

AstrumU[®]
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AstrumU SkillSet[™]

Executive Summary

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Overview

SkillSet is an automated skills gap analysis and predictive learning recommendations tool for workforce development optimization. It provides individuals with workforce pathways aligned to roles based on their existing skills as well as skills gap analysis to educational content to improve their likelihood of success.

The Problem

COMPANIES

need to address their employee's skill gaps, while hiring more skills aligned employees of diversity to meet their strategic objectives.

To achieve this a company needs to understand what skills their employees have today through verified data sources, what skills will be critical to the business in the future, and how they can upskill their existing or future workforce to meet those needs.



EMPLOYEES

need to understand what skills they should invest in to advance their career for greater opportunity.

To do this they will need to understand the skill gaps they have today in relation to career paths of interest.

Solution

AstrumU’s SaaS-based AI translation engine, leveraged via SkillSet, automates the process of quantifying an individual’s skill gap and matches their skillset to a career pathway. The translation engine is used to ingest data from companies, schools, and individuals to translate outcomes programmatically and in an unbiased manner to align to your critical skill. We achieve this through:



MEASURE

individual’s existing skills and skills required for in-demand roles;



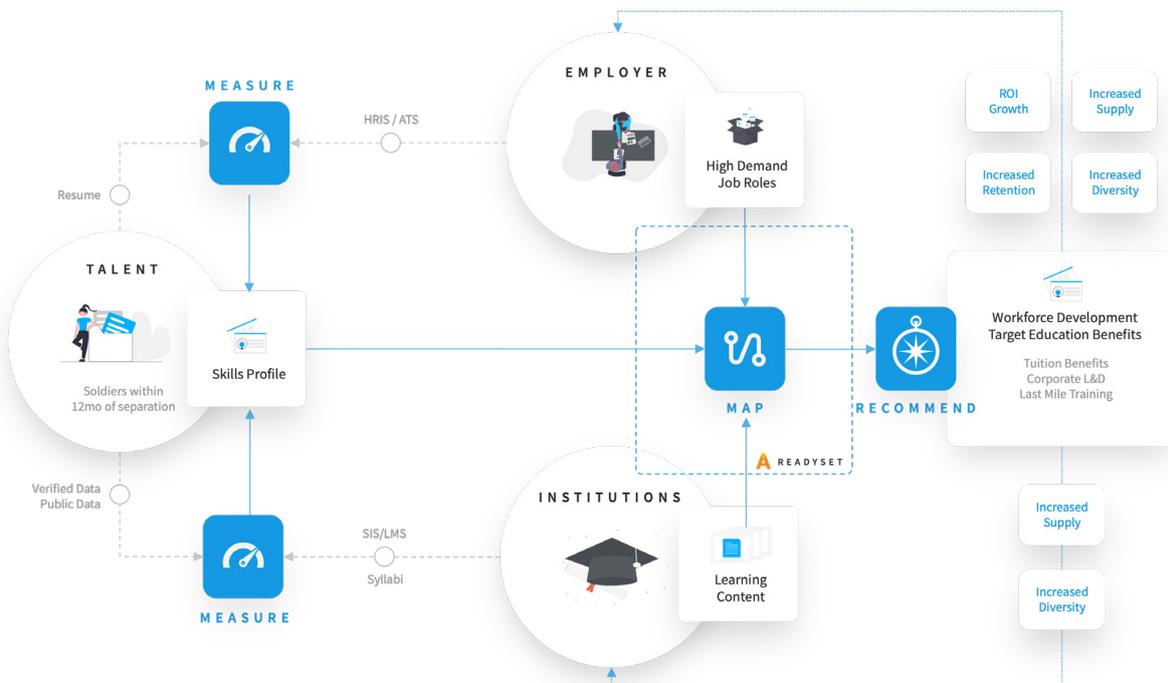
MAP

the skill gaps between the two;



RECOMMEND

educational opportunities to close the gap;



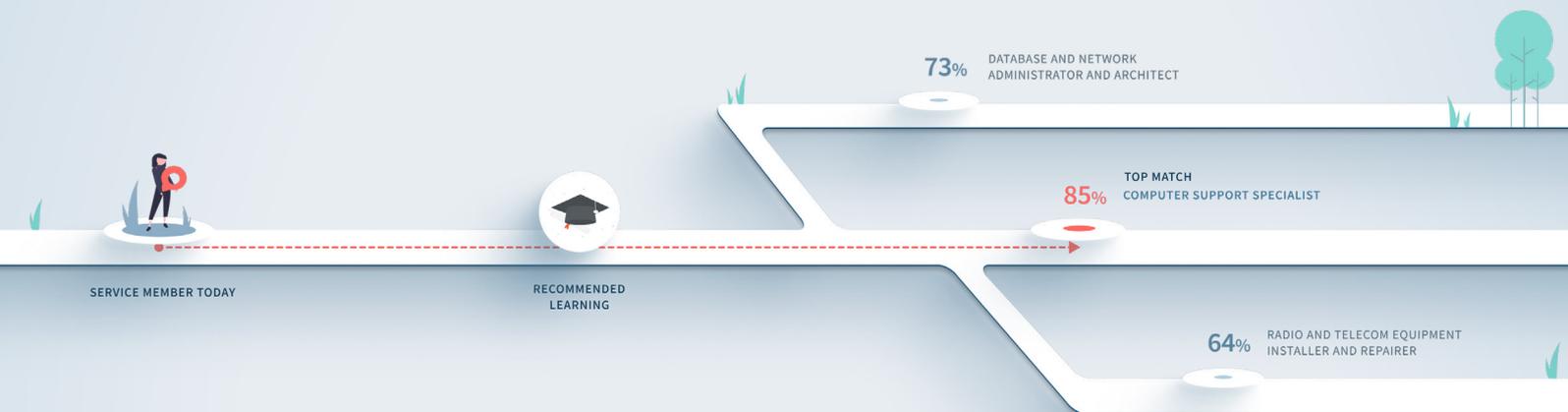
Through this process companies can optimize targeted investments in upskilling and reskilling of their workforce.



USE CASE

Supporting Service Members Transition to Civilian Roles

We currently partner with the Army, companies, and universities to identify in-demand job roles and course work to upskill individuals transitioning out of the Army and into civilian roles.



MEASURE EXISTING SKILLS

We analyze a company's critical in-demand job roles to extract skills and align them to normalized job roles based on our skill and job taxonomy.

We analyze a university's course curriculum to automate tagging of associated skills by aligning courses to our skill and course taxonomy.

Once this data is in place, we measure the individual's existing skills based on their service history, education, and any previous work experience through verified data sources like their military transcripts and education records.



MAP SKILL GAP

Now that all the data has been measured, we map the individual's skills to in-demand and normalized job roles to recommend an associated pathway.

At this point they will be able to see what skills they have, how their skills align to the market, and what skills they may be missing.



RECOMMEND PATHWAY

Then they can begin to explore the pathways available. This exploration allows the individual to choose the pathway that is right for them. They may choose the quickest path where they are well aligned already, or they may be more interested in another career which requires obtaining additional education.

By mapping these skills and overlaying them with in-demand roles we can identify the most beneficial and efficient way to upskill learners through course offerings to better position them for roles.

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