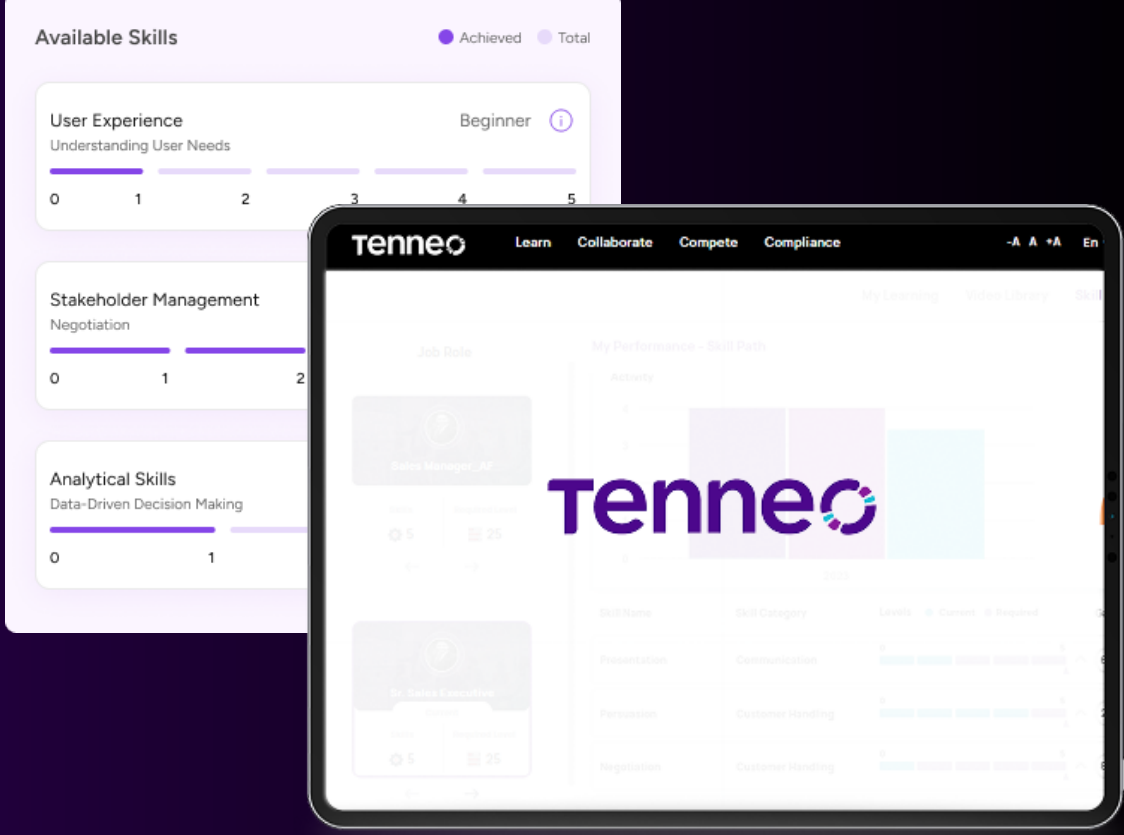


# What makes a learning platform skills-based

## Skills economy benchmark

- **14%** Execs say they fully use workforce skills
- **74%** Call prioritizing human capabilities critical
- **40%** Higher retention with skills-led learning
- **50%** Lift in internal mobility



[Sources: Deloitte Global Human Capital Trends, 2025; industry LXP benchmark research, 2026]

## 7 pillars of an effective skills-based platform

### Unified skills taxonomy

One capability language mapped to roles, not job titles.

**Tenneo:** Maps courses to competency frameworks and skill taxonomies tied to role requirements.

### AI-driven gap mapping

Matches each person's skills to business-critical roles, live.

**Tenneo:** Skill Gap Widget and continuous gap analysis flag deficiencies per role in real time.

### Proficiency over completion

Validates depth through assessment or sign-off, not seat-time.

**Tenneo:** AI video assessment scores role-play on tone, pace, micro-expressions and keywords.

### One skills data layer

The same skill record feeds the LMS, HRIS, ATS and performance tools.

**Tenneo:** 100+ pre-built connectors form an enterprise learning mesh across HRIS, CRM and identity systems.

### Internal mobility engine

Surfaces gigs, projects and open roles by skill match score.

