

Product briefing for buyers and investors  
February 25, 2022

# Competency Insight Platform

Technology for better employment outcomes

**SkillBank**

# Chapter One:

# Baseline understanding

# Why Competencies?

- **Competencies include four essential success factors**
  - **Behaviors**      The observable reaction of an individual to a certain situation
  - **Abilities**      An innate potential to perform mental and physical actions or tasks
  - **Skills**      The result of repeatedly applying knowledge or ability
  - **Knowledge**      Information developed or learned through experience or study
- **Competencies are the key to high-performance organizations**
  - When competencies are aligned between the workers and their work
    - The people are motivated and productive
    - Their organizations excel by every important measure

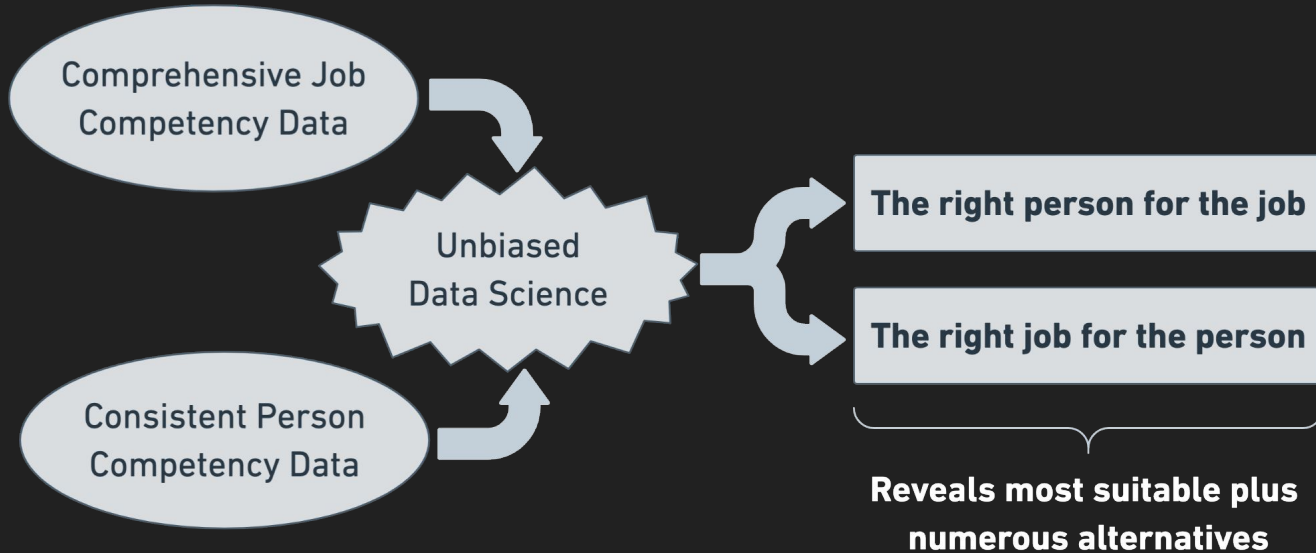
# What does the platform do? Who benefits?

- **It delivers better employment outcomes**
  - Finding the right person for the job      Talent acquisition
  - Finding the right job for the person      Talent development and outplacement
- **It uses competency science to meet the needs of**
  - Job applicants      Capture competencies and determine best fit
  - Staff      Capture competencies and determine best fit
  - Recruiters      Gain competency insight about job applicants
  - Managers      Gain competency insight about their staff
  - Unemployed workers in transition      Career ideas and transition planning

# What value does the platform deliver?

- **Value within talent acquisition**
  - Comprehensive job competency data delivers certainty in who to hire
  - Relevant person competency data provides a bias free look at the person
  - Evaluating every person for every job unlocks all their talents
- **Value within talent development and outplacement**
  - Current worker job suitability determination
  - Tools to inform learning objectives and career pathing
  - Decision making tools for staff redeployment and succession
- **Value for job seekers**
  - Job discovery and transition planning
  - Career ideas based on current competency inventory
  - Reskilling needs based on future career goals

