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AstrumU SkillSet™

Enterprise Use Cases

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Workforce Development Overview

Workforce Development Overview

SkillSet allows companies to make programmatic investments in employee skills based on likely outcomes for both the employee and the company. Data-driven learning content recommendations are tailored to each employee's skills gap.

The result is an efficient and meaningful learning experience with ROI tied to specific company business objectives.

Objectives

MAXIMIZE HUMAN POTENTIAL

+ Prepare employees for career advancement;
+ Drive better alignment between employees and roles;
+ Create a culture of continuous learning & improvement.

CREATE BUSINESS AGILITY

+ Increase business agility through future skill acquisition;
+ Cross-train employees for emerging roles;
+ Increase the breadth and depth of your teams;

PROVIDE CAREER OPPORTUNITY

+ Create career pathways based on likely outcomes;
+ Internal mobility for high-performing employees;
+ Give employees a programmatic way to make informed decisions.

Why It Is Important

KEY PERFORMANCE INDICATORS

+ Internal candidates for high-demand roles;
+ Education benefit take rate;
+ Skills measured or assessed from staff.

DIFFERENTIATORS

+ Automated rather than manual;
+ Individual and verified rather than manual and self-reported;
+ Predictive rather than simple correlation.

TARGET OUTCOMES

+ Improve retention of current employees;
+ Improve internal talent supply.

How We Do It

DATA TECHNIQUES

+ Measure current employee history into skills earned and developed;
+ Measure the skills needed for individual successful within their job/role;
+ Map and Recommend personalized learning content to close the skills gap.

DATA TECHNOLOGIES

+ Natural language processing enabling ingestion of structured, semistructured and unstructured data;
+ Proprietary AI-Translation Engine to extract contextual understanding of skills ;
+ Job role data modeling for identifying scalable career pathways for individuals.

DATA REQUIREMENTS

+ Access to Human Resource Information Systems (HRIS) data;
+ Access to Application Tracking Systems (ATS) data;
+ Job descriptions (JDs) for targeted cohort job/roles;
+ Access to current available corporate training and workforce development Learning Management Systems (LMS).

Talent Acquisition Overview — Last Mile Training

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Talent Acquisition Overview — Last Mile Training

Skillset helps Talent Acquisition teams act more strategically by providing a means to assess both internal and external candidates based on skills alignment to role specific objectives and targeting recommendation for last-mile training to close existing skill gaps.

Now business and talent acquisition leaders can have a data-driven conversation about hiring objectives that balance time, budget, and skill level requirements.

Objectives

DATA-DRIVEN DECISION MAKING

+ Invest in new talent based on likely outcomes;
+ Balance priorities -time, budget, skill level- with predictable success;
+ Explore alternative sources of talent supply.

INCREASE STRATEGIC CAPABILITY

+ Talent Acquisition can focus more on 'what' vs. 'how';
+ See where small training investments could return high ROI.

IMPROVE TALENT EFFICIENCY

+ Speed time to fill critical roles based on skills match;
+ Create custom training programs for new hires, tied to individual skills gaps;
+ Reduce time to value for new hires and improve job role alignment.

Why It Is Important

KEY PERFORMANCE INDICATORS

+ Talent visibility (internal and external);
+ Staff efficiency.

DIFFERENTIATORS

+ Automated rather than manual;
+ Individual and verified rather than manual and self-reported;
+ Predictive rather than simple correlation.

TARGET OUTCOMES

+ Reduce time to value for new hires;
+ Improved new hire retention;
+ Create new sources of talent supply.

How We Do It

DATA TECHNIQUES

+ Measure talent (internal and external) to understand existing skills and how they align to business objectives;

+ Map skill gaps that exist for an understanding of how far they are from a particular goal;

+ Recommend personalized pathways that lead directly into or close the gap to critical roles and skills .

DATA TECHNOLOGIES

+ Natural language processing enabling ingestion of structured, semistructured and unstructured data;

+ Proprietary AI-Translation Engine to extract contextual understanding of skills;

+ Job role data modeling for identifying career pathways at scale for individuals.

DATA REQUIREMENTS

+ Access to Application Tracking Systems (ATS) data;

+ Access to Human Resource Information Systems (HRIS) data;

+ Job descriptions for a target group of job/roles within hiring funnel;

+ Access to current available corporate training and workforce development LMS.

