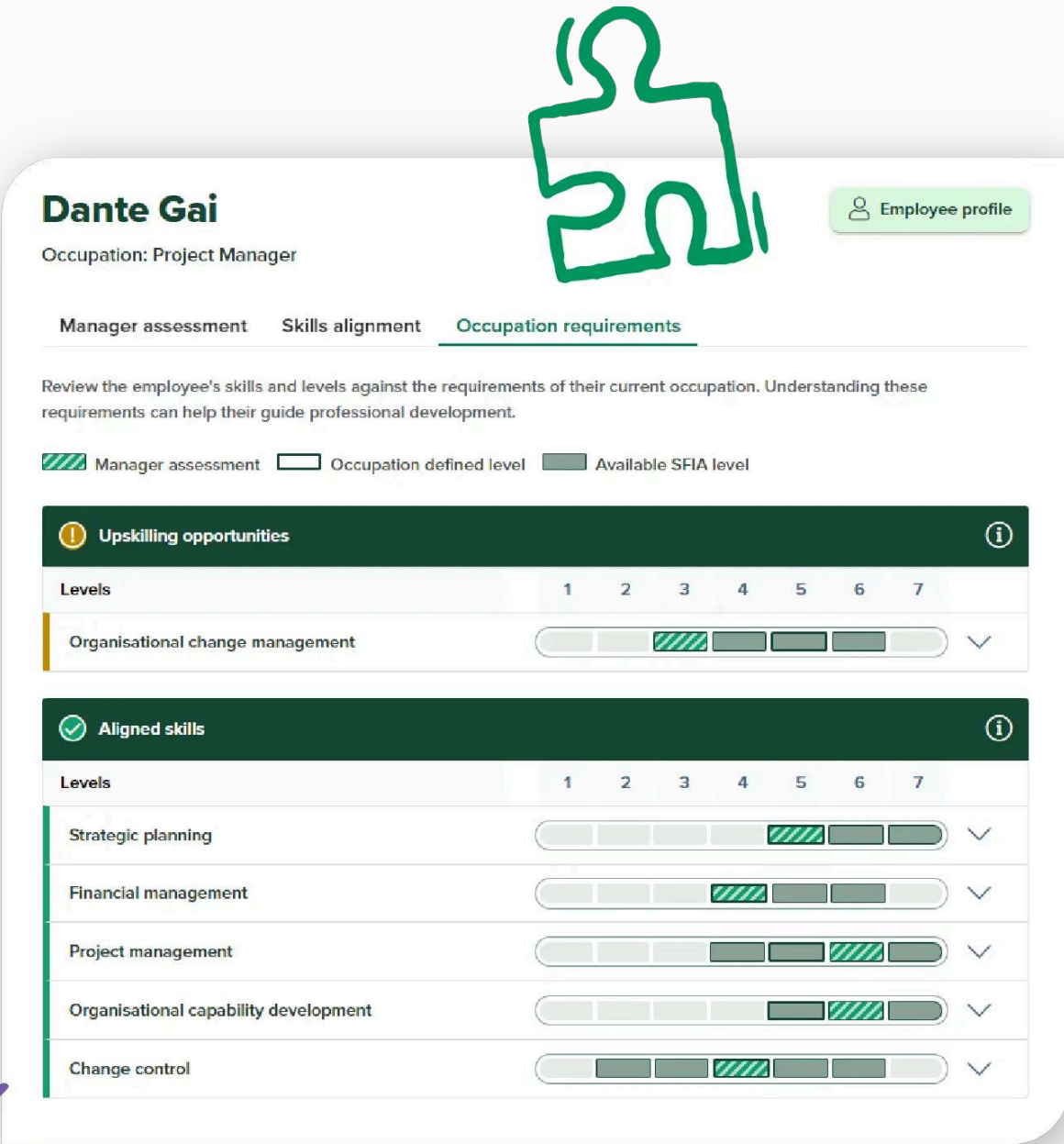
Occupational Requirement

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.