# What data flows through the platform?



Data flows via platform interfaces or via 3rd party integrations

Chapter Two:  
Using the platform  
for talent acquisition

# First: Prepare Job Competency Units™

- **Define what is needed for success on a job**
  - Job title and description
  - Essential competencies for this job (behaviors, abilities, skills and knowledge)
  - Meta information to insure accuracy throughout the process
- **JCU library of nearly 1,000 covers many industries**
  - Use as-is from the library, customize or start fresh
- **JCU authoring is done in the platform**
  - SkillBank provides training and advisory services

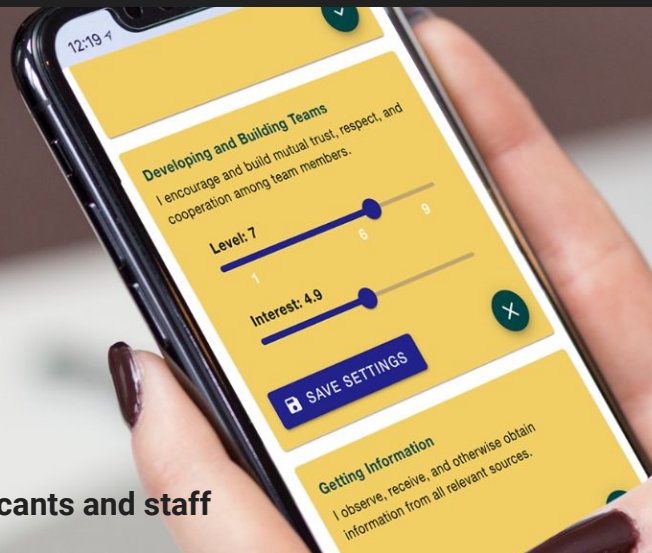


# Second: Invite job applicants and staff

- **The employer triggers the invitation process**
  - Either via ATS integration or within SkillBank interfaces
  - Invitation timing based on employer workflows
- **The applicant / staff receives a one-click access link**
  - And simple instructions for a 5 minute process

# Third: Multi-dimensional competency capture

- Job specific competencies are presented to each job applicant
- Easy 5 minute process to indicate proficiency and interest level



