



# Start and Scale Your Enterprise Skills Strategy

How to Get Unstuck and Achieve Results Quickly



# Agenda

- Introductions
- The Benefits of a Skill-Based Strategy
- How to Get Started
- Responding to Change
- Measuring Success and ROIs
- The Future of Workforce Agility
- Q&A



# Introductions



**Tj Seabrooks**  
Managing Director

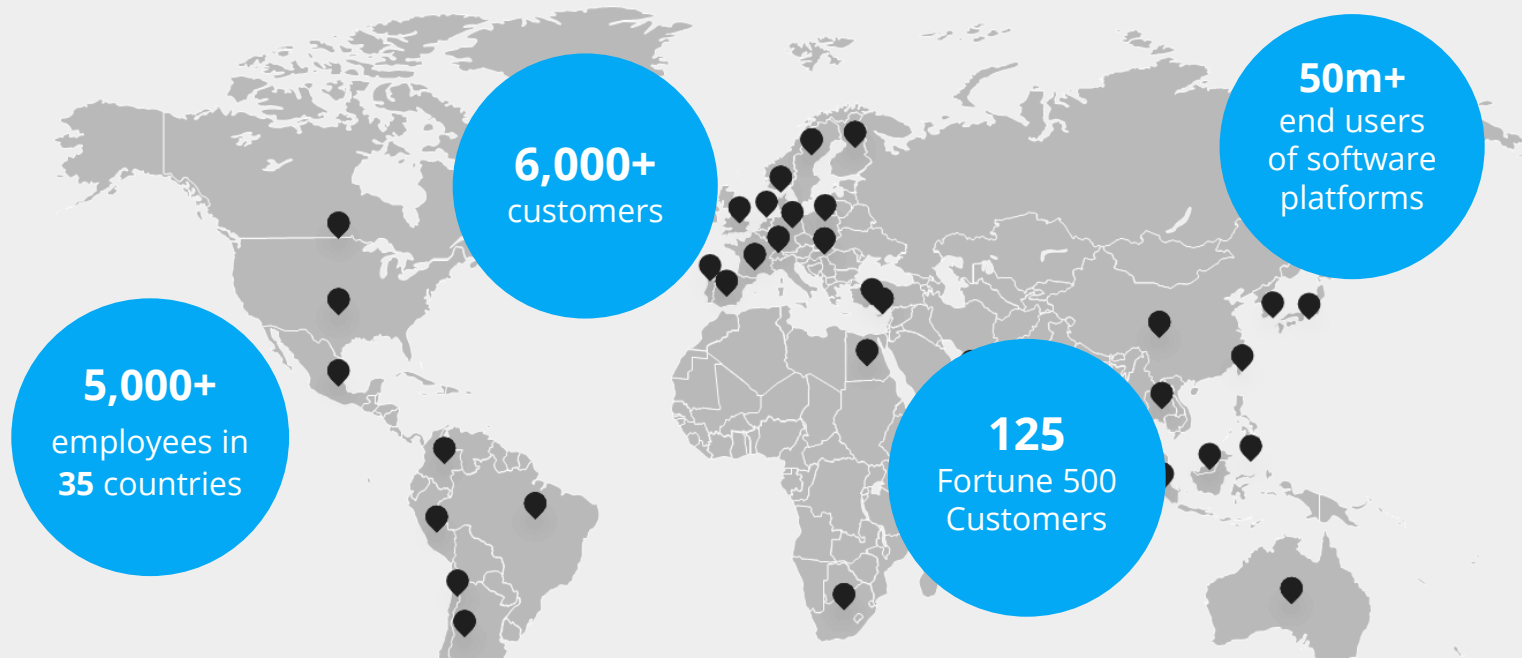


**Gavin Beddow**  
VP Product



We help organizations transform  
through their people.

# Unparalleled global reach and scale



LTG product family and partner technologies

# The Benefits of a **Skill-Based** Strategy

# Industry insights

## 44%

Employers expect that **44% of workers' core skills will change in the next five years**<sup>1</sup>. This indicates a significant level of anticipated skill disruption in the labor market.

## 55%

**55% of businesses**<sup>2</sup> have already started the transition to a skill-based strategy and an additional 23% are planning to do so within the next 12 months.

## 57%

Skill-based organizations are more likely to **anticipate change and respond effectively and efficiently**.<sup>3</sup>

## 98%

Skill-based organizations are more likely to **retain high performers**.<sup>3</sup>

## 65%

Business leaders anticipate that **digital skills (65%) will be the most important skills group**<sup>2</sup> for their organizations to accomplish their goals in the next 5 years.

