



Skills and Competencies Development Program

Nexus Logistics Solutions

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Project Mandate



The Nexus Logistics Solutions (NLS) proposed to utilize historical course enrollment data to gain comprehensive insights into the utilization of the Skills & Competencies Development Program. The utilization of the courses can be analyzed by:

- Trends in Courses and Regional Participation
- Performance Highlights by Local Office
- Assessing Course Effectiveness
- Regional Analysis of Improvement Scores

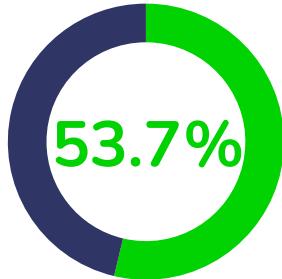
This initiative will drive data-driven decision-making for optimizing employee training, identifying best practices, and ensuring skill development aligns with the organization's strategic objectives.



Participation Rate

Latin America

stands as the leading region in enrolment with



of its employee enrolled in courses

Performance

Logistics Software Essentials Course

ranks as the most popular training program with

3,663

employees enrolled in the course.

Supply Chain Optimization Strategy Course



has the highest improvement score

Best Local Office
(based on participation)

Latin America

North America

Asia

Europe

Medellin

62.9%

San Francisco

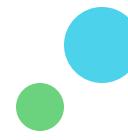
53.4%

Hong Kong

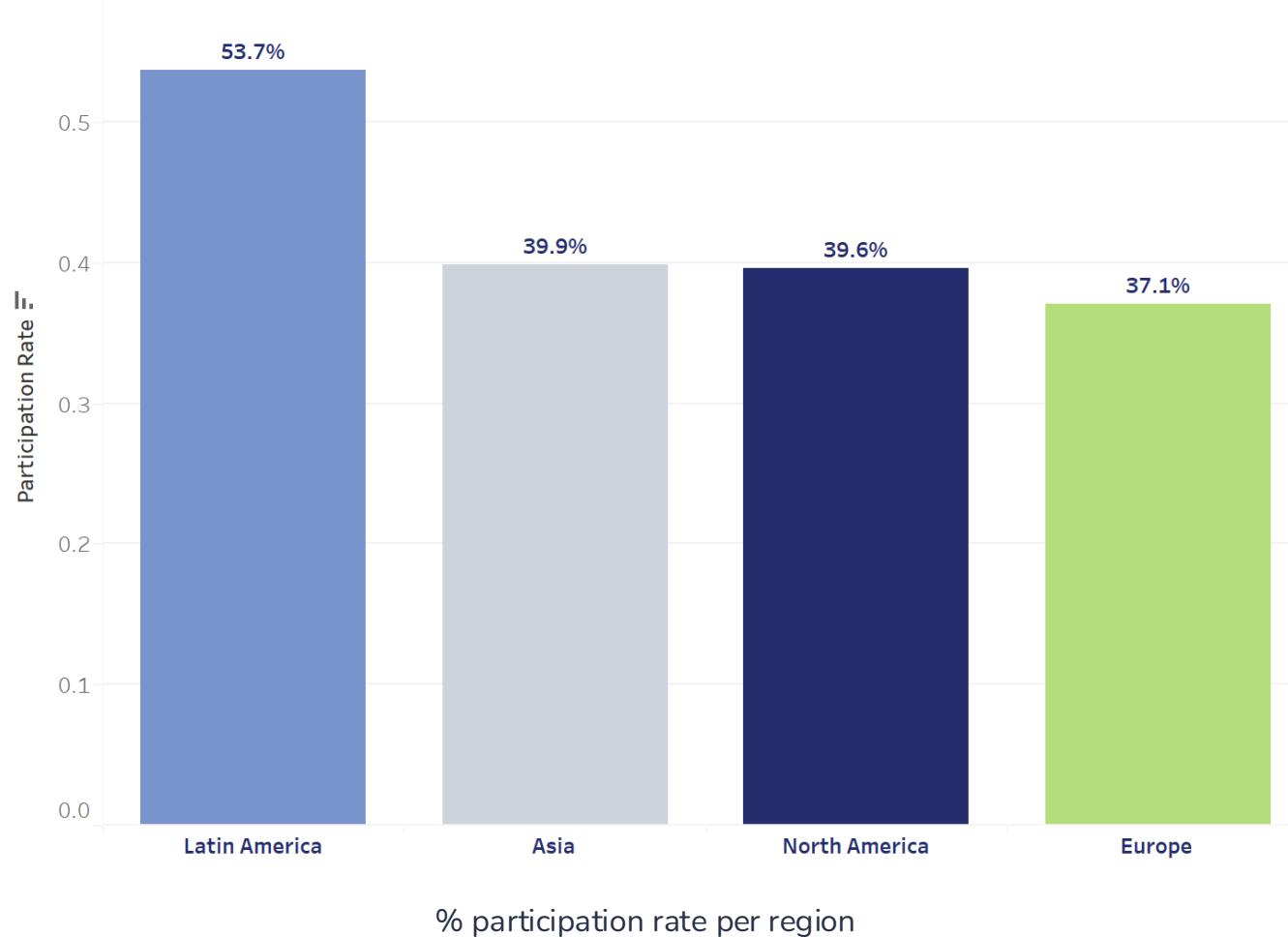
42.8%

Vienna

40.9%



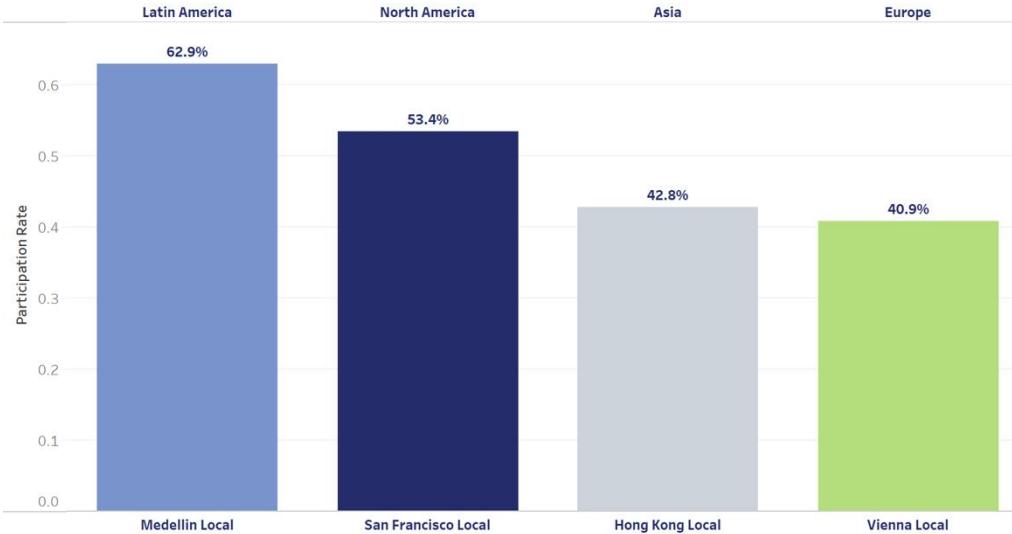
Latin America leads highest enrolment with 53.7%



- Latin America has the highest training participation rate of 53.7%.
- The remaining regions have a participation rates of around 39-37%.
- This suggests that Latin America can be used as a best practice model across the organization.

