

## Case Study 1: Leader in Smart Building and Energy Solutions

### **Objective:**

The objective was to strengthen workforce strategy for blue-collar roles by enhancing operational efficiency and internal talent mobility. To achieve this, the company needed to address key challenges—establishing a standardized competency framework across diverse job levels, optimizing workload distribution to eliminate skill gaps, and improving internal mobility mechanisms to reduce dependence on external hiring.

### **Draup's Solution:**

Draup delivered a targeted workforce intelligence solution centered on building a robust job leveling framework for blue-collar roles. A competency-based structure was developed to define clear job levels and career pathways, enhancing visibility and growth opportunities. Peer benchmarking and complexity modeling enabled alignment with industry standards and optimized role design. Together, these insights supported equitable talent mobility and improved workforce planning. The solution was delivered through a focused, strategic consulting engagement.

### **Impact:**

Draup's solution enabled the organization to implement a standardized job leveling framework for blue-collar roles, ensuring clarity in career paths and workload frameworks.

## Case Study 2: Global Leader in Aerospace, Defense, and Security Innovation

### **Objective:**

The objective was to strengthen the workforce strategy for technician and STXM engineer roles by mapping current and future skills, defining career pathways, and reducing external hiring through reskilling. The company aimed to address skill gaps and establish a sustainable talent pipeline by recruiting from universities and trade schools.

### **Draup's Solution:**

Draup delivered a workforce intelligence framework to map skills and career paths for technician and STXM engineer roles. Analysis of the existing skill base identified core competencies like systems engineering and advanced manufacturing, while highlighting gaps in



areas such as AI integration and aerospace cybersecurity. A future-focused skills roadmap addressed emerging needs in autonomous systems and green propulsion. Draup designed tailored reskilling programs, collaborated with universities to attract engineering talent, establishing clear career progression paths. Peer benchmarking ensured industry alignment, while strategic consulting provided actionable insights for workforce planning.

**Impact:**

Draup's solution enabled a standardized skills framework and career pathways, upskilling 200+ employees and reducing external hiring costs by 15%, ensuring a future-ready talent pipeline.