

Optimize your Skills Management Process



39 %

of workers' core skills are expected to change by 2030*.

Companies must not only understand the skills they currently have but also identify the ones they'll need tomorrow.

That's why a structured, forward-thinking skills management process is no longer optional—it's essential. Yet many organizations hesitate to act, concerned about the time and resources such initiatives require.

Skillup's Skills Management module simplifies and accelerates this process, saving time and resources. With Skillup, you can:

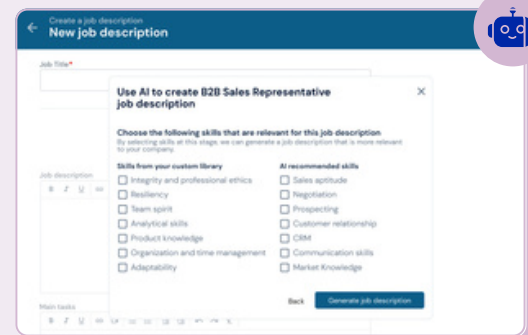
- Build and share a dynamic library of job descriptions and skills, laying the foundation for clear, evolving career paths.
- **Evaluate employee skills** through manager-led or self-assessments.
- **Spot and close skill gaps** to align talent with your business strategy.



Easily create a job description and skill library

Skills management often begins with the creation of job descriptions and the identification of the necessary skills for each role. This process is often very tedious and requires constant updates.

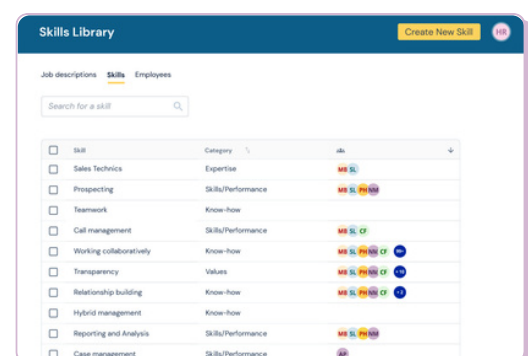
- * Easily import existing skill and job description libraries into our tool.
- * **Leverage AI to generate complete, relevant job descriptions**—just review and approve the suggested content and associated skills.
- * Automatically detect employees without job descriptions and let Skillup analyze and suggest the best-fit roles based on their data.



Evaluate skills during performance review campaigns

Connect the Skill Management and Performance Review modules to enable managers to assess employees' skills and identify any skills gaps.

- * **Evaluate employees on the skill sets expected for their roles**, with customizable proficiency levels.
- * **Launch self-assessments**, empowering employees to evaluate their own development.
- * Define custom descriptions for each skill level for any skill.
- * Create multiple assessment scales.

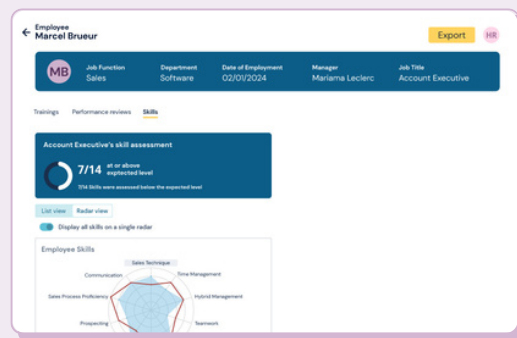




Turn Skill Insights into Personalized Development

Skill assessments during performance reviews offer a goldmine of insights for HR teams. They provide a clear picture of each employee's strengths and weaknesses, highlighting acquired skills and those that require additional training.

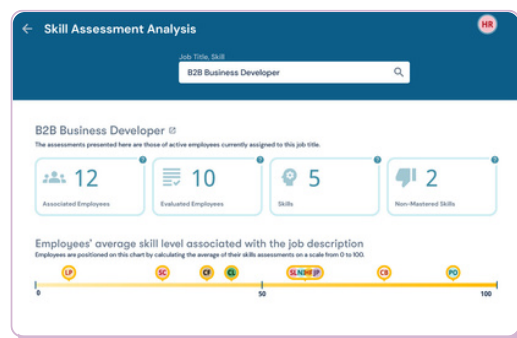
- ✳ With skill mapping, managers and employees can easily make sense of skill evaluations and discuss existing skills.
- ✳ Use skill maps to enable stakeholders to easily identify gaps between current and expected skill levels.
- ✳ Enable managers or HR to prioritize the most appropriate development action plan.



Make the most of skill-assessment data with customizable dashboards

Say goodbye to spreadsheets. Skillup's customizable dashboards make it easy to manage skills organization-wide. A system of intelligent filters detects potential skills gaps and training needs.

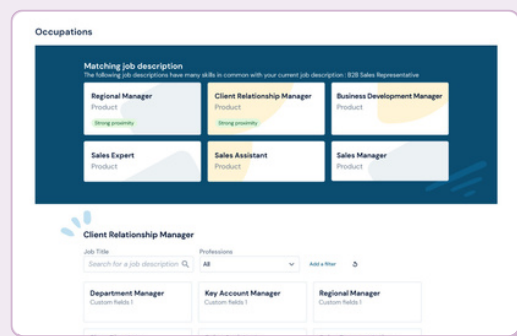
- ✳ Easily filter data using predefined perimeters (seniority, location, establishment, etc.).
- ✳ Export data in a single click for easier management.
- ✳ Leverage a search engine and skill-level filters (location, geography...) to quickly identify relevant profiles in your employee database (internal mobility, specific expertise...).
- ✳ Provide managers with a 360° view of their team, with a job-holding dashboard and a **multi-skill matrix that quickly targets critical skills and collective gaps**.



Easily distribute job descriptions company-wide

Distributing job descriptions throughout the company is essential to ensure that employees have a clear understanding of their tasks and responsibilities. It also enables employees to become familiar with all the company's roles and to identify the connections between different departments.

- ✳ Provide employees with access to their job description and associated skills.
- ✳ Give employees and managers open access to all the company's job descriptions.
- ✳ Use AI to match employees with the most relevant job descriptions within the company, while allowing them to take ownership of their career path.



Established in 2016, Skillup supports over 200 HR teams in their strategic role of talent engagement, development, and retention. We firmly believe that the success of an HR solution hinges on the combination of intuitive user experiences, in-depth features, and reliable, actionable data.



Training Management



Performance Reviews



Skills Management



Talent Review