SkillBridge

A competency mapping and training-need identification platform that turns skill data into actionable growth plans.

Target User + Problem

Target Users:

HR/Admins | Team Leads | Employees

Problem:

> There is **no single system** to define skills, assess employees against benchmarks, identify training needs, and measure improvement over time.

Must-Have Features

1. Skill & Competency Mapping

- **Admin** defines skills (technical, non-technical, trainability)
- **Team leads** select relevant skills per employee

2. Skill Assessment & Benchmarking

- **Team leads** score employees (1–10)
- **System** compares scores with org benchmarks
- **Automatically identifies** TNI (Training Need = **Yes/No**)

3. Training Need Identification (TNI) Dashboard

- **Who needs training** and on which skill
- **Allocation** of training sessions
- **Gap vs benchmark**

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2 Nice-to-Haves

- **Training calendar**
- **Assignment test** after training completion
- **Feedback collection** post-training

Demo Plan

1. **Admin** creates skills & benchmarks
2. **Team lead** rates employees
3. **System** flags training needs
4. **Employee** views skill gap & growth
5. **Training session** schedule management

Stretch Plan

- **Teams notification** and calendar integration
- **Mentorship program** – Assign mentor ↔ mentee
- **Individual skill development plan**

Team

ThreeMovesAhead:

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