

The SkillDex logo, featuring the word "skill" in a lowercase, rounded font, followed by a stylized vertical bar with a dot in the center, and then the word "dex" in a lowercase, rounded font. A registered trademark symbol (®) is located to the upper right of the "dex" part.

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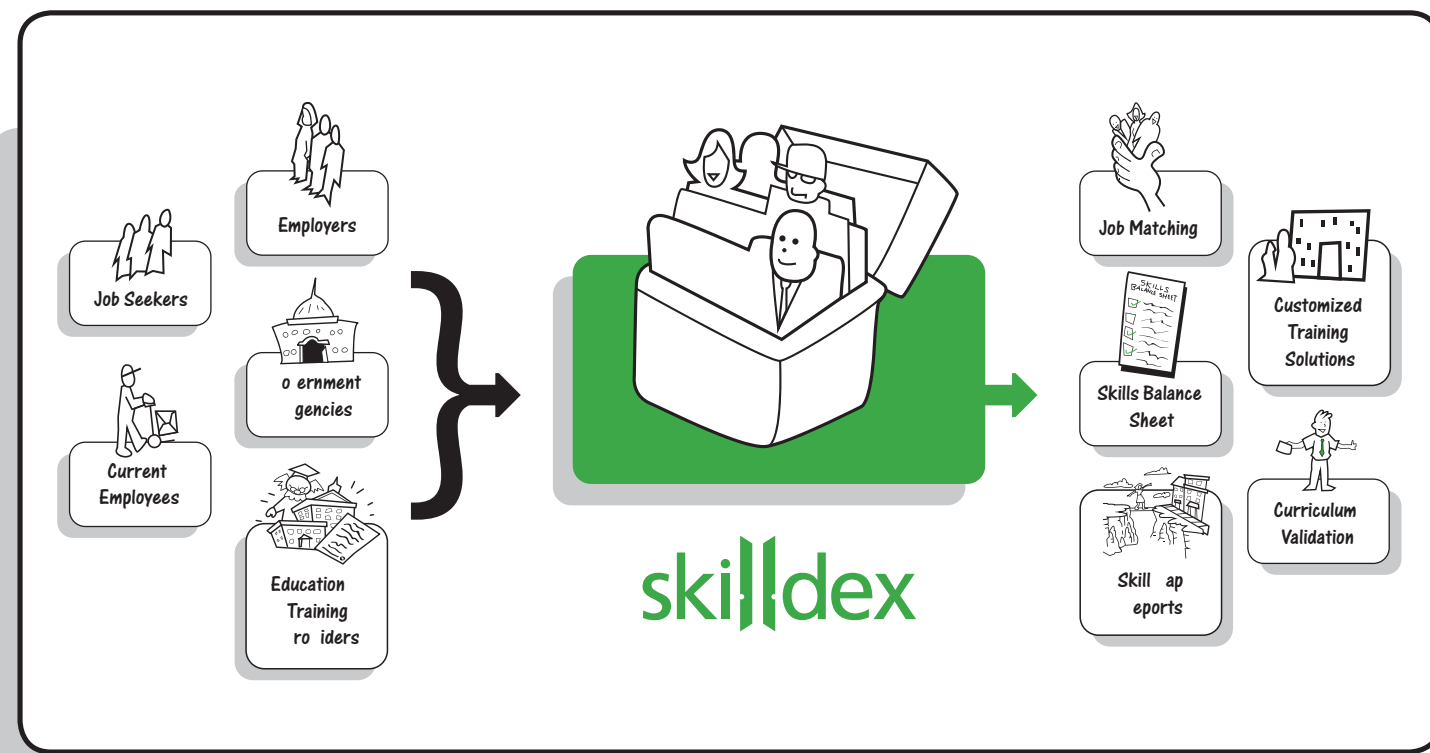
Closing the Skills Gap

How Does Skilldex Work?

Assessing the marketable skills of employees is critical in matching employees to new employment opportunities, as well as identifying training and other skill development needs. At EDSI, our process for assessing employee skills leverages our proprietary Skilldex system, developed from over 30 years of experience in workforce development and customized training.

Skilldex is a web-based system that surveys individual skills and identifies and catalogs the skill needs of employers – especially employers with a shortage of workers or a high demand for specific skills. We get everybody speaking the same language by developing task-based job profiles and evaluating applicants against specific skills, responsibilities and tasks. Skilldex matches employees or job seekers to employers, producing a job match report as well as a skills gap report identifying training and skill development needs.

Equally important, Skilldex helps to identify training and development needs of current employees within an organization, helping both individuals and organizations reach their full potentials.



Employers

- Job matching based on identified Skills, Responsibilities and Tasks
- Expedited recruit-to-hire processes
- Individualized training plans for new hires
- Transferable skills identification
- Knowledge loss risk assessments for “soon-to-retain” employees
- Identification of training priorities and knowledge transfer priorities
- Customized curriculum and training program development
- Measurement of skill attainment and growth
- Job competency and benchmarking
- Development of career pathways



Job Seekers

- Job matching based on objective language - Skills, Responsibilities and Tasks
- Personal skills inventory
- Identification of transferable skills
- Individualized training and education planning
- Career planning and mapping



Current Employees

- Personal skills inventory
- Job matching for internal postings
- Skill attainment and growth tracking
- Objective on-the-job assessments
- Personalized training plans
- Job advancement roadmaps
- Better training; greater job satisfaction



