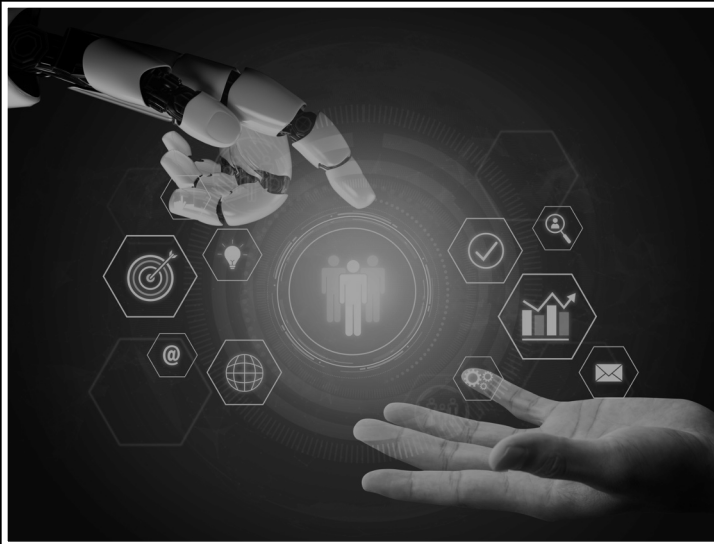


# Establishing a data-driven skills gap analysis as the foundation for dynamic competency management

PROJECT EXAMPLE



## INITIAL SITUATION

Client: Global player in manufacturing

Challenge:

- Different departments using inconsistent skill definitions
- No visibility on which skills the workforce already had
- Difficult to plan training or recruitment in line with business goals

## SOLUTION

- Created a company-wide skills framework combining future, market, and business needs
- Integrated the appose Skills Intelligence Hub with the client's existing HR and learning systems
- Automated skill gap analysis to highlight training needs per employee and unit
- Matched employees directly with the most relevant learning content
- Updated HR processes to support skills-based decision-making
- Focused external recruitment only on roles that couldn't be filled internally

## IMPACT



One consistent skills framework rolled out across the company



Automated analysis of workforce skills in every business unit



Clear identification of employee learning needs and external hiring priorities