

UNIVERSAL AND PERSISTENT PROBLEMS OF THE TALENT LANDSCAPE

Inefficient Recruitment

Difficulty in Skills Gap Analysis

Poor Matching of Jobs to People



Poor Skills Management

Difficulty in Career Planning

Improper Spend on Development

ROOT CAUSE OF THE PROBLEMS: POOR QUALITY INFORMATION ON SKILLS

Semantics Issues

leading to poor skills matching

Textual Nature of JDs and Resumes

Difficult to analyse and use skills info

Unstructured

Resumes and JDs in different forms and formats

Non-quantified

No info on proficiencies

Incomplete

information on skills in JDs and Resumes

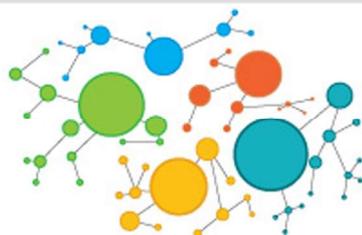
Imprecise

Unclear representation of skills of people and jobs

SOLUTION: IYS SKILLS ONTOLOGY AND PROFILER

Skills Ontology

The most exhaustive resource on skills covering all functions and industries



- Logic grouping or categorization of skills
- Associations of skills and categories
- One to many relationships
- Semantics Normalization

Skills Profiler

A simple web / mobile interface for mapping skills for jobs or of individuals



- Logical, structured profiling of skills as per role and / or function
- Different aspects of a profile
- Proficiency levels on skills
- Recommendations for completeness of profile

Skills Profile

A structured representation of skills and proficiencies in skills



- Easy to comprehend
- Common structure for jobs as well as people
- Common structure for every function / level / industry
- Highly effective and easy to analyse skills

APPLICATIONS OF SKILLS PROFILER IN TALENT LANDSCAPE

Recruitment

Skills Gap Analysis

Skills Inventory

Skills Analytics

Skills Management

Skills Development Planning

BENEFICIARIES OF SKILLS ONTOLOGY AND PROFILER

LMS

ATS

HRIS

Job Boards

Analytics Cos.

Govts.

SKILLS PROFILER API – A POWERFUL SHARE RESOURCE FOR THE GLOBAL TALENT LANDSCAPE

Just as Location Based Businesses use Google Maps API,

HR Tech companies can use IYS Skills Profiler API to map the candidate with the skill, for the job.



Skills Profiler API		
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