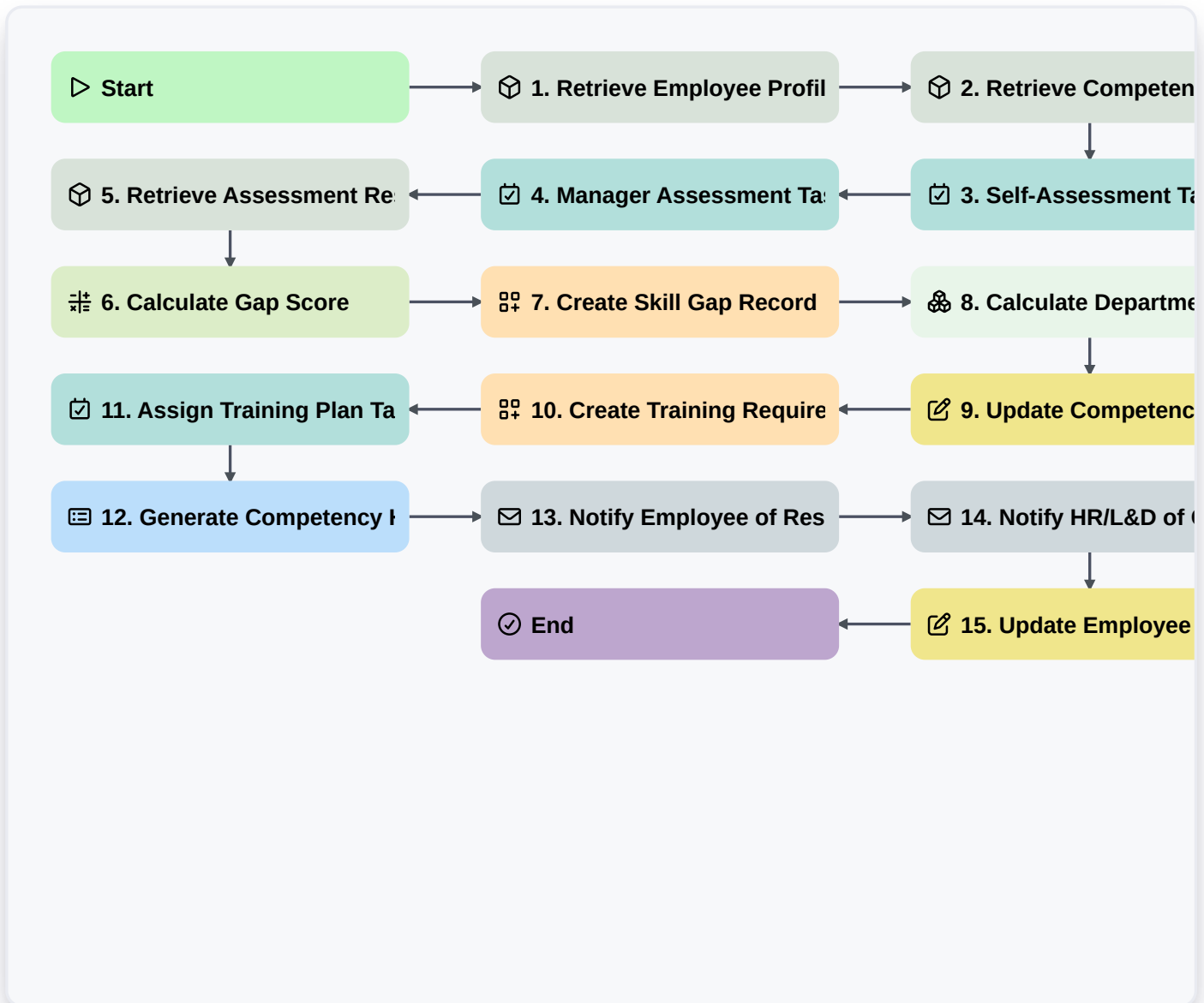


Skill Gap Analysis And Competency Mapping



▷ Start

Start of the Workflow/Process.

📦 1. Retrieve Employee Profiles

Fetch all employee records from the Employee Data Model to identify target participants.

📦 2. Retrieve Competency Framework

Fetch the master list of required skills and proficiency levels from the Competency Data Model.

✅ 3. Self-Assessment Task

Assign a task to each employee to rate their current proficiency in identified skill areas.

✅ 4. Manager Assessment Task

Assign a task to the respective managers to validate/rate the employee's skills.

📦 5. Retrieve Assessment Responses

Collect all completed self-assessment and manager-assessment entries.

⚙️ 6. Calculate Gap Score

Calculate the difference between the Required Proficiency level and the Actual Proficiency level (Required - Actual)



7. Create Skill Gap Record

Generate a new entry in the 'Skill Gap Analysis' data model containing the calculated gap score.

8. Calculate Departmental Average Gap

Aggregate the gap scores across a specific department to identify systemic training needs.

9. Update Competency Status

Update the 'Last Assessed' date in the Competency Data Model.

10. Create Training Requirement

Automatically create a 'Training Need' entry for any skill where the gap score is greater than zero.

11. Assign Training Plan Task

Create a task for the L&D (Learning and Development) Manager to review identified training needs.

12. Generate Competency Heatmap

Generate a visual report showing high-risk skill gaps across the organization.

13. Notify Employee of Results

Send an email to the employee summarizing their identified skill gaps and next steps.

14. Notify HR/L&D of Critical Gaps

Send an alert email to the L&D team when a critical skill gap is identified in a key role.

15. Update Employee Development Plan

Update the existing Employee Development Plan entry with the new identified learning objectives.

End

End of the Workflow/Process.