

Business Requirements Document

1. Document Control

- * **Title:** Business Requirements Document for AI-Powered HR Skill Management Tool
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2. Executive Summary

This document outlines the business requirements for a new AI-powered HR Skill Management Tool. The tool will enable HR to effectively track employee skills, identify skill gaps within the organization, and recommend relevant training courses to address these gaps. This will result in a more skilled workforce, improved employee performance, and better alignment of employee skills with business objectives. The tool will now also integrate with LinkedIn Learning and Coursera for enhanced course suggestions.

3. Project Background

Many organizations struggle to maintain an accurate and up-to-date view of their employees' skills. This lack of visibility makes it difficult to identify skill gaps, plan for future workforce needs, and invest in appropriate training and development programs. An AI-powered skill management tool can address these challenges by automating skill tracking, gap analysis, and course recommendation, ultimately leading to a more agile and competitive workforce. Integrating with platforms like LinkedIn Learning and Coursera will provide a wider range of learning resources.

4. Business Objectives

The primary business objectives of the AI-Powered HR Skill Management Tool are:

- * Improve visibility into employee skills and competencies across the organization.
- * Identify skill gaps proactively to address current and future business needs.
- * Enhance employee development by providing personalized course recommendations.
- * Reduce the time and effort required to manage employee skills and training.
- * Increase employee engagement and satisfaction by providing opportunities for growth and development.
- * Improve alignment of employee skills with organizational goals and objectives.

5. Scope

5.1 In Scope

- * **Employee skill tracking and management:** The tool will allow HR to track employee skills, experience, and certifications.
- * **Skill gap analysis:** The tool will use AI to identify skill gaps based on job roles, performance data, and industry trends.
- * **Course recommendation:** The tool will recommend relevant training courses to employees based on their skill gaps and career aspirations. This includes integration with LinkedIn Learning and Coursera.
- * **Reporting and analytics:** The tool will provide reports and dashboards on employee skills, skill gaps, and training progress.
- * **Integration with existing HR systems:** The tool will integrate with the organization's existing HRIS and learning management systems (LMS).
- * **User roles and permissions:** The tool will support different user roles and permissions, such as HR administrator, manager, and employee.
- * **AI-powered skills extraction from resumes and job descriptions.**
- * **Integration with LinkedIn Learning and Coursera APIs to fetch course data and enable course recommendations.**

5.2 Out of Scope

- * Performance management: The tool will not be used for performance evaluations or disciplinary actions.
- * Recruiting and onboarding: The tool will not be used for recruiting or onboarding new employees.
- * Payroll and benefits administration: The tool will not be used for payroll or benefits administration.
- * Development of training courses: The tool will recommend existing courses but will not be used to create new training content. The tool will not create accounts or manage user access on LinkedIn Learning or Coursera.

6. Stakeholders

The key stakeholders for this project are:

- * HR Department: Responsible for managing employee skills and training.
- * IT Department: Responsible for providing technical support and infrastructure.
- * Employees: The end-users of the tool.
- * Management: Responsible for approving budgets and ensuring alignment with business objectives.
- * Training and Development Team: Responsible for curating and managing training content.
- * LinkedIn Learning/Coursera (Indirectly): As providers of training content.

7. Business Requirements

The AI-Powered HR Skill Management Tool must meet the following business requirements:

- * **Skill Tracking:** The tool must allow HR to track employee skills, experience, certifications, and performance data.
- * **Skill Gap Analysis:** The tool must use AI to identify skill gaps based on job roles, performance data, and industry trends.
- * **Course Recommendation:** The tool must recommend relevant training courses to employees based on their skill gaps and career aspirations. This must include courses available on LinkedIn Learning and Coursera.
- * **Reporting and Analytics:** The tool must provide reports and dashboards on employee skills, skill gaps, and training progress.
- * **Integration:** The tool must integrate with the organization's existing HRIS and learning management systems (LMS), as well as LinkedIn Learning and Coursera.
- * **User Roles and Permissions:** The tool must support different user roles and permissions, such as HR administrator, manager, and employee.
- * **Data Security and Privacy:** The tool must comply with all relevant data security and privacy regulations.
- * **User-Friendly Interface:** The tool must have a user-friendly interface that is easy to use and navigate.
- * **Scalability:** The tool must be scalable to accommodate the organization's growing workforce.
- * **Mobile Accessibility:** The tool should be accessible on mobile devices.
- * **Customizable Skill Libraries:** Ability to customize skill libraries based on industry and company-specific requirements.
- * **LinkedIn Learning/Coursera Integration:** The tool must seamlessly integrate with LinkedIn Learning and Coursera APIs to provide course recommendations.

8. Assumptions

The following assumptions have been made in developing these requirements:

- * The organization has access to reliable data on employee skills, experience, and performance.
- * The organization has an existing HRIS and LMS that can be integrated with the new tool.
- * Employees are willing to use the new tool and provide accurate information about their skills and experience.
- * Sufficient budget and resources will be allocated to the project.
- * The AI algorithms used by the tool will be accurate and reliable.
- * The LinkedIn Learning and Coursera APIs are reliable and accessible.
- * The organization has or will acquire the necessary licenses/subscriptions for LinkedIn Learning/Coursera content.

9. Constraints

The following constraints may impact the project:

- * Budget limitations: The cost of the tool must be within the allocated budget.
- * Timeline constraints: The tool must be implemented within a reasonable timeframe.
- * Integration challenges: Integrating the tool with existing HR systems, LinkedIn Learning and Coursera may be complex and time-consuming.
- * Data privacy regulations: The tool must comply with all relevant data privacy regulations.
- * Availability of training courses: The tool's ability to recommend relevant courses depends on the availability of suitable training content on the existing LMS, LinkedIn Learning, and Coursera.
- * API limitations: LinkedIn Learning and Coursera APIs may have limitations on data access and usage.

10. Success Criteria

The success of the AI-Powered HR Skill Management Tool will be measured by the following criteria:

- * Increased visibility into employee skills and competencies.
- * Reduction in skill gaps across the organization.
- * Improved employee engagement in training and development programs.
- * Increased efficiency in managing employee skills and training.
- * Positive feedback from employees and HR staff.
- * Measurable improvement in employee performance and productivity.
- * Successful integration with LinkedIn Learning and Coursera, resulting in a broader range of course recommendations.

11. Dependencies

The following dependencies must be addressed for the successful implementation of the tool:

- * Integration with existing HRIS and LMS systems.
- * Availability of accurate and up-to-date data on employee skills and performance.
- * Training of HR staff and employees on how to use the tool.
- * Ongoing maintenance and support of the tool.
- * Alignment with organizational goals and objectives.
- * Successful integration with LinkedIn Learning and Coursera APIs.
- * Valid licenses/subscriptions for accessing content on LinkedIn Learning and Coursera.

12. Risks

The following risks may impact the project:

- * Data security breaches: The tool may be vulnerable to data security breaches.
- * Integration failures: The tool may not integrate successfully with existing HR systems, LinkedIn Learning and Coursera.
- * User adoption challenges: Employees may be resistant to using the new tool.
- * Inaccurate AI algorithms: The AI algorithms used by the tool may be inaccurate or biased.
- * Lack of training content: There may not be enough relevant training courses available to address all skill gaps.
- * API changes: Changes to the LinkedIn Learning and Coursera APIs may break the integration.
- * Vendor lock-in: Over-reliance on LinkedIn Learning and Coursera for training content.