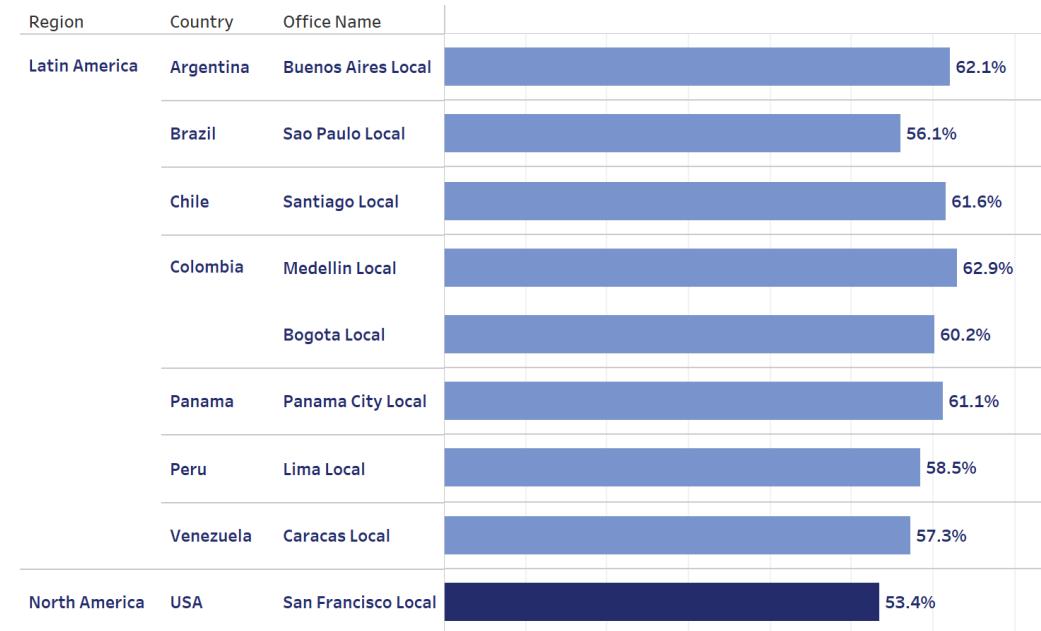


Medellin Local Office has highest participation rates



Highest % participation rate per local office per region

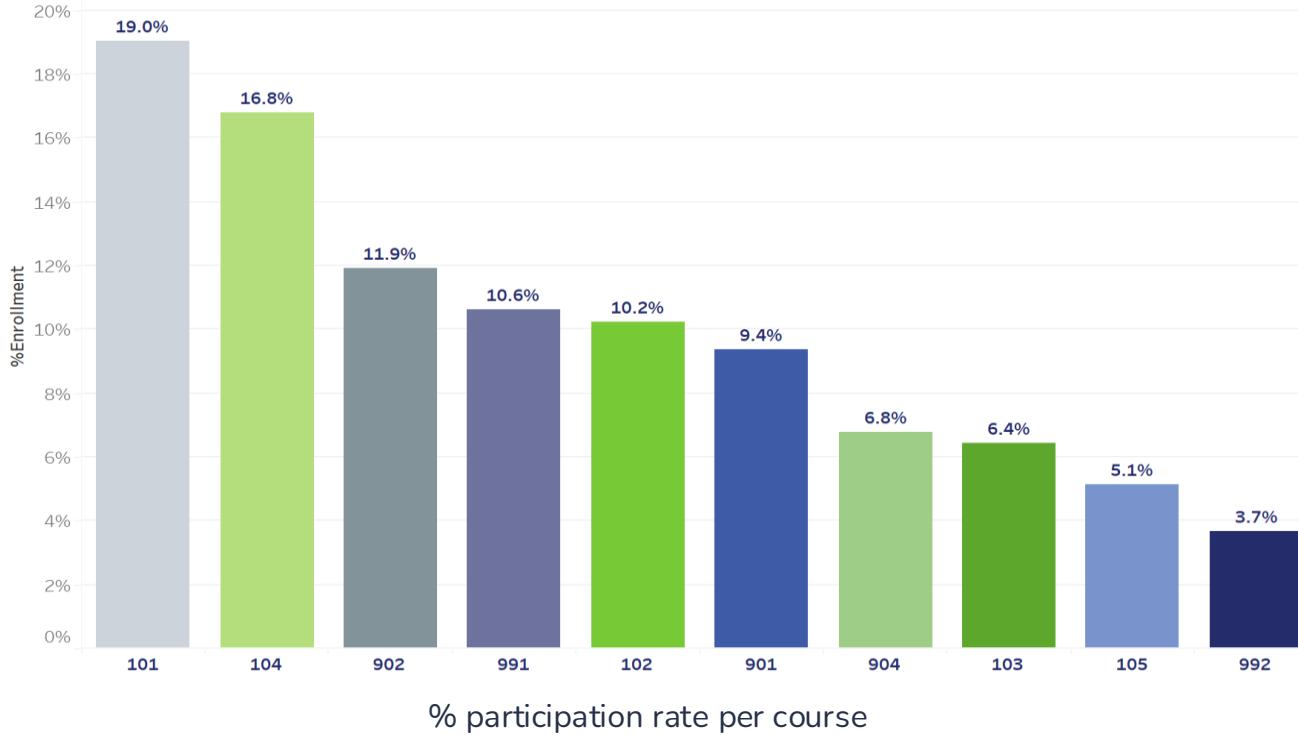
- Even the **highest participation local offices** in **Asia and Europe** have a **participation level of less than 50%** which suggests there is a **discrepancy**.
- A **comprehensive assessment** will help to identify **areas of improvement** specifically for these two regions.



