

Inspire Growth with Employee-Driven BizSkills Features

Employee growth is key to driving success in any organization. As employees develop new and current skills, they are better prepared to take on new challenges and discover creative solutions. Allowing employees to take control of their learning promotes feelings of empowerment and personal investment, which increases retention rates and the overall ROI of your people-focused strategies. These BizSkills features were designed specifically to put employees in the driver’s seat of their own skills development and career growth.

Skill Interests

The Skill Interests feature gives employees the power to explore skills that interest them, even if they fall outside their job role. By using this feature, employees can build a robust skill profile preparing them for the future career advancements they’re looking for.

3D Modeling	In 3D computer graphics, 3D modeling is the process of developing a mathematical coordinate-b...	1	+ Add Skill
Ability To Meet Deadlines	A time limit or deadline is a narrow field of time, or a particular point in time, by which an object...	1	✓ Added
Accident Analysis	Accident analysis is carried out in order to determine the cause or causes of an accident so as to...	1	+ Add Skill
Account Management		1	✓ Added

Re-rating Skills

Employees can be rated on their skill interests, and as their skills develop, they can be re-rated to track their progress over time.

My Skills Profile

Job Role Skills

Skills Interests


Request Rating (7)

Skill Name	Job Role	Rating Standard	My Rating	Overall Proficiency
Active Listening	✓	4 - Effective	3 - Demonstrating	
Collaboration	✓	4 - Effective	4 - Effective	
Active Listening	✓	3.5 - Demonstrating	5 - Expert	
Active Listening	✓	3.5 - Demonstrating	3 - Demonstrating	
Active Listening	✓	3.5 -Demonstrating	1 - Novice	
Active Listening	✓	3.5 - Demonstrating	3 - Demonstrating	


Skill Interests Homepage Widget

For convenience, skill interests can be displayed on the learner homepage. This widget encourages the exploration and development of the learner's desired skills.


My Skill Interests




Business Strategies



Career Development



Consumer Behavior



Data Analysis

Career Growth Insights

Skill interests can help employees identify the next step on their career journey or upskill in their current role. By easily mapping skills and suggesting content, the skill interests feature takes the hassle out of upskilling and reskilling. This feature has the added benefit of showing managers their employees' interests outside their current role, providing insights on future opportunities.

Role Matches

Role matches are based on an employee's ratings from their skills profile. The widget recommends potential matches for future job roles within the organization.

My Skills Profile

Development Plan

Job Role Skills

Skill Interests

Role Matches

Search Job Roles

Marketing Manager

85%

Details >

+ Add Skills

Branch Manager

83%

Details >

+ Add Skills

Events Coordinator

70%

Details >

+ Add Skills

Marketing Specialist

50%

Details >

+ Add Skills

Vice President of Finance

45%

Details >

+ Add Skills

The above image is a snapshot of the role matches section in the learner profile. It shows their potential role matches accompanied by the percentage that each position matches the user’s current skill ratings

Find the Perfect Match

Role matches help both employees and managers identify opportunities for career advancements. Employees can see clear paths for development and can prepare for the next step in their careers. It also allows managers who are looking to fill open positions to find a potential list of candidates already employed within their organization.

Marketing Manager

85%

Details >

+ Add Skills

Branch Manager

83%

Details >

✓ Added

Branch Manager

The Branch Manager will direct and supervise the staff and day-to-day operations in the assigned branch location, ensuring delivery of quality customer service and achievement of sales or productivity goals.

Skills

Rating

Customer Service

Detail Oriented

Interpersonal Communications

Leadership

The above images display a more detailed view of role matches. Users can select a role match, in this instance “Branch Manager,” and view a corresponding list of skills needed for the position along with that learner’s current ratings of each needed skill. If they want to pursue the role, they can click the Add Skills button to have the skills they need to develop added to their profile.