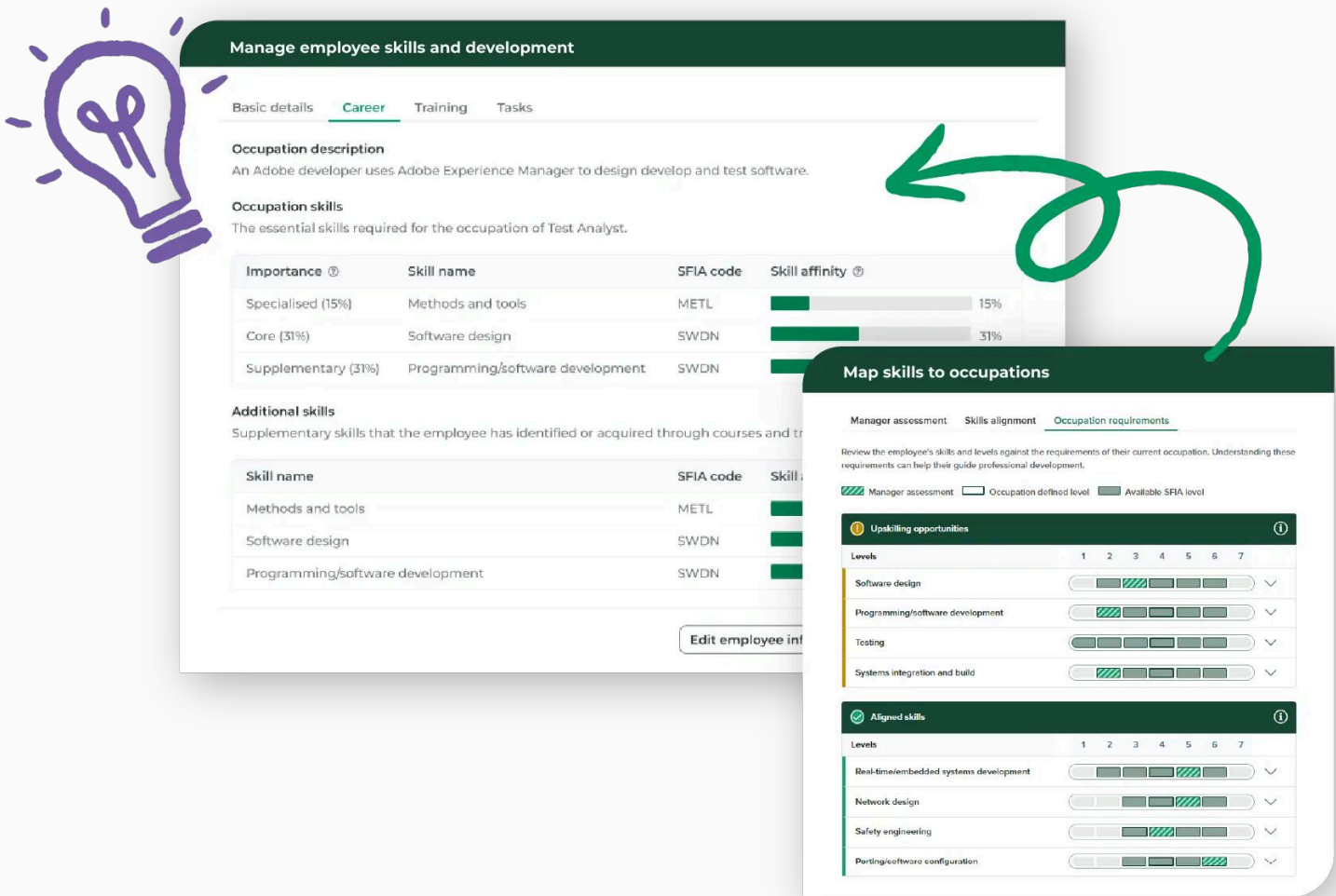
Alignment Conversation

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

WWM

WILLIAM WILSON

Search

Dashboard

Jobs

Employees

Projects

Organisation

Learning

Training

Activity

Tasks

Subscription

FAQ

Select team

English

Cathie Lazar

Ashley Brown

Employee profile

Occupation: Adobe Developer

Manager assessment

Skills alignment

Occupation requirements

Development plan

Employee's upskilling plan

Quick win

Level 5

Contract management

ITCM

No assigned goal

Core skill

Level 5

Problem management

PBMG

No assigned goal

Level 5

Learning development management

ETMG

No assigned goal

Custom skill

Level 5

Digital Marketing and Media Marketing

-

Completed

Level 4

Incremental level

Managing and controlling the operation of formal contracts for the supply of products and services.

Acts as a routine contact point between the organisation and suppliers concerning contract management.

Supports the collection of contract performance data. Creates standard reports on contract performance.

Action plan

Add a plan

Enrol in a communication course

Completed: 01 May 2025

Not Started

Enrol in a udemy course

<https://www.udemy.com/course/stakeholder-management/>

Created by: Joey Employee

Level 5

Managing and controlling the operation of formal contracts for the supply of products and services.

Identifies the communications and relationship needs of stakeholder groups. Translates communications/stakeholder engagement strategies into specific activities and deliverables.

