



## Engagement Process & Workflow Document

This document outlines Draup's approach & Process workflow behind curating a comprehensive skills Taxonomy for TE Connectivity Job Roles

July 2025



### Objective of the Study

The objective of this engagement is to design, implement, and continuously refine a comprehensive, future-ready skills taxonomy for TE Connectivity's job roles, enabling strategic workforce planning, targeted reskilling, and sustained competitive advantage



### Draup's Support of the Objective

Draup aims to support this objective by leveraging its proprietary AI engines, global labor market intelligence, and domain expertise to architect, and operationalize an actionable skills framework tailored to TE Connectivity's evolving workforce priorities.



### Process Flow

1. Job Architecture Mapping
2. Comprehensive Skills Extractions
3. Development of Structured Skills Taxonomy
4. Identification of Emerging and Futuristic Skills



### Long-Term Strategy Impact

This initiative will enable TE Connectivity to institutionalize a dynamic, skills-based talent architecture that aligns with current and future workforce demands, empowers data-driven workforce planning, supports targeted reskilling and upskilling programs, enhances talent mobility, and strengthens the organization's ability to proactively address emerging technological and market shifts over the long term

**Customer Name**

TE Connectivity

**Service Provider**

Draup

**Executive Sponsor**

Vijay Swaminathan

**Project Manager**

Karthik Achar

**Project Lead**

Akash Sikdar

**Functional Partners**

People Analytics Manager

Workforce Planning Strategist

HRIS Administrator

HR Business Partner

**Objective**

Design, implement, and continuously refine a comprehensive, future-ready skills taxonomy for TE Connectivity's job roles, enabling strategic workforce planning, targeted reskilling, and sustained competitive advantage

**Project Scope****IN-SCOPE**

- ✓ Job Mapping
- ✓ Skills Taxonomy Curation
- ✓ Emerging Skills Analytics

**OUT-OF-SCOPE**

- ✓ Internal System Integration
- ✓ L&D Plan Curation
- ✓ Workforce Automation

**Key Deliverables**

Role-to-taxonomy alignment



Curating multi-tiered skills taxonomy



Emerging &amp; Future Skills Insights

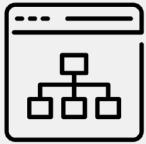
**Process Flow**

Role Mapping > Skills Extraction > Taxonomy Development > Emerging Skills Analysis

**Data Asset Required from TE Connectivity:** To enable a precise and contextual Skills Architecture analysis for TE Connectivity, Draup requires a structured set of foundational, contextual, and strategic data inputs that align internal roles, skills, and talent strategies



### Foundational Documents



#### Receiving Job Architecture

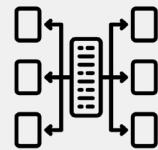
Required to align TE Connectivity's internal roles with Draup's standardized taxonomy for accurate skills mapping and benchmarking

##### Includes

Exchange of TE Connectivity Job Architecture across Job Families, Job Roles, Job Titles, and other relevant documentation as Job Profiles, and Job Descriptions

##### Purpose

Enables precise alignment between TE Connectivity's internal structure and Draup's industry-aligned role taxonomy. This forms the foundation for scalable skills mapping, role clustering, peer benchmarking, and downstream analytics



#### Skills Inventory

Helps in mapping existing TE Connectivity skills to Draup's skill library for comprehensive coverage and analysis

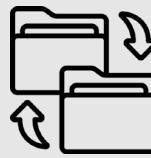
##### Includes

Any available list of existing skills tagged per role, if maintained in internal platforms or HRIS. If available, any internal competence framework/proficiency Framework

##### Purpose

Allows Draup to better understand TE Connectivity's current skills definitions and Draup's standardized skills library, allowing us to map, compare, and analyze skill coverage, gaps, and redundancies

### Contextualization Inputs\*



#### Internal Role Description Leveling

Enables structured alignment of job roles by incorporating workload bifurcation, role archetypes to reflect TE Connectivity's internal operating model

##### Includes

Any internal categorization of job roles into strategic archetypes (e.g., Builders, Orchestrators, Enablers), along with workload distribution insights

##### Purpose

Helps Draup tailor role-skills mapping to TE Connectivity's internal decision-making frameworks by factoring in role complexity, workload patterns, and segmentation nuances



#### Other Workforce Planning Blueprints

Helps tailor the architecture to TE Connectivity's long-term capability-building and talent goals

##### Includes

Internal documentation that informs how roles evolve within TE Connectivity's workforce strategy, anchored in its product vision, peer positioning, operating constructs, and underlying technologies.

