# Talent SafeGuard – accurate skills management and the highlighting of skill gaps

Talent SafeGuard presents the current skills across your organisation, and emphasises where skills acquisition is needed
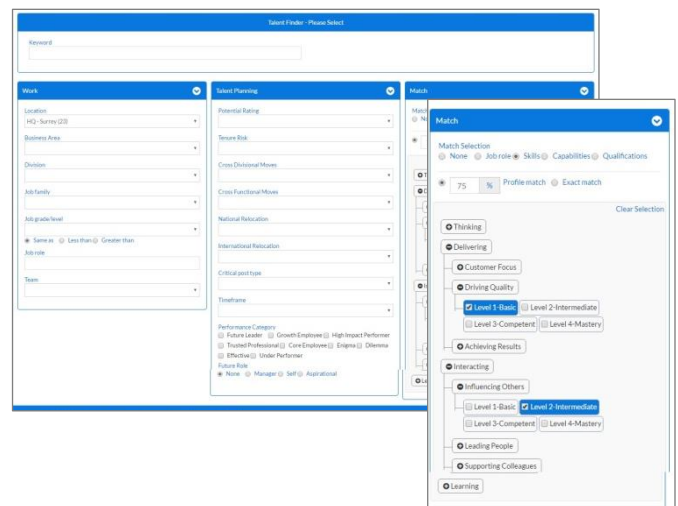
Skills management is a vital part of talent management; without an accurate understanding of the current skill level and what the business needs for success, learning, development and training investment cannot be targeted effectively. Talent SafeGuard gives you an easy-to-use, tailorable, cloud-based system to manage the exisiting skills within an organisation and highlight where skill acquisition is needed.

Talent SafeGuard helps you to track, manage and monitor the essential competencies and qualifications needed in your organisation.

As skills management software, it supports you as you create an up-to-date skills database – but it goes beyond being a repository for skills and training accreditation.

With its strong HR analytics capability, Talent SafeGuard takes the current skill level in your organisation and shows this against what is needed for the business to achieve it goals. This skills gap analysis then feeds into the planning of training, learning and development interventions, targeted at specific roles or grades of employee.

Talent SafeGuard is fully customisable making it flexible and relevant to all organsiations in which skills management and acquisition is important.
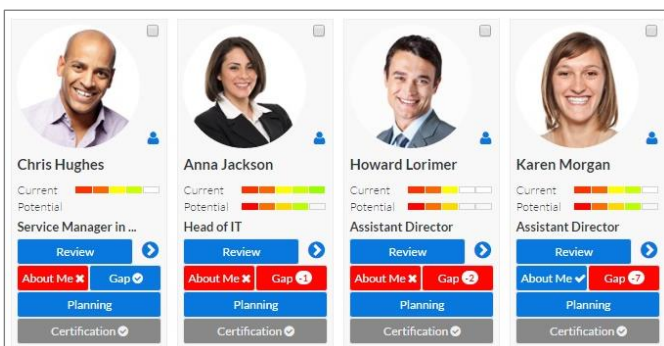


*Use the Talent Finder capability to find employees with a specific skill set*



*Understand the skills gaps of individuals between current and future job roles*

## Access up-to-date and accurate details of employees' skills

Talent SafeGuard helps you to:

- Understand the skills profile of your employees.
- Recognise the gap between current skill level and that needed by the organisation.
- Use the analytics and dashboard for an accurate view of skills within the business at group and individual levels.
- Alert managers to training needs.
- Collect and store skills, training and qualification information – precisely and in one place.
- Stay on track with skills management with automatic reminders.
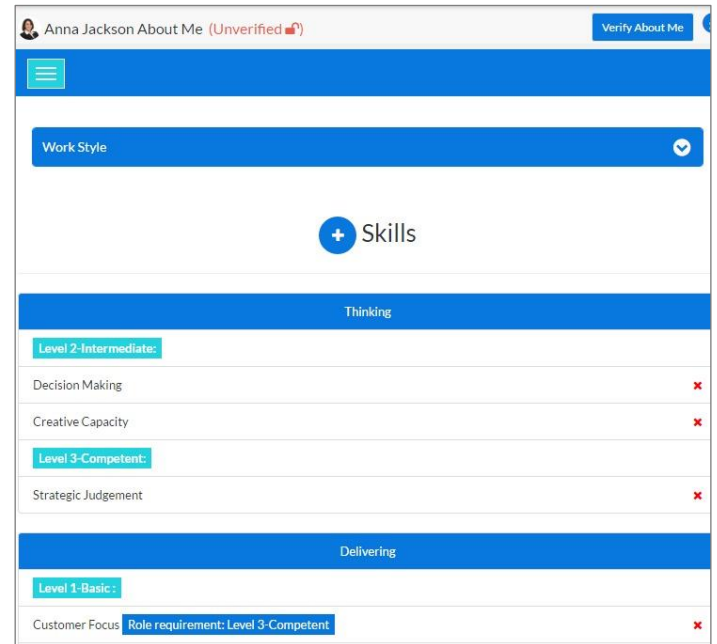- Customise and configure the system to reflect your organisation – in look, language, workflow, job roles.

## Simple and easy to use

It's easy to get up and running with Talent SafeGuard.

- Initial in-person or web-based training to help you configure the system to reflect the roles, skills, training and competency requirements of your organisation.
- Generate and share the visual summaries of skills and skill gap with those that need this information
- Adapt and design workflows to suit your needs, tailor email notifications so the right people know the information at the right time and store PDF documents all in one place.
- Use alongside other Talent® modules when looking at performance review or development – or just use it alone when you want to better manage the skills in your organisation.

## Why Talent SafeGuard

- Presents real-time results instantly using clear, easy-to-understand graphics.
- Offers visual skills gap analysis for easy sharing with senior and line managers.
- Easy to maintain and update to ensure you have an accurate view of skills across your organisation.
- Boosts confidence in your own knowledge of skills acquisition across the organisation.
- Helps you to plan, target and implement skills acquisition.
- Enables you to monitor and manage the skills in your business.
- Entirely customisable to reflect your organisation.



*Understand where individual training is needed to acquire necessary job role or job family skills*



*Obtain an individual skills profile and highlight any skills gap between a current skill set and those required in a different role*

## Talent Cloud®. Breakthrough software. Raise expectations.

Talent Cloud® is our Talent Management software, delivered to you from our proven, flexible, scalable, reliable and secure SaaS (Software as a Service) infrastructure. We protect and encrypt your data to keep it safe, apply upgrades and new releases, provide training, and support you with a full proactive and responsive Help Desk – giving you a money-back Service Level Guarantee. This means lower cost of ownership, faster initial deployment, more frequent upgrades, and no technical headaches – and you can start with just one module, such as Talent SafeGuard, and add further modules as and when you need them.