Facilitates open communication and discussion between stakeholders.

Acts as a single point of contact by developing, maintaining and working to stakeholder engagement strategies and plans. Provides informed feedback to assess and promote understanding.

Plan

Add a plan

Enrol in a communication course

Completed: 01 May 2025

Not Started

Enrol in a udemy course

<https://www.udemy.com/course/stakeholder-management/>

Created by: Joey Employee

Save as draft

Save plan



Outcome

Research and discovery

Hypothesis

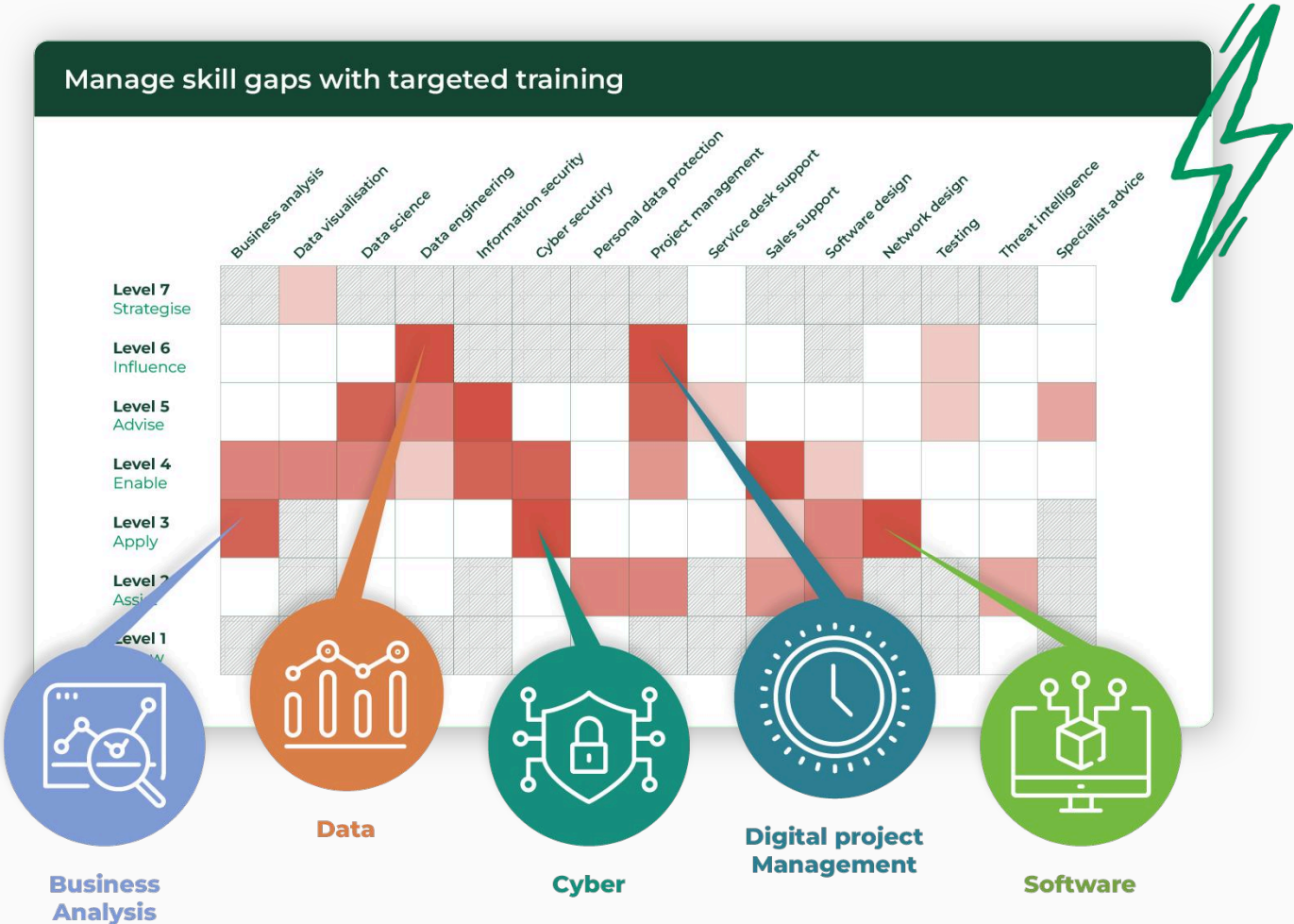
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Conclusion



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 Gather data from assigned tasks
- 2 Able to use AI to recommends most effective tasks for skills
- 3 Open discussion

