

# THE 3 STAGES OF A DATA-BACKED SKILLS FRAMEWORK

## Stage 1: Data collection

### Corporate priorities

- Corporate strategy documents
- Internal stakeholder interviews

### Sectoral trends

- Sector studies
- Whitepapers

### SWOT (strengths, weaknesses, opportunities, threats)

- Industry interviews

### Career paths

- HR data mines
- Role descriptions
- CVs

### Bottom-up capability needs

- Internal surveys
- LMS search data
- LMS usage data

## Stage 2: Data integration

### Standardisation

- Normalise
- Prioritise
- Visualise

### Raw, prioritised longlist

- Subdivide high-priority skills
- Aggregate low-priority skills

## Stage 3: Internal consultation

### Internal stakeholders make final adjustments

- Human experts check for data mismatches
- Measure final product against company goals

### Measure presentation against internal communication style

- Company voice/brand
- Common language