More than 50 % participation rate in local offices across regions

- 8 out of 12 Latin American local offices exceed 50% engagement**, indicating effective strategies in this region. This suggests that employees working in Latin America are more likely to enroll in the training course.
- Only the **San Francisco office from North America exceeds the 50% threshold**.

Logistics Software Essentials is the most demanded course with 3663 Enrollments



Logistics Software Essentials (Course 101) and Advanced Transportation Management System (Course 104) are the two most participated courses, whereas Cybersecurity in Supply Chain Management (Course 992) has the least number of people enrolling.

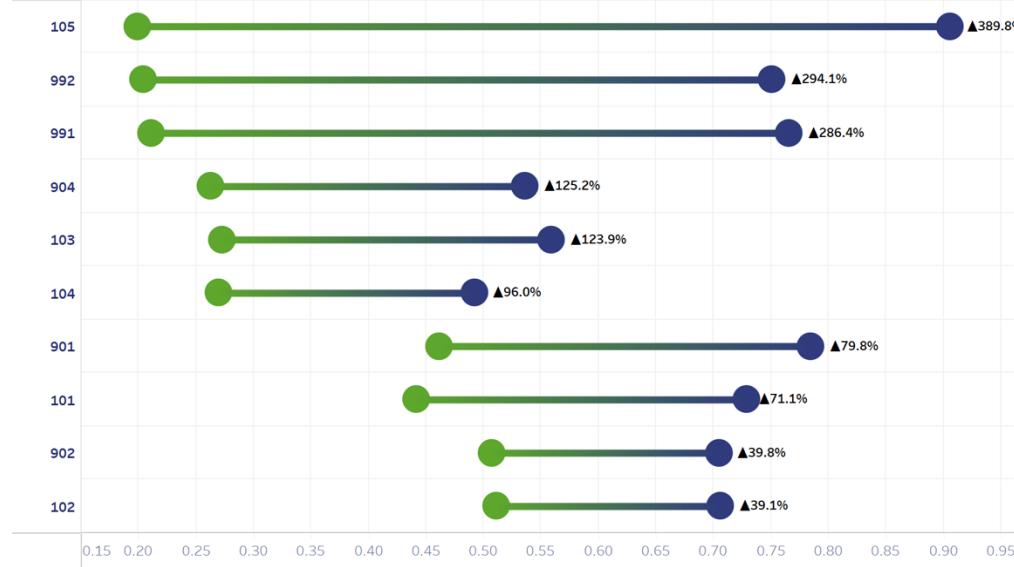
- Course 101's popularity suggests it is highly relevant or essential to a broad range of employees.
- However, the fact that a single course commands the majority of participation, indicates a lack of diversity in course engagement. Course 104 is for those who have taken Course 101 and want to learn more about it, and this is the reason why they have the higher enrollment rates.
- Cybersecurity, while critical, might not be viewed as a core competency for most employees in logistics or supply chain roles.
- Cybersecurity is more related with IT department hence the employees from the other departments might feel less interested.



