

BUSINESS  
CHALLENGE

## Workforce Skills Assessment & Data-driven Training Requirements

During a time of fiscal constraint, a defense intelligence enterprise wanted to fund and deliver the most relevant, valuable, impactful training and professional development opportunities to maximize their return on investment.

HOW DEEPMILE  
HELPED

DeepMile designed, developed, and implemented an initiative to incorporate rigor into the processes of identifying skill gaps, articulating training needs, and prioritizing training requirements and expenditures. Our team assessed employee professional skills and identified skills gaps by designing and deploying a workforce skills survey on an annual basis. DeepMile then analyzed and reported the results to help enterprise leaders prioritize training needs for the upcoming fiscal year.

DeepMile supported this effort by:

- Generating and updating specialized skills lists to align with competency models and leadership and SME input.
- Designing, building and maintaining an annual survey tool.
- Automating survey deployment, analysis and the reporting processes.
- Developing and implementing a strategic communications campaign.
- Producing a baseline of individual skills and organizational capabilities.
- Performing trend analysis.
- Generating reports and debriefing results.
- Providing Executive-level summaries that identified priority skill deficiencies and provided actionable insights based on mid-level leadership feedback.
- Assisting leaders in identifying their FY training requirements and expenditures.
- Helping employees develop Individual Training Plans and Individual Development Plans.

The skills assessment initiative helped ensure that training and professional development opportunities were relevant, valid, and based on data-driven requirements. Leaders were provided built-in justifications to prioritize budget and gain priority for resources that support unfunded requirements.

DeepMile's skills gaps analysis and related insights helped the intelligence enterprise save millions of dollars, improve its return on investment in training and development, foster a results-oriented high-performing workforce, and be better prepared to respond to mission priorities.