



## SKIPPER:

### A new dimension in skills development for companies

The labor market is evolving at an ever-increasing pace, and companies must not only find but also continuously develop talent. The **SKIPPER Passport** is an innovative solution that helps businesses objectively measure and identify employees' key competencies based on verifiable data.

Whether it's recruitment, onboarding or internal talent development, the SKIPPER Portfolio makes HR processes more efficient and transparent!

#### Recruitment – Selecting the right candidates with ease

- ✓ **Quickly and transparently evaluate key competencies.**
- ✓ **Gain deeper insights into candidates' abilities with targeted questions.**
- ✓ **Identify skills that are not easily visible in traditional CVs.**

#### Onboarding – Personalized integration processes

- ✓ **Individual development plans: onboarding programs designed based on the new hire's strengths.**
- ✓ **Better team integration: improved collaboration by aligning employees with the right roles and responsibilities.**
- ✓ **Targeted training: focusing on specific skills that require improvement in the first few weeks**

## Development and career planning – Unlocking internal talent

- ✓ **Focused training programs:** development efforts aligned with the competencies identified in the Passport.
- ✓ **Career path support:** easier planning and communication of internal career advancement opportunities.
- ✓ **Encouraging internal mobility:** offering new roles or project opportunities based on employees' strengths.

## Performance management – Data-driven feedback and evaluation

- ✓ **Objective performance assessment:** evaluations based on measurable skills rather than personal impressions.
- ✓ **Growth-focused feedback:** employees gain a clearer understanding of areas where improvement is needed.
- ✓ **A crucial tool for long-term business success,** the Passport helps companies strategically plan their workforce development.

## Get in touch!

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# Why integrate the SKIPPER Passport into your business processes?

If you're still wondering why the SKIPPER Passport is a must-have in corporate HR...

The SKIPPER Passport is more than just a tool — it is a strategic partner that makes recruitment faster and more effective, supports employee development and aligns with long-term business strategy. It ensures that HR processes are objective, transparent and evidence-based.

If you want your company to be at the forefront of competency-based development and evaluation, adopt the SKIPPER Passport today and make your HR processes more efficient!

Recruiting newly graduated university students often presents unique challenges for recruiters. These challenges stem from the candidates' limited work experience, varying levels of preparedness, and lack of exposure to professional environments.



*A SKIPPER Result graph*

Many graduates use similar examples from coursework or group projects, making it harder for recruiters to differentiate between candidates. Graduates may lack interview skills and confidence, which can hinder their ability to articulate their competencies clearly. Without real-world

experience, responses may lack depth or be overly theoretical, making it challenging for recruiters to evaluate how the candidate will perform in practical scenarios.



The **Skipper Passport** for newly graduated students can serve as a structured and innovative certificate for recruiters to assess and evaluate candidates' competencies holistically. It provides a visual and detailed overview of the candidate's abilities, based on their personal development-validated by certified mentors, offering insights beyond traditional resumes or interview responses. The Skill Passport bridges the gap between academic achievements and workplace readiness.

### *The Passport template*

The Skill Passport offers far-reaching benefits beyond recruitment. It serves as a strategic tool for talent management, workforce planning, and organizational development, helping companies unlock the full potential of new graduates while aligning with business goals.

## Enhanced Talent Management

**Personalized Onboarding:** The Skill Passport provides a clear understanding of each new hire's strengths and weaknesses, allowing companies to tailor onboarding programs.

**Career Pathing:** By identifying key competencies, companies can map graduates to roles where they will excel and develop long-term career trajectories.

## Strategic Workforce Planning

**Competency Gaps Analysis:** Aggregate data from passports can identify collective strengths and weaknesses within a cohort of hires, informing decisions about training investments or future recruitment priorities.

## Continuous Learning and Development

**Training Customization:** Companies can design training modules based on identified needs in specific competencies.

## Strengthening Employer Branding

**Appealing to Candidates:** A company that uses a Skill Passport demonstrates its commitment to structured development and fair evaluation, making it attractive to top talent.

## Data-Driven Decision Making

**Recruitment Metrics:** Collecting passport data allows companies to analyze recruitment trends, such as: Most common competencies in successful candidates, competencies correlated with high performance or retention.

## Promoting Collaboration Across Departments

**Internal Mobility:** The Skill Passport aids in identifying internal candidates for cross-functional roles or projects based on their competencies.

**Team Composition:** The matrix in the passport helps form balanced teams by combining individuals with complementary strengths.

## Strengthening Employee Engagement

**Empowering Graduates:** The Skill Passport encourages graduates to take ownership of their development, fostering a growth mindset.

# Making use of the SKIPPER Passport inside the Company

The **SKIPPER Passport** is a comprehensive tool designed to transform how companies assess, manage, and develop talent. By focusing on key competencies and delivering actionable insights, the Passport enables smarter decision-making across various HR and organizational functions.

## 1. Recruitment and Selection

Purpose: Attract and identify the right talent efficiently.