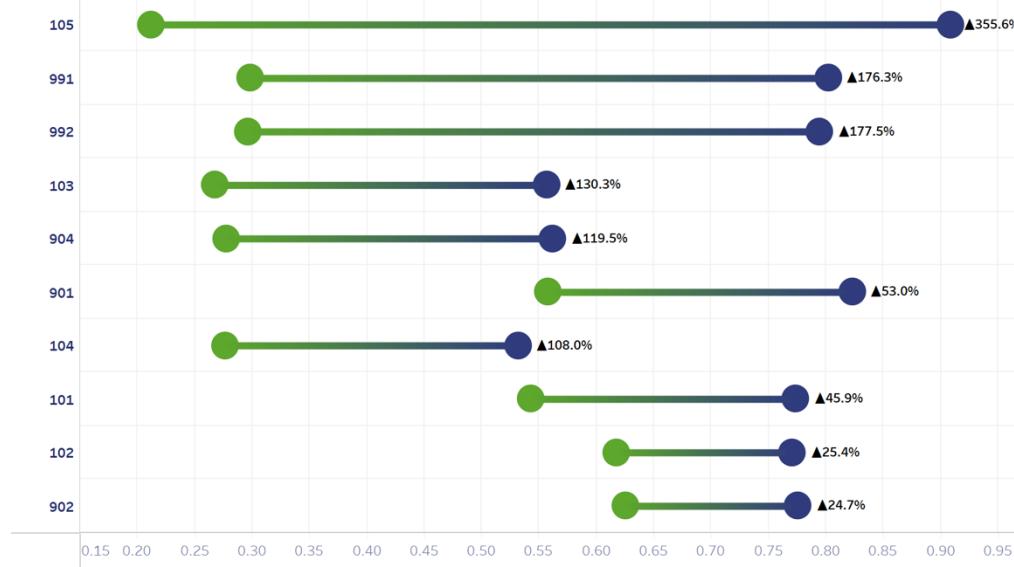
Supply Chain Optimization Strategy course has the highest score improvement rate of over 350%