**Tenneo:** Skill-gap analysis surfaces internal moves, e.g. ops talent with data skills into analytics roles.

### Business-outcome analytics

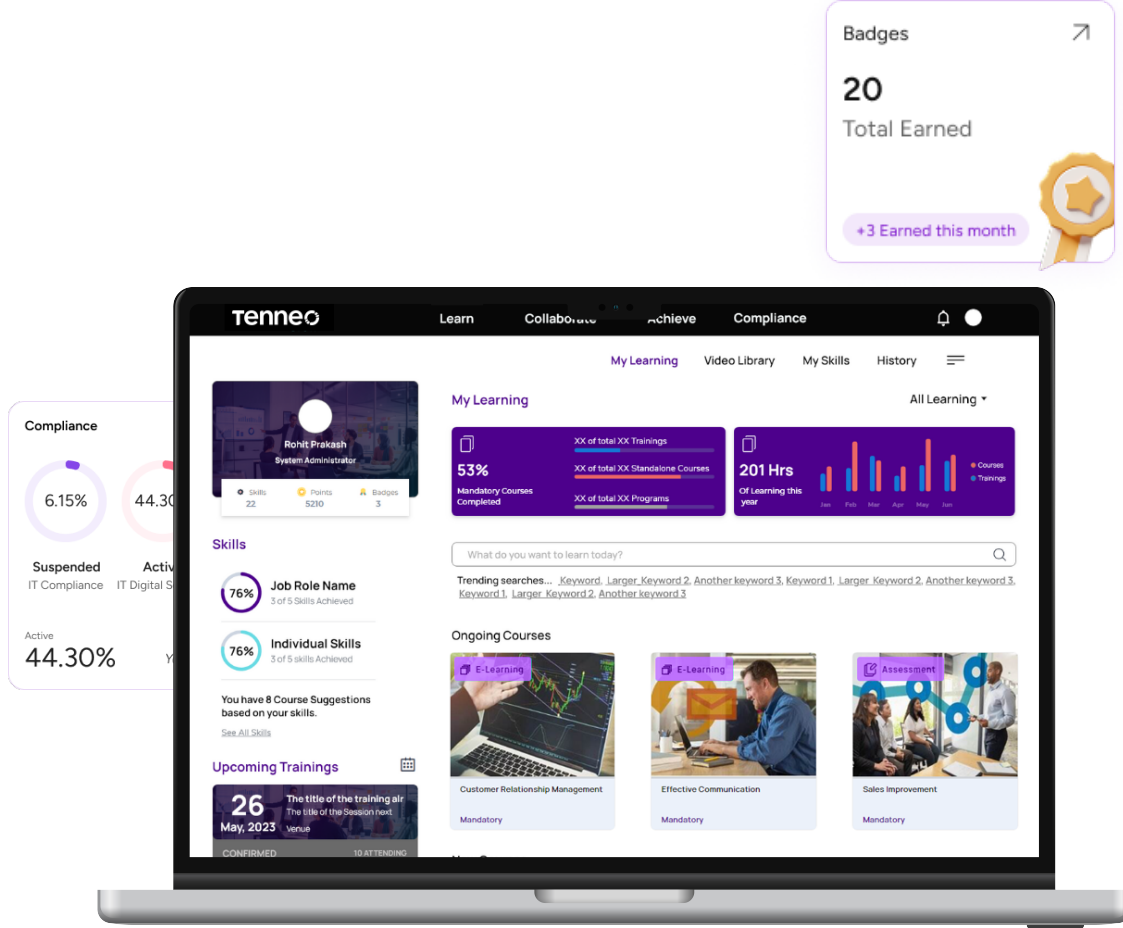
Reports time-to-skill and fill rate, not just completions.

**Tenneo:** Dashboards blend learning and performance data to forecast needs and prove ROI.

### Continuous skills radar

Rescans the market regularly so the taxonomy never goes stale.

**Tenneo:** Gen AI content engine plus a 4-stage maturity model – Learn, Learn+, Grow, Act.



## Tenneo (AI-powered) LMS Provides

- |                            |                             |                                   |
|----------------------------|-----------------------------|-----------------------------------|
| 100+ pre-built connectors  | AI video assessment scoring | Gen AI virtual coach              |
| NLP-powered content search | Per-role Skill Gap Widget   | Learning + performance dashboards |

Learn → Learn+ → Grow → Act

## The qualification checklist: skills-based today, ready for tomorrow

|                                                         |              |
|---------------------------------------------------------|--------------|
| Taxonomy covers 80%+ of roles                           | Tenneo-Ready |
| Job profiles written in skills, not titles              |              |
| Every skill has a validation method                     | Tenneo-Ready |
| Skill data synced across LMS, HRIS and ATS              | Tenneo-Ready |
| An internal talent marketplace is live                  |              |
| Pay or leveling bands reference skill tiers             |              |
| Leadership reviews a capability dashboard quarterly     | Tenneo-Ready |
| Reskilling hours map to named gaps, not generic courses | Tenneo-Ready |

Build my Readiness Scorecard.

Book a Demo