Skillsgrid

Skillsgrid Demonstration

Introduction:

Before demonstrating the functionalities of Skillsgrid, highlight the business applications and benefits of Skillsgrid:

- Skills audits: Do a skills audit in any business in one day with full analysis of skills development needs per employee
- Identify skills-gap-trends: Identify skills shortage trends in a company or separate divisions in the business
- Skills based recruitment
- Identify skills development programmes
- Support performance management interventions
- Host an updated skills register of all employees
- Monitor skills development initiatives
- Export data necessary for the skills deployment and development intervention reports
- Search and find people for a job where specific skills are necessary
- Seamless integration with Shadowmatch

System demonstration:

Explain that for an existing Shadowmatch client, the departments that have been loaded on the Shadowmatch side, will automatically populate on the Skillsgrid side. Also highlight the fact that a user can use both Shadowmatch and Skillsgrid or only one of the two systems.

1. Go to [www.shadowmatch.co.za / www.skillsgrid.co.za](http://www.shadowmatch.co.za)
2. Enter the following:
   a. Email address: demo@shadowmatch.co.za
   b. Password: Demoy1234!@
3. Click on the blue **SG button** in the top right corner of the Shadowmatch screen. You will notice that the theme colour now changes to blue. You are now navigating in the Skillsgrid side of the system.

4. Explain that the following departments have been created:
   a. Admin
   b. Business Development
   c. Customer Support
   d. Customer Support Supervisors
   e. Finance
   f. Information Communication Technology
   g. Sales
5. Click on Sales
6. Click on "**Skillsgrid Benchmark**" in the left navigation panel. Explain that this is the skills-map of the top performers in Sales. This map will be different compared to the skills-map of the top performers in other departments.
   a. Explain that the 25 skills have been categorized into 5 groups.
   b. Explain both legends: The intensity of the skills as well as the priority of the skills.
7. Click on **"Applicants":** Click on Nolene Newton (page 2). Explain that Nolene is a 10/10 match to the Sales benchmark.
8. Scroll down on Nolene's results' page and explain that the rating on all the sub-skills will populate below the graph.
9. Go back to the list of **"Applicants"**. Click on the results of Carl Woolsley (page 2). He is a 7/10 match to the Sales department. Click on his result to show the match.
10. Click on the **"SG multimatch"** action in the left navigation panel to find an alternative skills match for Carl. You will notice that the best match for Carl is in the Customer Support department. He is a 10/10 match to this department.
11. Click on the first row – match to the Customer Support department to show the match.
12. Explain that Skillsgrid can be used to do a skills audit on an entire company. Once everyone in the company has completed the Skillsgrid worksheet, the data can be exported in an Excel spreadsheet. This

spreadsheet can then be used to analyse trends and identify skill development areas. Skill development programmes and training courses can be sourced to develop specific skills necessary for success in specific areas in the business.

13. The "Export" function will shortly be available on the system. Currently it can be requested through the consultant.

14. Lastly you need to discuss the costs. The cost of a Skillsgrid code is R240.00 (excl VAT). For any company with more than 50 employees, an annual license fee will also be payable. The reason for the annual license fee is the fact that individuals can update their skills at any point. The company will thus have access to an updated skills database of all their employees at any given time. The system will automatically remind every individual every six months to update his/her skills.