Application Score Improvement by Courses

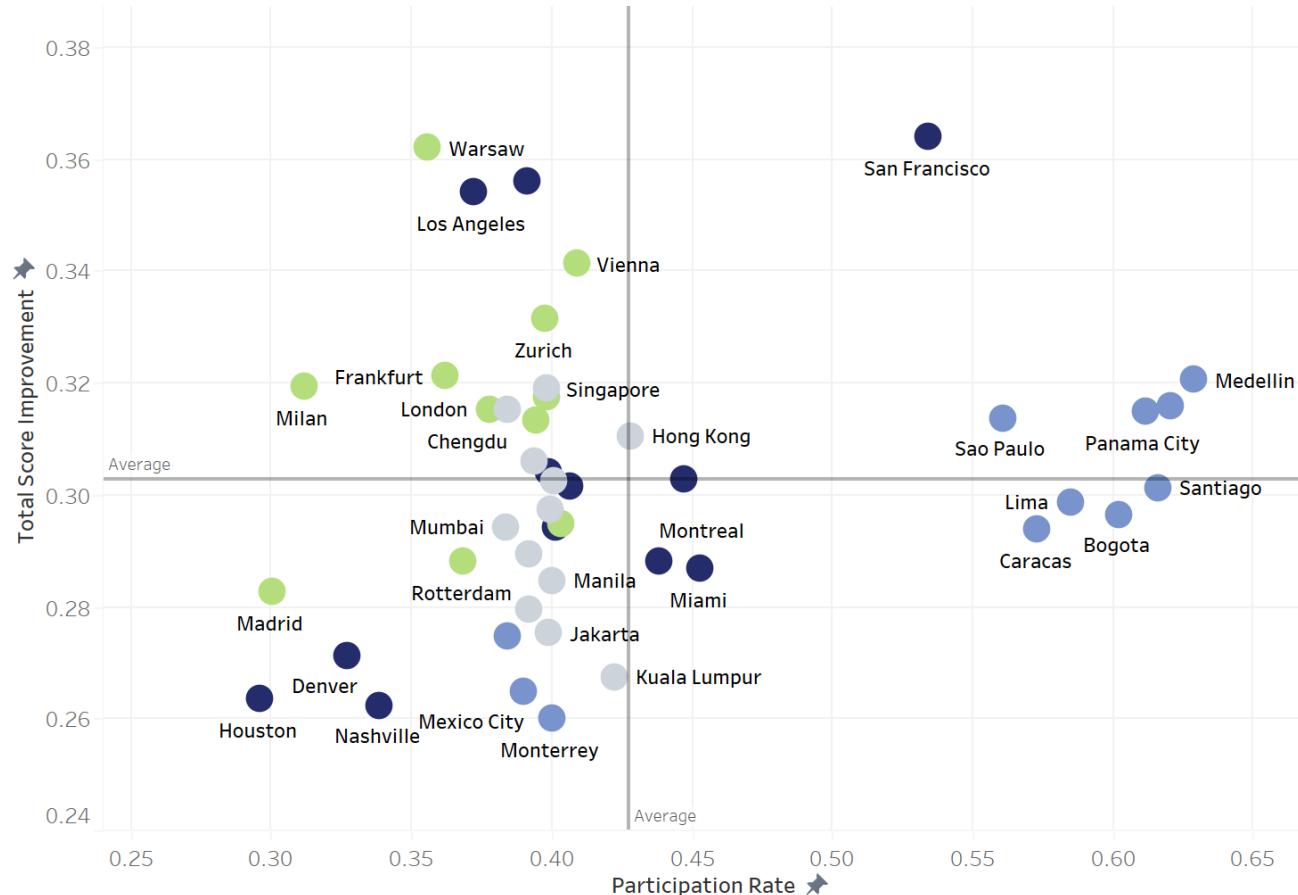


Proficiency Score Improvement by Courses



- Course **Supply Chain Optimization Strategy** stands out significantly, showing the highest improvement in both application scores (389.8%) and proficiency scores (355.6%) which indicates that the content of the course helps the employees to improve their skills and competencies.
- Courses **Logistics Software Essentials**, **Intro to NERP**, and **Intro to NERP - Virtual** exhibit the lowest improvements in both application and proficiency scores, which indicates that the content of the course needs to be changed as it does not contribute much in the improvement of the skills of the employees.

San Francisco leads with high participation rates and score improvements, while Houston lags behind



- **San Francisco** stands out as anomaly with remarkable high engagement level and notable progress, indicating a strong environment of constant learning and development
- A **positive correlation** between the rate of participation and enhancement in scores.
- However, there are exceptions that suggest **participation rate is not the only factor** influencing success.
- **Warsaw** and **Los Angeles** have made progress despite lower participation levels
- **Lima** and **Bogota** exhibit high engagement but limited improvement



Proposed initiatives for employee development



Actions



Refine course offerings: optimize subjects covered, course modalities and engagement strategies at local office



Best practice identification: pinpoint local offices with high training participation to extract best practices that can be implemented across the **organization**



Gap analysis: Detect gaps in the current course offerings to ensure comprehensive skill development opportunities for all employees

Outcome



Increase engagement and relevant of training courses, leading to a better skill development



Implementation of best practices across regions and local offices, improve overall training effectiveness and provide consistence skills across the **organization.**



Identification and addressing the skill gaps, ensuring the training development program created more skilled and capable workforce



THANKYOU!!