# Benefits of a skill-based strategy

## A Future-Proofed Workforce

In rapidly changing industries, the ability to reskill and upskill ensures employees can adapt to emerging trends, technologies, and market demands.

## Personalized Talent Development

A skill-based approach provides clarity on the skills employees possess and the ones they need, facilitating highly personalized learning, and career progression.

## Improved Decision Making

Skill-based insights enables business leaders to make informed decisions about resource availability and allocation, project assignments, and strategic investments.

## Drive Cost Effectiveness

Investing in the development of your employee's current skills can reduce turnover, lower recruitment costs, and unlock better utilization of internal talent.



# Getting Started with a **Skill-Based** Strategy

# What does a skills-based strategy look like?

A cohesive skills-based strategy takes into account the following steps:

Identify your workforce skills



Perform a skills-gap analysis



Offer opportunities for your employees to develop target skills



Track and measure your employee's progress



Promote internal mobility through upskilling or reskilling



Foster a continuous learning culture



Make data-driven decisions for continuous improvement



# Identifying your workforce skills

## JOB PROFILES

- Required skills & proficiency
- AI Assisted skill mapping

## EMPLOYEE PROFILES

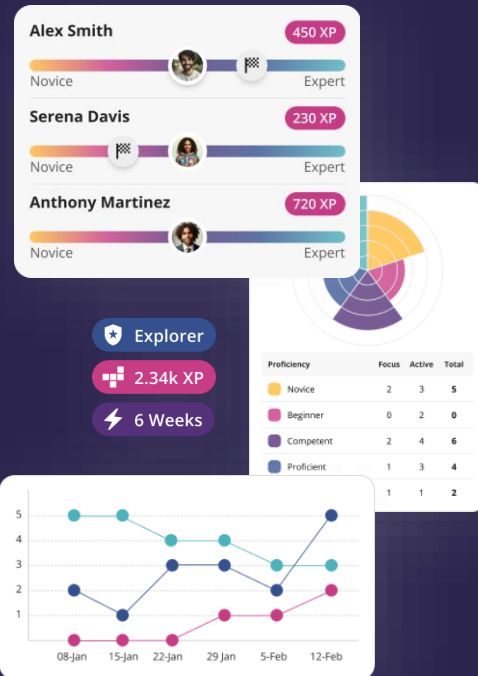
- Assigned job profile
- Addition of personalized skills
- Self-assessment

## DEVELOPMENT ACTIVITIES

- Skill-mapped courses & pathways
- Skill-based knowledge checks
- Line-manager skill assessment

## Workforce Skills Profile

- Employee, Manager, and Org-Level visibility of skill profile and proficiency level
- Elevated visibility of 'verified skills' based on line manager assessment
- Granular tracking of skill development investment across development activities
- Interrogate and identify skill gaps
- Address gaps instantly through job profile updates



# Readiness and Responding to **Strategic** Change

# Using Skills to Respond to Strategic Challenges

## CHALLENGE

### Persistent Talent Shortages

Your organization struggles to recruit external candidates with specific, high-demand skills

### Inability to Adapt Quickly to Market and Technological Disruption

You operate with rigid job descriptions making it slow to respond to market demands, competitive threats, or technological advancements.

### Untapped Internal Talent and Poor Internal Mobility

Employees feel siloed within their departments or roles, and their full range of skills isn't recognized. Managers lack insight into the capabilities outside their immediate team.

## SOLUTION

### How skills can help

Precisely identify needed skills, assess the current workforce for those skills (even if latent), and target recruitment, upskilling, and reskilling efforts more effectively.

### How skills can help

Understanding the skills available across the workforce, organizations can create more fluid, project-based teams, regardless of their formal department or role.

### How skills can help

It creates transparency around the skills landscape, enabling better internal talent discovery and internal mobility.



**63% of organizations** consider skill gaps in the Labor market to be the biggest barrier to business transformation.

**Creative thinking and resilience, flexibility, and agility** are deemed increasingly important due to slower economic growth and increased restrictions on global trade

**Improving talent progression and promotion processes** is consistently identified as a top business practice to increase talent availability

# Measuring **Success** and **Impact**

# Measuring the success of a skill-based strategy

## Internal Fill Rate



The percentage of open positions (particularly those demanding specific, high-value skills) filled by internal candidates compared to external hires.