##### Purpose

Equips Draup to contextualize role evolution, prioritize skill adjacencies, and deliver tailored transformation strategies in sync with TE Connectivity's product, technology, and talent objectives

### Strategic Alignment\*



#### Stakeholder Validation

Enables validation of role-skill mappings and ensures contextual relevance through SME input

##### Includes

Identification of SME(s) or HR leaders and setting up structured review sessions for validation checkpoints.

##### Purpose

Ensures contextual accuracy by capturing organization-specific nuances and surfacing any gaps in automated role-skill mappings for refinement





### ***Job Architecture Mapping***

Draup shall undertake a comprehensive mapping of TE Connectivity's job roles to Draup's proprietary global role taxonomy, employing **advanced machine learning models** to ensure robust alignment with prevailing industry benchmarks and to establish a scalable, skills-based job architecture framework across the enterprise.

### ***Skills Extraction***

Leveraging Draup's proprietary **Natural Language Processing (NLP) engines**, documented job descriptions for each mapped role shall be systematically deconstructed to extract, normalize, and validate the underlying skills corpus, thereby enabling a granular understanding of functional, technical, and behavioural skill requirements.

### ***Curating Skills Taxonomy***

Draup shall curate a rigorously structured skills taxonomy for each identified role, categorizing the validated skills inventory into **Root Skills, Core Skills, Soft Skills, and Technology Stacks**. This unified taxonomy shall serve as the foundational layer for standardizing skill definitions, competency frameworks, and benchmarking exercises across TE Connectivity's talent ecosystem.

### ***Identification of Emerging, Futuristic Skills***

Drawing on Draup's proprietary corpus of 850+ million global job descriptions and associated labor market signals, advanced trend analytics shall be deployed to surface emerging and future-relevant skills for each mapped role over a rolling three-year horizon. This insight shall inform the design of targeted upskilling pathways and enable TE Connectivity to future-proof its workforce capabilities proactively.

**Draup Data Coverage & Data Availability:** Draup analyses 16 Mn+ data points from over 8000+ data sources. This data strengthens over 80 Machine Learning models and over 12 Psychology models



### Primary Draup Data Points that will be necessary to perform the Skills Taxonomy Analysis

<b>3000+</b> Roles	<b>18K+</b> Skills	<b>5700+</b> Locations	<b>1B+</b> Job Descriptions	<b>100+</b> Languages	<b>137+</b> Countries
<b>4M+</b> Career Paths	<b>125K+</b> Courses	<b>33</b> Industries		<b>100+</b> Labor Statistics Databases	

### Other Draup Data Points that can be leveraged as required

<b>800M+</b> Professionals	<b>52K+</b> Universities	<b>175K+</b> University Professors	<b>1.5M+</b> Peer Group Companies
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### Language Capability & Translation Services

We translate about 100 languages including all the major languages and provide the insights in 'English' on our platform. Our Internal Translation Engine combines a prominent OpenSource Translator with Google Translate and can translate all major languages worldwide.

**Granular Skills Taxonomy:** Granular Skills Taxonomy serves as the cornerstone of talent architecture, enabling organizations to align workforce capabilities with business strategy through four critical skill dimensions—Root Skills, Core Skills, Soft Skills, and Tech Stack



## Strategic Implications of Granular Skills Taxonomy to TE Connectivity

To establish a clear and actionable Skills Taxonomy, all identified skills will be classified into **four primary categories**:

**1**

### Root Skills

- **Workforce Planning:** Root Skills serve as the **foundation** for strategic workforce planning by enabling organizations to align **talent acquisition, development, and deployment** with operational needs.
- **Talent Management:** Due to higher **skill adjacency**, by incorporating root skills into talent management, organizations can boost **targeted upskilling, improve performance management, and enhance succession planning**, building a resilient workforce.

