



Skills Intelligence Cloud™ for Talent Management

# Retain, Engage & Deploy your Workforce with a Skills-first Approach for Talent Management







In today's dynamic business world, talent leaders face immense pressure to bridge widening skill gaps, tailor learning paths, and prove the ROI of their talent management initiatives. Overwhelmed by volumes of data and a rapidly evolving talent ecosystem, leaders struggle to identify key opportunities and make informed strategic decisions. That's where a skills-first approach comes in. By prioritizing skills data and insights, leaders can pinpoint the crucial skill gaps and opportunities hidden within, enabling them to craft targeted learning solutions.

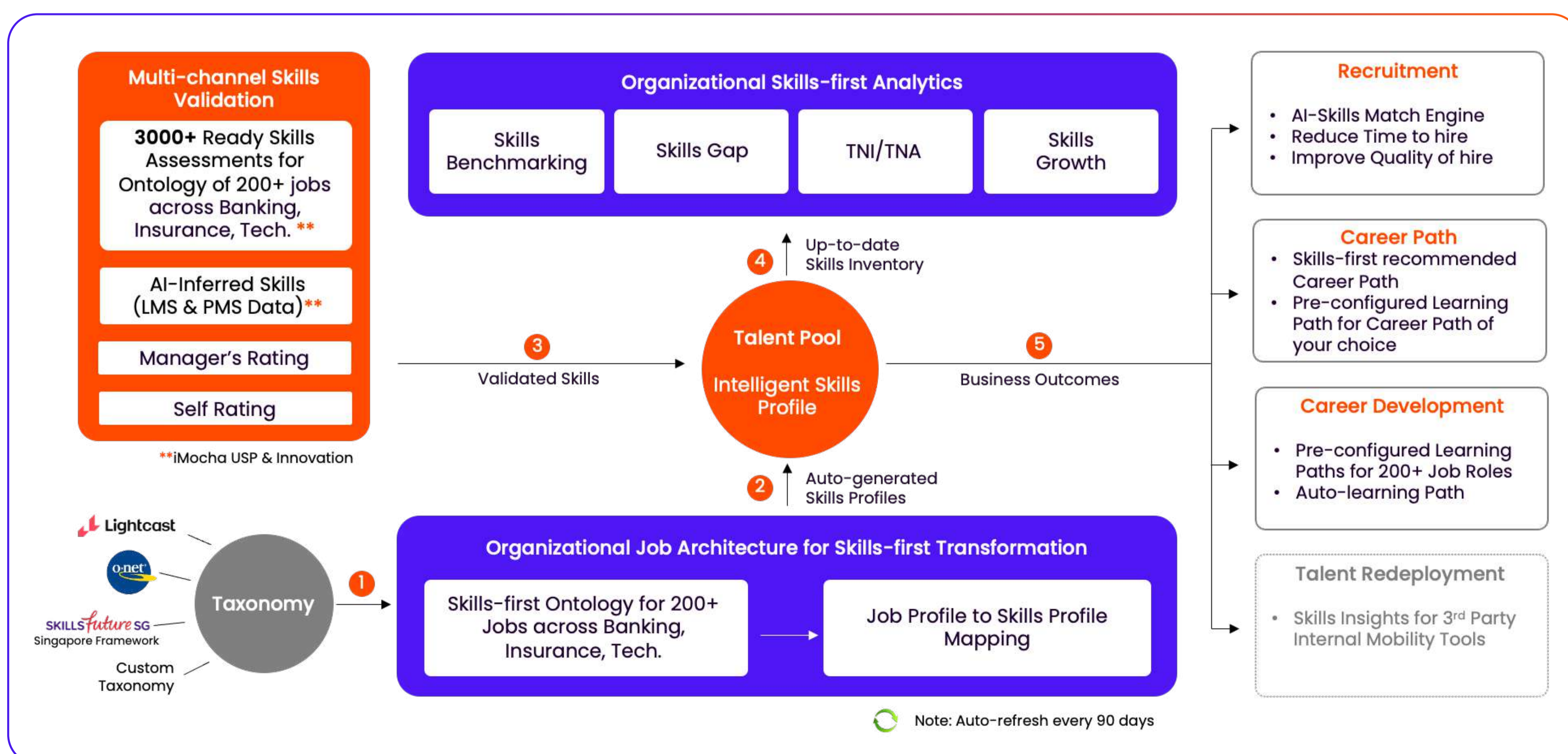
40%

hike in productivity attained through upskilling

Telco Company

**Skills is the key for a future-ready workforce. Take a Skills-first approach towards your talent management efforts in a changing skills landscape.**