## Employee Skill Development Velocity & Proficiency Uplift



The rate at which employees are acquiring new, targeted skills (e.g., number of certifications earned, courses completed related to skill plans) and the measurable increase in proficiency levels for skills identified as crucial.

## Time-to-Staff Critical Projects/Roles



The average time it takes to identify and assign internal employees with the necessary skills to new projects, initiatives, or roles requiring specific expertise.

## Reduction in Critical Skill Gaps



The decrease over time in the identified gaps between the critical skills the organization needs (for current operations and future strategy) and the skills possessed by the workforce. This often involves tracking the percentage of employees proficient in targeted skills or the overall 'coverage' percentage for essential skill categories.

## Employee Engagement & Retention (Linked to Skills/Growth)



Trends in employee engagement survey scores (specifically questions related to career development, skill utilization, and growth opportunities) and voluntary turnover rates, particularly among employees possessing critical skills.

# A Path to **Workforce Agility**



# The Direction We're Heading...

At PeopleFluent, **our mission** is to accelerate organizational success through efficient, personalized, and connected workforce skill development and insight.

Our **vision** is to deliver this through an integrated, unified and configurable **workforce agility** solution, covering:

- Talent Intelligence
- Workforce Development
- Workforce Planning

Our **Stories** skills development platform is the start of this journey.

The screenshot displays the 'stories' interface for a user named Helen. At the top, it shows the date 'Tuesday, 10th November 2024' and a greeting 'Good Afternoon Helen'. Below this is a banner for 'Gooaaal! The 2025 Goal setting starts soon.' with a 'Review my goals' button. The main content area is divided into 'Up Next' and 'Insights' sections. 'Up Next' lists activities such as 'Overdue Course' (Product Strategy for Emerging Markets), 'Goal due soon' (Enhance team collaboration), and upcoming 1:1 sessions. 'Insights' includes notifications about a new course available, suggested skills, and a shared playlist. The 'Learning' section features a progress bar with categories: Enrolled (20), Not Started (8), Overdue (1), and In Progress (11). Below this, a 'Due soon' section shows four course cards for 'Product Strategy for Emerging Markets', each with a progress indicator (22%) and a '10 Days Ago' or '2 Weeks' label. The bottom of the interface includes a 'Jump back in' section with more course cards.

# Key Takeaways

# Key Takeaways

## A Quick Start to Skills Strategy



*With a skill-enablement platform like Stories, organisations can leverage the power of AI to quickly gain deep insights into their skill profile and the training content available to drive proficiency gains*

## A skill-based strategy unlocks the path towards workforce agility



*In rapidly changing industries, the ability to reskill and upskill ensures employees can adapt to emerging trends, technologies, and market demands, leading to a future-proofed workforce.*

## Skills can address strategic challenges



*By identifying essential skills, organisations can better address talent shortages and improve their ability to adapt quickly to market changes, competitive threats and technological advancements.*

# Any Questions?



flexible workforce solutions for sophisticated organizations

# Thank you!

peoplefluent.com  
sales@peoplefluent.com

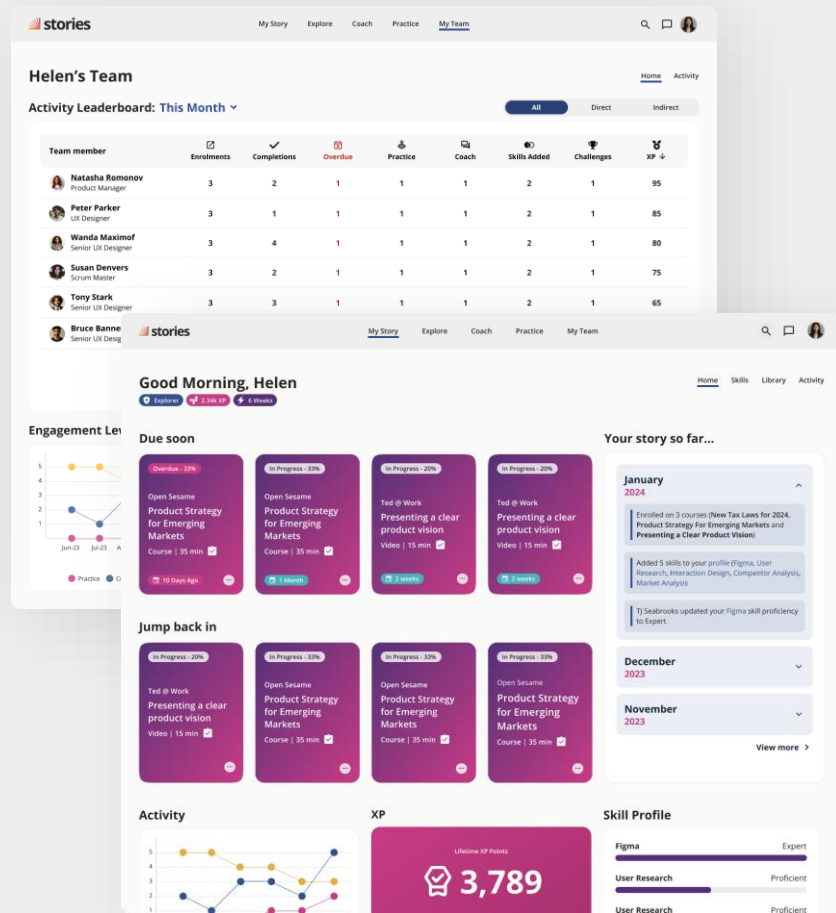
Book a **Stories Demo** and get a **Free Skills Report**