**2**

### Core Skills

- **Workforce Alignment:** Core skills serve as strategic anchors for workforce alignment by enabling accurate **role-fit assessments** and **scaling talent deployment** across evolving business needs.
- **Organizational Agility:** Integration of core skills into talent management strategies ensures consistent **capability baselines** and accelerates alignment between **individual potential** and **organizational transformation** agendas.

**3**

### Soft Skills

- **Workforce Strategy:** Soft skills serve as critical enablers of **adaptability, collaboration, and leadership**, allowing organizations to build a workforce that thrives beyond technical capability.
- **Leadership Enablement:** Soft skills are pivotal in **senior & leadership roles**, enabling executives to **navigate uncertainty, influence stakeholders, and align teams with strategic goals** in a **dynamic, interconnected** business environment.

**4**

### Tech Stack

- **Digital-Native Workforce:** Organizations **realign** workforce architecture, embedding **tech stack expertise** as a core competency, amid rising **automation**, necessitating **strategic planning** for talent acquisition & retention.
- **Workforce Transformation:** Tech Stack acts as a **cornerstone** for role-specific capabilities, enabling precise **alignment** of talent with **evolving technology stacks**, thereby **shaping recruitment** and **workforce deployment** with competitive precision.

# Case Study: How Draup helped a Global FMCG Leader to transform the organization's skills ecosystem



## About:

A leading globally recognized FMCG company is a leading provider of beverages and convenient foods, offering a diverse portfolio of iconic brands across the world. With a strong focus on innovation, sustainability, and consumer preferences, it continues to shape the industry through strategic growth and high-quality products that cater to evolving global demands.

## Challenges

The company was focused on optimizing its workforce strategy, particularly for blue-collar roles, to drive operational efficiency and talent mobility. However, several challenges hinder seamless workforce transformation:

### Skills Trends Analysis

Struggling with identifying emerging and core skills needed for various roles, making it difficult to align workforce development with evolving industry demands.

### Leadership Benchmarking

Facing challenges in assessing leadership effectiveness against industry standards, leading to difficulties in identifying talent gaps and succession planning needs.

### Workforce Alignment

Encountering difficulties in aligning talent strategy with changing business needs, as current skill sets may not fully support key competencies, digital capabilities, and future growth.

## Draup's Solution

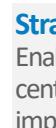
Draup provided the client with a comprehensive skills trend analysis, which was conducted to assess core, soft, emerging, and futuristic skills globally. By leveraging data from the past three years, this study will map job roles, identify industry trends, and benchmark leadership skills, ensuring strategic workforce planning and competitive alignment. The key components of Draup's solution were:

**Skills Trend Analysis & Workforce Planning:** Evaluates core, emerging, and future skills to align workforce capabilities with industry demands, enhancing strategic talent development.

**Skill Classification & Clustering:** Structures skill sets across job families based on clustering and skill nature, enabling informed learning, talent management, and career growth.

**Leadership Benchmarking & Competitive Insights:** Analyzes leadership skills and workload distribution against industry peers, refining talent strategies and strengthening leadership development programs.

**Medium of Delivery:** Draup has built a comprehensive data asset, underpinned by a robust technology infrastructure, including **API capabilities**, to drive seamless integration and advanced analytics



## Outcome

### Strategic Workforce Transformation

Enables data-driven workforce planning by integrating a centralized skill repository, identifying skill gaps, and implementing targeted reskilling/upskilling initiatives.

### Future-Ready Talent Development

Fosters a culture of continuous learning through IT-driven skills integration, ensuring the workforce remains adaptable and competitive in an evolving industry landscape.

## Draup's Data Coverage & Data Availability encompasses:

### Skills

**16K+**

### Professionals

**800M+**

### Peer Companies

**1M+**

### Job Descriptions

**650M+**

### Locations

**4700+**

### Industries

**33**



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