iMocha's Skills Intelligence Cloud™ for Talent Management helps enterprises to build a skills-first, data-driven ecosystem encompassing upskilling, reskilling, and managing talent – at scale, for any job role, any industry. Gain a profound understanding of your workforce's current skills and anticipate future requirements. Address skill gaps by developing employees' skills and redeploying people to critical projects.





# Key *Features*

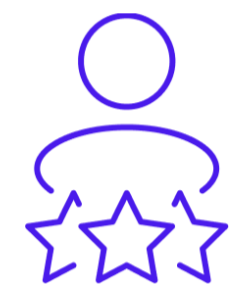
## Skills Architecture



Implement the right job architecture for your organization with AI-generated skills taxonomy & ontology based on industry standards such as O\*NET, Singapore Skills Framework. Below are a few highlights:

- Develop a Skill-based job architecture
- Transform all the Job Profiles into Skills Profiles (Skills with Proficiency Levels)
- Enrol all the employees into respective job profiles (Skills Profiles)
- Transform all the employee profiles into skills-first data

## Multi-channel Skills Validation



iMocha adopts a data-driven approach, utilizing various data sources to assess individual and team skills. Below are the channels used:

- Employee self-rating
- Skills assessment for 3000+ skills
- Manager's rating
- AI-inferred skills intelligence in the flow of work:
  - Data from Learning Management System
  - Data from Performance Management System