# Additional Information

# Why Peoplefluent

We provide **comprehensive, sophisticated, and highly-configurable products and services** to the **mid-to-large enterprise market** for customers that require more sophisticated or complex capabilities beyond their current ERP/HRMS/HRIS applications.

Our products enable organizations to create a highly-engaged, high-performing, and agile workforce and accomplish their strategic objectives through **highly customizable and feature-rich functionality**.



The screenshot displays the 'stories' interface for Helen's Team. The top navigation bar includes 'My Story', 'Explore', 'Coach', 'Practice', and 'My Team'. The main content area is titled 'Helen's Team' and shows an 'Activity Leaderboard: This Month'. The leaderboard table lists team members and their progress across various metrics.

Team member	Enrollments	Completions	Overdue	Practice	Coach	Skills Added	Challenges	XP
Natasha Romanov Product Manager	3	2	1	1	1	2	1	95
Peter Parker UX Designer	3	1	1	1	1	2	1	85
Wanda Maximoff Senior UX Designer	3	4	1	1	1	2	1	80
Susan Denvers Scrum Master	3	2	1	1	1	2	1	75
Tony Stark Senior UX Designer	3	3	1	1	1	2	1	65
Bruce Banner Senior UX Designer	3	3	1	1	1	2	1	65

Below the leaderboard, the interface shows a 'Good Morning, Helen' greeting and a 'Due soon' section with four cards for 'Open Sesame' courses. The 'Engagement Learning' section shows a line chart with 'Practice' and 'Engagement' metrics. The 'Jump back in' section shows four cards for 'Ted @ Work' and 'Open Sesame' courses. The 'Your story so far...' section shows a timeline of activities for January 2024, December 2023, and November 2023. The 'Skill Profile' section shows a line chart for 'Lifeline XP Points' and a bar chart for 'Skill Proficiency'.

# Our Products

## Compensation

Optimize total rewards with modeling, planning, process hierarchies, communication, budgets and compounding proration rules.

## Learning

Modern learning platform with compliance, insights, and analytics built for highly-regulated industries and compliance; now with a new end-user interface designed for skills enablement.



## OrgPublisher

View and print enterprise charts, drive decisions with organizational data. Gain strategic insights, drill down for detail, and react quickly.

## Talent Management

Automate performance with robust goal setting and evaluations; manage competencies and career development; calibrate & assess talent, refine talent pools and slates; model gap and scenario planning.

## Stories

AI-powered comprehensive skills development platform that integrates with your existing learning and talent development solutions to provide a single employee experience and organizational talent insight.



# Further Reading

- [8 Essential Components of a Skills-Based Talent Development Strategy](#) - Peoplefluent
- [What is a Skill Enablement Platform](#) - Peoplefluent
- [Transforming Learning and Development with AI-Enabled Enterprise Skilling](#) - GP Strategies
- [Preparing the Workforce for Generative AI](#) - LinkedIn Economic Graph
- [Building tomorrow's skill-based organization](#) - Deloitte
- [Future of Jobs Report](#) - World Economic Forum
- [Taking a skills-based approach to building the future workforce](#) - McKinsey & Company
- [The skills-based organization: A new operating model for work and the workforce](#) - Deloitte
- [Predicting Learner Needs: The Future of AI in Learning](#) - GP Strategies
- [Global State of Skills Report](#) - Workday