

Validated Skills Data in the HR Tech Landscape

Deloitte reports 90% of executives say they are actively experimenting with skills-based approaches across a wide range of workforce practices.

As organizations lean into skills-based strategies, there is a core component of the workforce that is often left out of the equation—the frontline workforce. This employee population holds the foundational skills that give the organization license to operate, and they must be verified and validated for the business to operate efficiently, effectively, and safely.

There is ample technology that can be used for skills programs—Core HRIS, LMS, LXP, Scheduling, Analytics, and even AI-based skilling platforms, among others—and while they each have a place in your technology stack, none produce the validated skills data needed to power your operations and help you navigate a dynamic industry environment. These technologies predict and make assumptions about skills and competency levels without considering the rigorous requirements and operational environments where frontline work gets done.

Kahuna doesn't make assumptions. Kahuna validates skills data, helping you assess and manage your frontline workforce, ensure work gets done safely and efficiently, and make more strategic decisions across the business.

Kahuna Connects Skills, People, & Operational Data

Talent Acquisition

Validated skills data streamlines candidate screening and selection to ensure new hires have skills and competencies aligned to business needs.

Employee Engagement & Development

Engage and retain talent with personalized and transparent development plans connected to learning resources and training materials.

Productivity

Expedite time to competence, eliminate redundant training, and maximize uptime with a workforce strategically trained to business needs and goals.

Performance Management

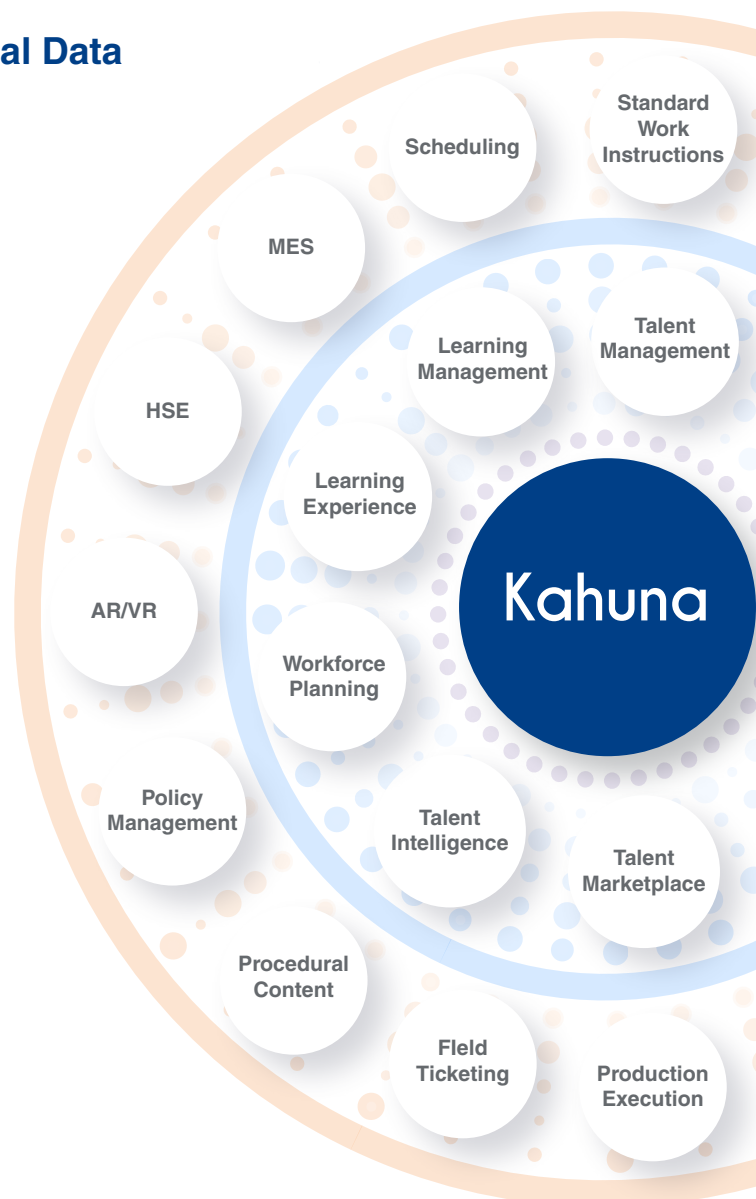
Real-time skills validation supports objective performance assessment and identifies skills gaps for targeted upskilling, reskilling, or multi-skilling programs.

Capability Planning

Understand how current workforce skills and capabilities align with what's needed to meet business goals, and create action plans to close gaps.

Compensation & Mobility

Inform pay-for-skills initiatives and support strategic workforce mobility across units, projects, locations, etc. in line with overall business goals.



Centralized Skills Data to Develop Employees and Support the Workforce of the Future

A leading energy organization with nearly 150 years of experience and diversified service offerings spanning Refining, Midstream, Chemicals, and Marketing and Specialties, implemented Kahuna to digitize its skills program, enable seamless data transfer for skills data, and inform development opportunities and pay-for-skills programs.

- ✔ Published a centralized skills database with all operational skills to streamline assessment processes and validate critical operational skills
- ✔ Mapped training content to learning resources and skills to embed learning into the flow of work and support skills gap closure
- ✔ Implemented multi-skilling and pay-for-skills programs to engage and retain talent, and align skills with operational capabilities
- ✔ Reduced onboarding time and quickened time to productivity with targeted training to increase operational efficiencies

Digitized Competencies to Streamline Orientation, Reduce Nurse Turnover, & Improve Audits

The largest integrated, not-for-profit medical group, ranked as the world's best for the sixth straight year in a row, consolidated data from across the system and digitized paper-based processes for onboarding and orientation, scheduling and shift balancing, clinician competency and career progression, and regulatory compliance.

- ✔ Integrated learning resources with competency and training requirements to provide transparency and increase engagement with development paths
- ✔ Improved audit readiness with validated proficiency, compliance, training, and certification data
- ✔ Enabled faster time to productivity and increased ROI on training budgets by reducing redundancy and targeting training to skills specific skills gaps
- ✔ Increased scheduling efficiencies with staffing based on competency, compliance, and experience data

Standardized Skills, Training, and Operational Processes on the Plant Floor

The world's largest tool company, established as a leader in innovation and manufacturing excellence with more than 100 facilities worldwide, digitized critical workforce skills, training, and operational data with Kahuna to move forward with digital transformation and smart manufacturing goals.

- ✔ Automated the tracking of safety training, expirations, and reminders to mitigate lapses in certifications and lower safety incidents
- ✔ Enabled robust on-the-job training and development programs to upskill and reskill technicians based on proficiency and skills gaps
- ✔ Minimized time to backfill resources for a job role, machine, or production line in the case of unplanned absence or staffing shortages
- ✔ Reduced turnover and retained critical workforce skills with more engaged technicians, managers, and supervisors

Streamlined Skills and Compliance Data to Provide Transparency and Improve Efficiency

A global leader in energy technology with service offerings spanning across the energy and industrial value chain, digitized global competencies with Kahuna to ensure adherence to customer and regulatory standards, and provide transparency to employees for career pathing opportunities.

- ✔ Established one system of record to capture compliance and regulatory data to verify proficiency for customers and regulatory authorities
- ✔ Uncovered cross-skilling and multi-skilling opportunities to engage and retain talent, and make career mobility more transparent
- ✔ Improved scheduling and shift balancing based on skills and job requirements to reduce cost of poor quality and increase customer satisfaction
- ✔ Aligned training and workforce planning decisions to business needs based on skills demand, existing skills gaps, and future initiatives