

From Skills Gaps to Career Growth: The Data-Driven L&D Pathway

How L&D leaders use skills intelligence to design personalized learning journeys that unlock internal mobility



Phase 1: Discover and Map Skills



Step 1: Skills Inventory Audit

Identify current skills across your workforce

Key Actions:

- Conduct organization-wide skills assessment
- Review job descriptions and role requirements
- Analyze performance review data for skill mentions

Output: Complete skills taxonomy for your organization



Step 3: Employee Career Aspirations

Compare current state vs. future needs

Key Actions:

- Identify critical skills gaps by department
- Prioritize based on business impact
- Map skills to strategic business objectives

Output: Individual career development profiles



Step 2: Gap Analysis

Compare current state vs. future needs

Key Actions:

- Identify critical skills gaps by department
- Prioritize based on business impact
- Map skills to strategic business objectives

Output: Prioritized skills gap report

Did you identify skill gaps that are critical to business goals?



Yes

Proceed to Phase 2



No

Return to Prioritization in Step 2

Critical Question: If your skill gaps are not aligned with business strategy, revisit business priorities before investing resources.

Phase 2: Design Learning Pathways



Step 4: Create Role-Based Learning Paths

Design structured skill-building journeys for key roles

Key Actions:

- Map prerequisite skills and progressive competencies
- Sequence learning from foundational to advanced
- Include checkpoints and milestones

Output: Role-specific learning pathway templates



Step 6: Personalization Engine

Customize pathways based on individual data

Key Actions:

- Factor in current skill level
- Consider learning style preferences
- Account for time availability
- Align with career goals from Step 3

Output: Individualized learning recommendations



Step 5: Curate Learning Resources

Match skills to learning modalities

Key Actions:

- Leverage LMS course library
- Add internal subject matter expert sessions
- Include on-the-job application projects
- Blend formal training with social learning

Output: Prioritized skills gap report

Do learning pathways support mobility to high priority roles?



Yes

Proceed to Phase 3



No

Revise pathways in step 4

Critical Question: Can employees realistically complete learning pathways in their available time? If NO, simplify the pathway or extend the timeline.

Success Metrics

Track These KPIs on Your Skills Intelligence Journey

Skills Coverage

% of workforce with documented skills profiles

Learning Engagement

Course completion and satisfaction rates

Internal Mobility Rate

% of open roles filled internally

Business Impact

Performance improvements in newly skilled employees

Gap Closure Rate

How quickly critical gaps are being filled

Skill Velocity

Average time from skill gap identified to skill acquired

Retention Impact

Employee retention among learning pathway participants

Phase 3: Activate Learning and Track Progress



Step 7: Assign Learning Journeys

Use AI to deploy personalized pathways in your LMS

Key Actions:

- Communicate pathway purpose and benefits
- Set clear milestones and deadlines
- Integrate with performance management
- Provide manager coaching support

Output: Active learning enrollments



Step 9: Validate Skill Acquisition

Confirm employees have gained targeted skills

Key Actions:

- Conduct post-learning assessments
- Require on-the-job application projects
- Manager verification of skill demonstration
- Peer endorsements for collaborative skills

Output: Verified skills credentials



Step 8: Real-Time Progress Tracking

Monitor skill development as it happens

Key Actions:

- Track course completion rates
- Measure skill assessment improvements
- Monitor time-to-competency
- Gather learner feedback

Output: Live learning analytics dashboard

Are employees demonstrating new skills?



Yes

Proceed to Phase 4



No

Return to Step 5 for resource adjustment

Critical Question: Are employees jobready for target roles? If NO, add practical application or mentorship components.

Why Skills Intelligence Matters

Traditional L&D guesses at what employees need. Skills intelligence uses data to:

- ✓ Identify actual gaps, not assumed ones
- ✓ Personalize learning for higher engagement
- ✓ Prove ROI by tracking business outcomes
- ✓ Enable internal mobility instead of external hiring

Phase 4: Link Learning to Internal Mobility



Step 10: Create Role-Based Learning Paths

Leverage AI-first LMS to connect skilled employees to open roles

Key Actions:

- Match verified skills to job requirements
- Surface internal candidates to hiring managers
- Enable skills-based job recommendations
- Reduce external hiring for filled gaps

Output: Leverage AI-first LMS to connect skilled employees to open roles



Step 11: Career Progression Support

Facilitate smooth internal transitions

Key Actions:

- Create transition onboarding plans
- Provide role shadowing opportunities
- Assign mentors from new department
- Continue skill development in new role

Output: Successful internal placements



Step 12: Close the Loop

Use AI-powered insights to refine learning programs

Key Actions:

- Track internal hire success rates
- Measure time-to-productivity in new roles
- Survey hiring managers on candidate readiness
- Update pathways based on outcomes

Output: Continuously improving L&D strategy

Skills Collaboration Advantage

When L&D and talent acquisition collaborate on skills data, companies are:

2x

as likely to report effectiveness across talent programs

33%

less likely to report having difficulty retaining key talent

88%

more likely to offer career-enhancing gig opportunities or project-based learning

Common Pitfalls to Avoid



Building pathways without employee input on career goals



Failing to validate skill acquisition (completion ≠ competency)



Creating one-size-fits-all programs instead of personalized journeys



Not connecting learning to actual internal opportunities

Integration Points

See where skills data connects to performance, succession, and talent management to guide reviews, promotions, and hiring.



Connects to Performance Management

1. Skills data informs performance reviews
2. Learning pathway progress included in 1-on-1s
3. Skill acquisition tied to advancement criteria



Connects to Succession Planning

1. Skills intelligence identifies high-potential employees
2. Learning pathways prepare successors for critical roles
3. Skills verification reduces succession risk



Connects to Talent Management

1. Skills inventory informs hiring vs. build decisions
2. Gap analysis drives L&D budget allocation
3. Internal mobility reduces time-to-fill and cost-per-hire

Put Skills Intelligence Into Action

[Schedule a demo](#)

