*Talent*mining

assess*me*

TalentMining from AssessMe is an add-on feature which 'mines' your skills database. It is a powerful motivational tool which enables you to recognise and draw upon your existing talent pool, saving the expense and complication of sourcing talent elsewhere.

TalentMining highlights individuals who have been evaluated as having particular strengths in certain areas. This skills identification enables better resource allocation by assisting you in engaging employees in a role which suits their current skills and development potential. The ability to put the right person into the right position is key in maintaining a successful team and gives you reassurance that your staff are able to perform and progress within their role...a key factor which your competitors may not have.

TalentMining gives visibility to your employees' skills. It takes the cumulative assessment scores and provides evidence of current and potential skills which may have been previously undetected, allowing you to make the right choices for individuals and departments.

The process of skills tracking is becoming integral to forward thinking companies who are tapping into their employee reservoir. **TalentMining** adds value and strength to your business by assisting employees to explore their own potential. The recognition of individuals' skills and progression will increasingly lead to greater job satisfaction, an improved sense of achievement and most importantly, the feeling of being valued.

By identifying existing talent, Talent Mining will enable you to:

- Reduce recruitment costs
- Boost staff performance, the right people in the right job
- Maximise your investment in staff training and development
- Better skills distribution
- Identify areas of departmental weakness
- Increase employee retention
- Accurately align skills with organisational need
- Know your employees better
- Identify and reward those who have invested in personal development

Mining for talent

couldn't be easier

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