Government Agencies

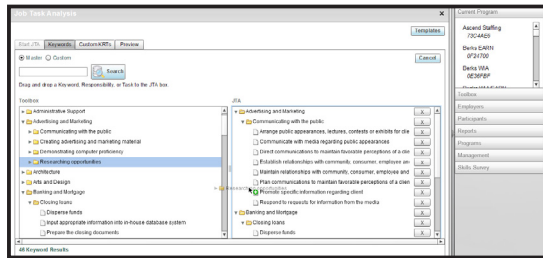
- Regional skills assessments and analysis
- Development of regional training strategies
- Job matching for dislocated and unemployed workers
- Transferable skills identification



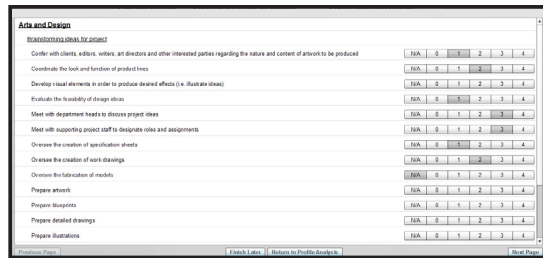
Education & Training Providers

- Identification of regional and industry specific skill needs
- Development of regional training strategies
- Curriculum and training development and validation
- Measurement of curriculum and training effectiveness – pre- and post-training assessments
- Streamlined process for program implementation

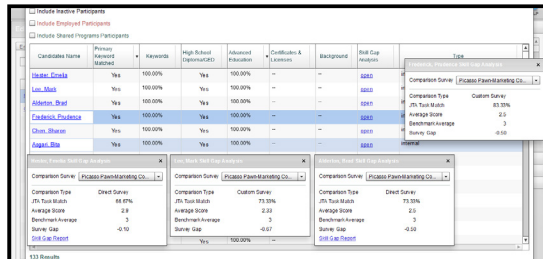
Drag and Drop
Job Profile Creation



Seamless Job Seeker and Employee
Survey Platform



Real-Time
Job Matching Data



Comprehensive Individual and
Company-Wide Reporting



“Using the process laid out by EDSI helped us to create the right gatekeeper responsibilities and tasks, so we can ultimately focus more on the fit of candidates to the Cornerstone culture.”

Tom Willis; CEO – Cornerstone Charter Schools



“EDSI helped us to identify needs, prioritize training objectives and use our limited budget more wisely. Equally important, they allowed us to support our decisions with hard data. EDSI provided me with a package I could use to help drive activities.”

David Wright; Director of Training
Metropolitan Atlanta Rapid Transit Authority



“I strongly recommend EDSI as a vendor for any workforce knowledge retention needs.”

Jodi Wadel; Organization Development Consultant
Pennsylvania American Water Company

Customer Spotlight

Kraft Foods/Operating Engineers Local 399; Chicago

With Kraft facing large workforce exits in skilled trade positions, EDSI was contracted to help develop apprenticeship programs that will allow for new apprentice hires to quickly acquire the skills necessary for success. By starting these programs before Kraft's most senior and knowledgeable electricians and mechanics are eligible for retirement, Kraft will ensure the new apprentices will become the subject matter experts of the future. Working with the Kraft Foods Chicago Bakery and IUOE Local 399, EDSI developed an Electro-Mechanical Technician Apprenticeship and Training Program. Utilizing Skilldex, EDSI developed a program for Kraft to address current employee skills as well as future skilled trade needs. EDSI worked closely with the Joint Apprenticeship Training Committee (JATC) on the creation of training standards and the development of training deliverables.

SPS Technologies

SPS Technologies specializes in the production of precision machined parts for the aircraft and defense industries. Their growing business created more than 150 new job openings which were, largely due to the skills necessary, becoming increasingly hard to fill. Working with SPS Technologies, EDSI analyzed the skills necessary to perform the jobs, conducted employee skill surveys and produced job matching and skill gap reports. Additionally, EDSI designed an on-the-job training program, allowing new hires to increase their skills through a series of varied job assignments.

South Central Pennsylvania Workforce Investment Board

EDSI conducted analyses of manufacturing maintenance functions at several South Central Pennsylvania employer locations to identify regional skill gaps. Through the creation of organizational Skills Balance Sheets, EDSI provided each company with a detailed look at current skill levels and identified current and future training needs. In addition to individualized reports, EDSI produced a combined report offering a detailed view of manufacturing maintenance skills on a region-wide basis. The results of the gap analyses have been used to prioritize resources for incumbent worker training.

Harley Davidson Engineering Skill Gap Analysis

EDSI conducted a plant-wide job analysis and skill survey of engineering functions at Harley Davidson's York, Pennsylvania vehicle manufacturing facility. At the time, new technology was being implemented in the following areas: robotic equipment, programmable logic controller (PLC) electronic control systems, laser cutting equipment and sophisticated chemical equipment for painting and galvanizing motorcycle body parts. EDSI provided Harley Davidson with data identifying current and future skill gaps in the engineering department with a focus on these new technology areas.

Visit www.closingtheskillsgap.com for more Customer Spotlights.

About EDSI

Founded in 1979 and headquartered in Dearborn, Michigan, EDSI is a workforce development, customized training and consulting company intertwined with one common thread: helping people and companies in transition. EDSI developed Skilldex to close the growing skill gaps in the workforce. The company has grown to a network that employs more than 400 people in eight states and Washington D.C., and was named to the Inc. 5000 list of the fastest-growing private companies in America in 2009, 2010, 2011 and 2012.