Diversity, Equity and Inclusion Overview
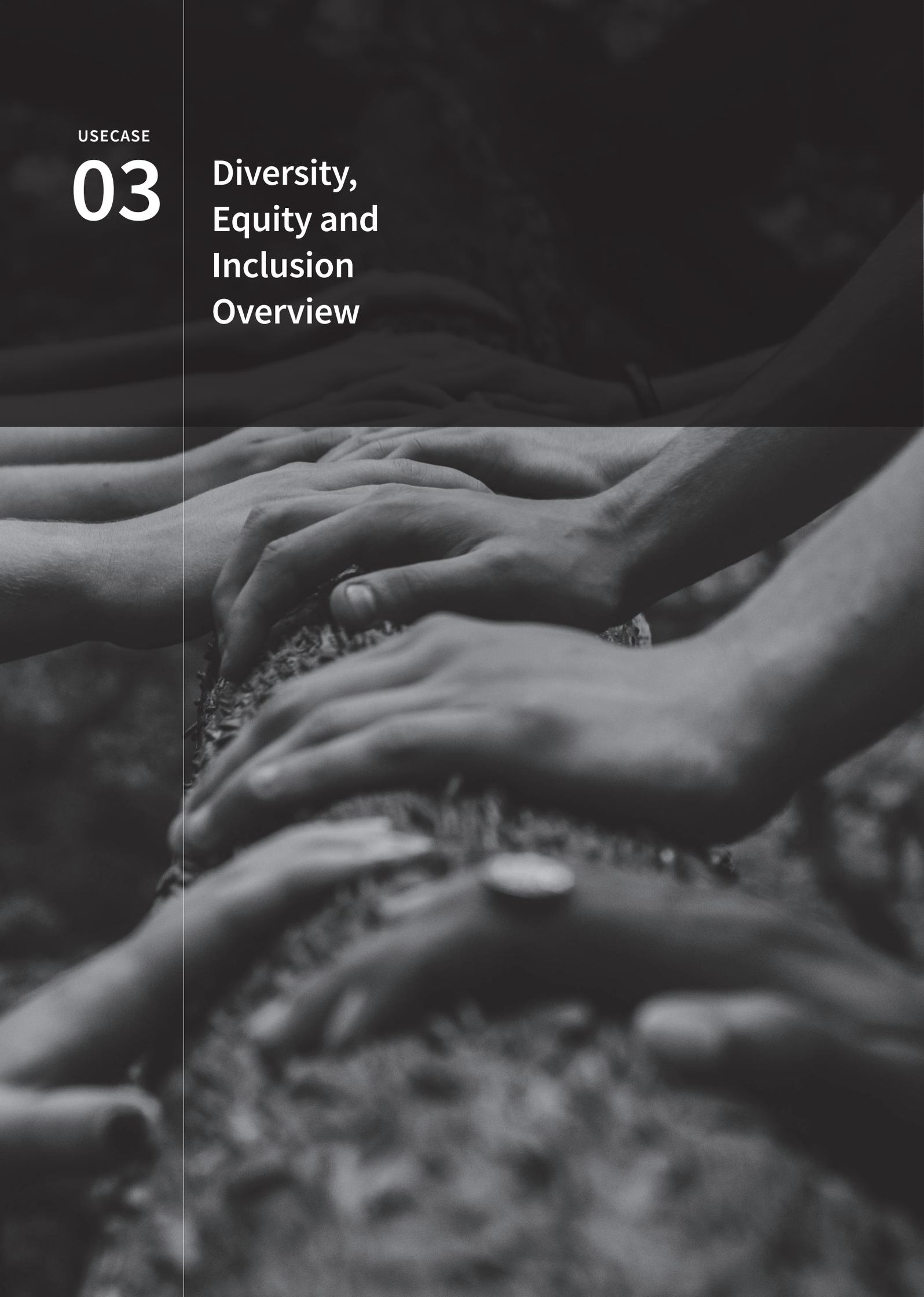
Diversity, Equity and Inclusion Overview

Companies can improve workforce diversity by targeting under-represented groups both internally and externally to create optimized learning experiences across Talent Acquisition, Corporate L&D, and Workforce Development that will ensure a diverse company culture from new-hires to senior leadership.

Objectives

ENABLE EQUITABLE TRAINING OPPORTUNITIES

+ Training programs that reflect the unique experiences of diverse employees;
+ Broaden your approach to talent acquisition by investing in diverse candidates;
+ Increase the growth of diverse candidates (both internal and externally).

ATTRACT UNDISCOVERED TALENT

+ Identify alternative sources of diverse supply and uncover hidden talent;
+ Invest to create diverse talent pipelines;
+ Increase retention of diverse employees by creating upward mobility within roles.

DATA DRIVEN DECISION MAKING

+ Reduce unconscious bias through strategic investments into data first hiring and training;
+ Balance priorities - time, budget, skill level- with predictable success.

Why It Is Important

KEY PERFORMANCE INDICATORS

+ Diverse candidates, internal and external;
+ Investment in upskilling for diverse candidates.

DIFFERENTIATORS

+ Focus on skills and attributes;
+ Verified data first;
+ Predictive rather than simple correlation.

TARGET OUTCOMES

+ Increase supply of diverse candidates for high demand roles;
+ Retention for diverse staff.

How We Do It

DATA TECHNIQUES

+ Measure target cohort learn + work history into skills;

+ Measure cohort skills against the skills needed for success within target job/roles;

+ Map and Recommend predictive learning pathways for upwards mobility.

DATA TECHNOLOGIES

+ Natural language processing enabling ingestion of structured, semistructured and unstructured data;

+ Proprietary AI-Translation Engine to extract contextual understanding of skills;

+ Job role data modeling for identifying career pathways at scale for individuals.

DATA REQUIREMENTS

+ Access to ATS and HRIS data for internal and external candidates;

+ Job descriptions for target set of job/roles;

+ Access to current available corporate training and workforce development LMS.

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