- ⊙ Candidate Evaluation: The Passport provides a structured approach to assess job applicants' competencies, ensuring you focus on candidates who align best with your role requirements.
- ⊙ Competency-Based Hiring: Tailor hiring decisions by emphasizing four core competencies that align with the specific needs of the position.
- ⊙ Comparison of Talent Pools: Evaluate groups of candidates, such as graduates from various universities, to identify standout performers.
- ⊙ Predictive Hiring: Use data from the Passport to forecast candidates' success in their roles, reducing the risk of bad hires.

Why it Matters: The Passport saves time and enhances accuracy in hiring by focusing on objective competency data.

## 2. Onboarding

Purpose: Integrate new hires effectively and quickly.

- ⊙ Tailored Onboarding Programs: Personalize the onboarding experience by addressing new employees' strengths and developmental areas.
- ⊙ Team Integration: Match new hires with teams where their skills complement existing members.
- ⊙ Training Needs Identification: Pinpoint areas where new hires require immediate development, such as decision-making or digital literacy.

Why it Matters: By tailoring the onboarding process, companies can accelerate productivity and engagement for new hires.

### 3. Learning and Development

Purpose: Enable targeted employee growth.

- ⊙ Targeted Training Programs: Develop competency-specific programs
- ⊙ Personalized Growth Plans: Create individualized learning paths to address weaknesses and amplify strengths.
- ⊙ Competency Progress Tracking: Use the Passport to monitor and document employee growth over time.

Why it Matters: Investing in personalized development fosters skill enhancement and long-term employee retention.

### 4. Performance Management

Purpose: Assess and improve employee contributions objectively.

- ⊙ Objective Reviews: Base performance evaluations on measurable competency benchmarks for fairness and accuracy.
- ⊙ Promotion Decisions: Identify high performers with leadership or organizational skills ready for advancement.
- ⊙ Feedback and Coaching: Use the Passport's structured framework to provide clear and actionable feedback.

Why it Matters: Performance management becomes transparent and aligned with organizational goals.

### 5. Succession Planning

Purpose: Prepare for future leadership and critical role continuity.

- ⊙ Future Leaders Identification: Highlight employees with strong leadership and decision-making competencies for leadership pipelines.

- ⊙ Skills Alignment for Successors: Match potential leaders with roles suited to their competency profiles.
- ⊙ Gap Analysis: Address readiness gaps in future leaders through targeted development.

Why it Matters: Ensures your organization is prepared for transitions without disruptions.

## 6. Workforce Planning

Purpose: Align workforce capabilities with business needs.

- ⊙ Skill Gap Analysis: Identify organizational skill gaps and plan hiring or training strategies accordingly.
- ⊙ Talent Allocation: Place employees in roles or projects where they can leverage their strongest skills.
- ⊙ Resilience Planning: Use the Passport to identify employees who excel under pressure for high-stakes roles.

Why it Matters: Enhances organizational agility and readiness for evolving challenges.

## 7. Project and Team Building

Purpose: Build high-performing teams tailored to project needs.

- ⊙ Team Composition: Form teams with a balance of complementary skills.
- ⊙ Role Assignments: Allocate roles based on individual strengths, such as analytical tasks for critical thinkers.
- ⊙ Conflict Management: Identify employees with strong communication skills to manage and resolve conflicts within teams.

Why it Matters: Optimized team structures lead to better collaboration and project outcomes.



## 8. Internal Mobility

Purpose: Enable employees to grow and adapt within the organization.

- ⊙ Cross-Department Transfers: Facilitate internal movement by matching employees' skills to roles in other departments.
- ⊙ Career Progression: Help employees discover and pursue growth opportunities aligned with their skills.
- ⊙ Temporary Assignments: Assign employees to short-term roles that require their expertise.

Why it Matters: Drives engagement and reduces turnover by offering meaningful internal opportunities.

## 9. Diversity and Inclusion

Purpose: Foster an equitable workplace with balanced representation of skills.

- ⊙ Diverse Skill Representation: Emphasize underrepresented competencies in hiring and development.
- ⊙ Inclusive Growth Opportunities: Ensure equitable development plans for employees from diverse backgrounds.

Why it Matters: Promotes a culture of inclusion and fairness, enhancing innovation and collaboration.

## 10. Organizational Strategy and Change Management

Purpose: Adapt to industry trends and navigate transitions smoothly.

- ⊙ Adapting to Industry Trends: Align workforce competencies with evolving market demands, like digital transformation.
- ⊙ Competency-Based Restructuring: Reorganize teams and roles based on aggregated competency insights.

Why it Matters: Prepares your workforce for future challenges and opportunities.

## 11. Employee Engagement and Retention

Purpose: Keep employees motivated and committed.

- ⊙ Empowering Employees: Use the Passport to involve employees in career planning, boosting their engagement.
- ⊙ Recognizing Strengths: Highlight and celebrate employee competencies to increase morale.
- ⊙ Retention Through Growth: Regularly update the Passport to reflect employee progress, demonstrating commitment to their development.

Why it Matters: Engaged and appreciated employees are more likely to stay and contribute positively.

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