## Insightful Skills Analytics

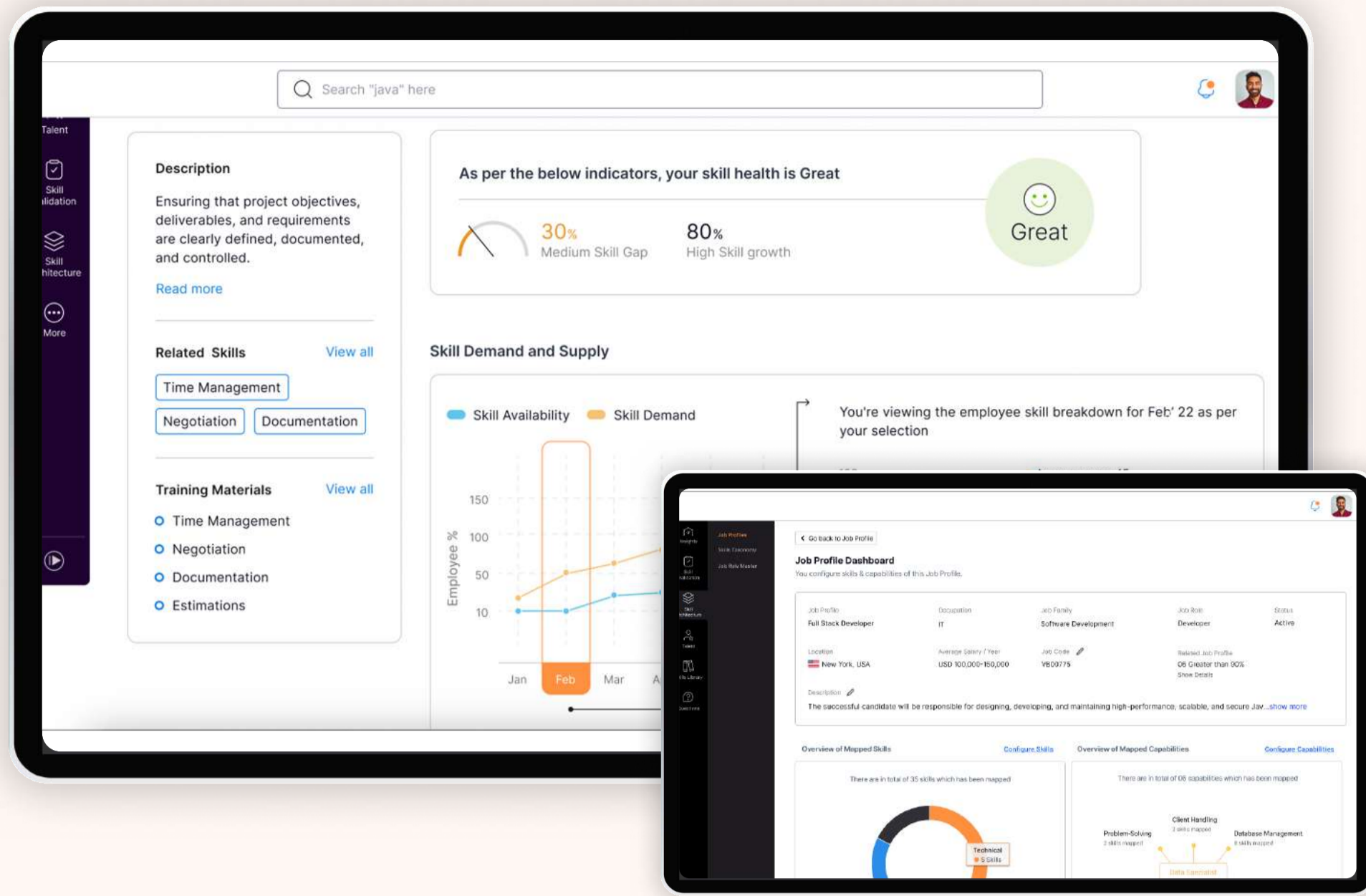


Real-time data flows into our intuitive dashboard, providing you with a clear and actionable overview of your talent landscape. Below are some key insights you can gain through the platform:

- Skills Inventory (critical skills, priority skills, skills management)
- Job Profile Analysis
- Skills Gap Analysis for Training Needs Identification/Analysis (TNI/TNA)
- Skills Progression to measure the RoI of Learning & Development interventions
- Skills Benchmarking

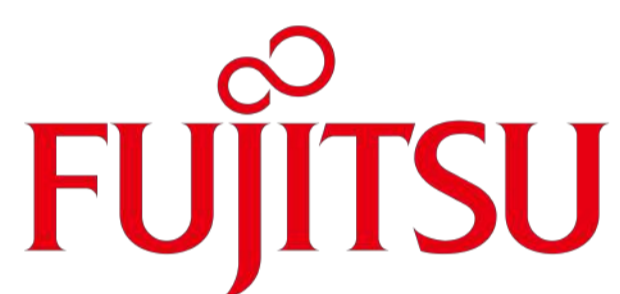






At the core of iMocha's Talent Management solution lies the iMocha Skills Intelligence Cloud™, a purpose-built, deep-learning artificial intelligence technology fuelled by a skills architecture comprising 1500+ Skills Taxonomies, 200+ Skills Ontologies and providing 50+ Skills Insights with a 90 days refresh cycle. This ensures a dynamic approach towards an ever-changing skills landscape, empowering your talent management needs.

## Trusted by



# Brewing a Skills-first Planet

## About iMocha

iMocha is an AI-powered Skills Intelligence Cloud™ that helps enterprises to build a Skills-first and data-driven ecosystem of hiring, upskilling, and managing talent - at scale, for any job role, and any industry. More than 500 organizations in 70+ countries are using iMocha's solution for taking a Skills-first approach to accelerated hiring, objective learning and development programs and to manage talent from candidate to alumni.

To know more about our complete range of solutions, visit [www.imochoa.io](http://www.imochoa.io).

Call us on +1 (408) 915 5185 or write to us at [contact@imochoa.io](mailto:contact@imochoa.io)