Ranking Module for job applicants and staff

SkillBank

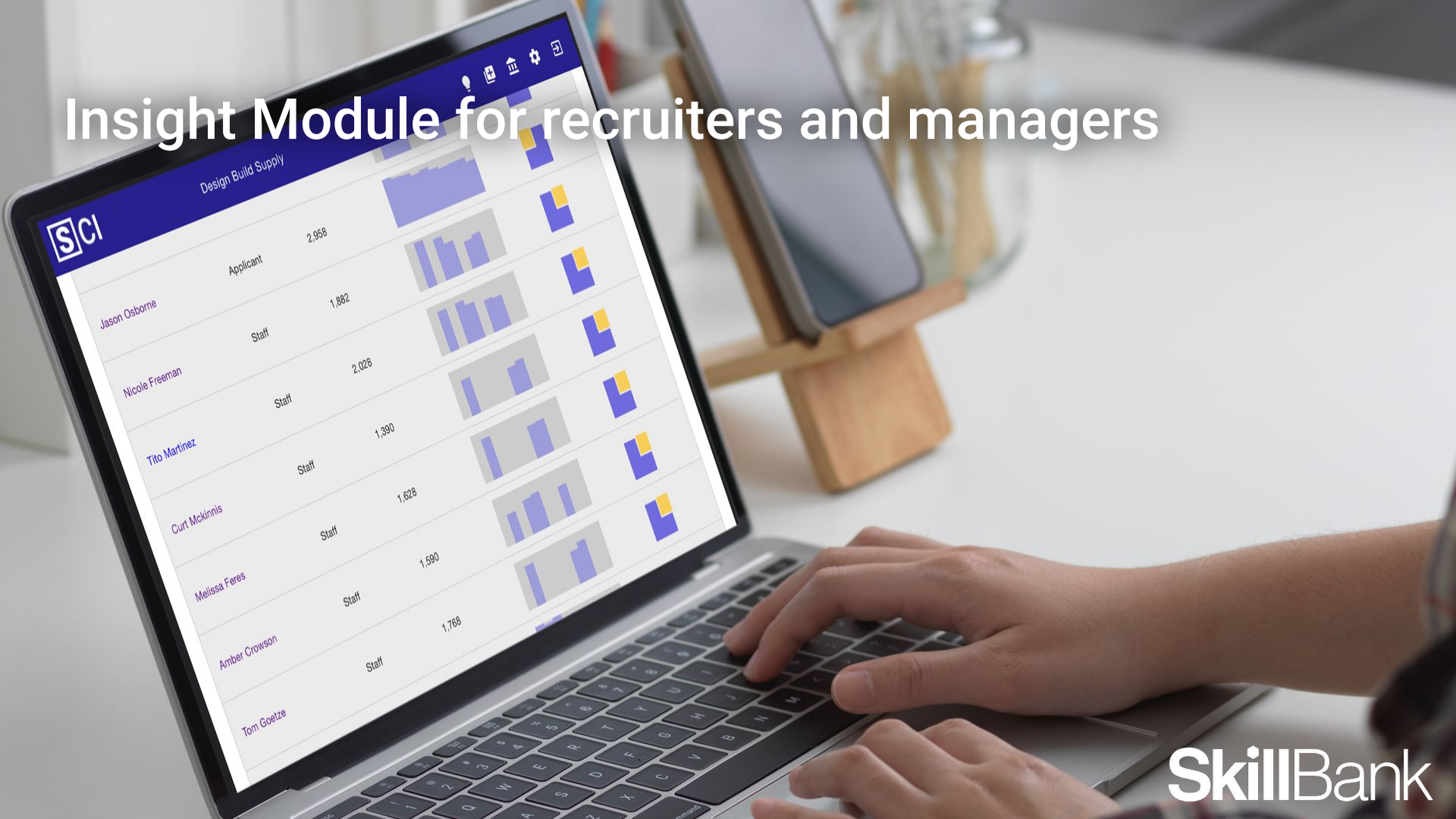
## Fourth: Competencies are evaluated in real-time

- Results are updated as each individual competency ranking is received
- The persons ranking is compared to the needs of the job
- The process is repeated for each job

# Fifth: Put competency insight to work

- Scoring and insight is delivered via our Job Competency Signal™
- Delivered to the ATS
  - JCS/Signal Job suitability score suitable for comparisons
  - JCS/Quadrant Insight on the person behind the score
  - JCS/Coverage Completion status plus suggested alternative jobs
- Available within the platform interfaces
  - Recruiters turn to the platform for deeper insight
  - A JCS for each person for each JCU
  - Ranked set of job alternatives for each person
  - Competency details for each person

# Insight Module for recruiters and managers



# Chapter Three:

## Beyond talent acquisition

# Unlocking the talent blackhole in the ATS

- Bulk invite all past applicants to inventory their competencies
- Uses the same JCUs as talent acquisition
- Past applicants can be associated to one or more JCUs
- Past applicant competency insight is reviewed in Insight Module

# Talent development and outplacement

- **Uses the same JCUs as talent acquisition**
- **Staff members are invited by their managers**
  - JCU assignments via HCM integration, CSV or SkillBank operations interfaces
  - Ranking is done via SkillBank interfaces
- **Workers in transition are invited by their outplacement coaches**
- **Competencies can be reviewed, adjusted, certified**
  - By their manager or career coach
  - During performance reviews
  - During coaching sessions
- **Skill gaps inform career planning**



# Job discovery and transition planning

- Free app for unemployed workers looking for a better career
- Select their most recent job family
- Competency inventory capture happens in the same way
- Presented with a diverse collection of job ideas
- Select one or more appealing job ideas
- Presented with listing of competencies necessary for those jobs
- Skill gaps presented with learning opportunities
- Can optionally activate “Open to job offers” features

# Chapter Four: JCS™ algorithms