FURAHA Skills Technology

Skills Gap Analysis

Introduction

Established in 2017, Furaha Solutions is a Skills training and Skills technology company. We offer basic industry focused **learnerships** and **apprenticeships;** accredited and non-accredited **short learning programmes;** we facilitate **YES 4 Youth** on behalf of our clients and offer supervisory to high level executive **management training.** Our customized training solutions utilize cutting edge technology in the form of our **Learning Management System (LMS)** and **Skills Gap Analysis** platform that can be provided data free.

Our National Network

A national network of on-site and off-site training is enhanced throughout our branches, in order to respond to a client's training requests anywhere within South Africa. Through our national network we can provide national training solution.

The ***challenges*** our clients face

Insights Into Skills

90% of L&D heads are unaware of the current skills heatmap in the organization.

Allocating Relevant Content

How to identify and allocate relevant content to the required competencies.

How to measure the effect training and development initiatives have on the bottom line, staff morale, knowledge retention, practical application and feedback loops

Learning & Development ***status-quo***

User Experience

Learning systems fail to deliver an engaging user experience. This leads to incomplete courses, and drop-offs.

Continuity of learning

Programs are completed, now what? Without interval reinforcement there is no way to ensure that acquired knowledge isn't lost.

Our **solution**

Furaha helps you **identify** the skills that are relevant and meaningful to your organization's success.

Our **Skills Gap Analysis Tool** builds a competency identification metric (both technical and behavioral) and organizational heatmap so that you can identify and allocate relevant learning interventions to the correct people.

Furaha's learning experience platform provides **advanced learning delivery** and business **impact analytics,** helping you make better decisions.

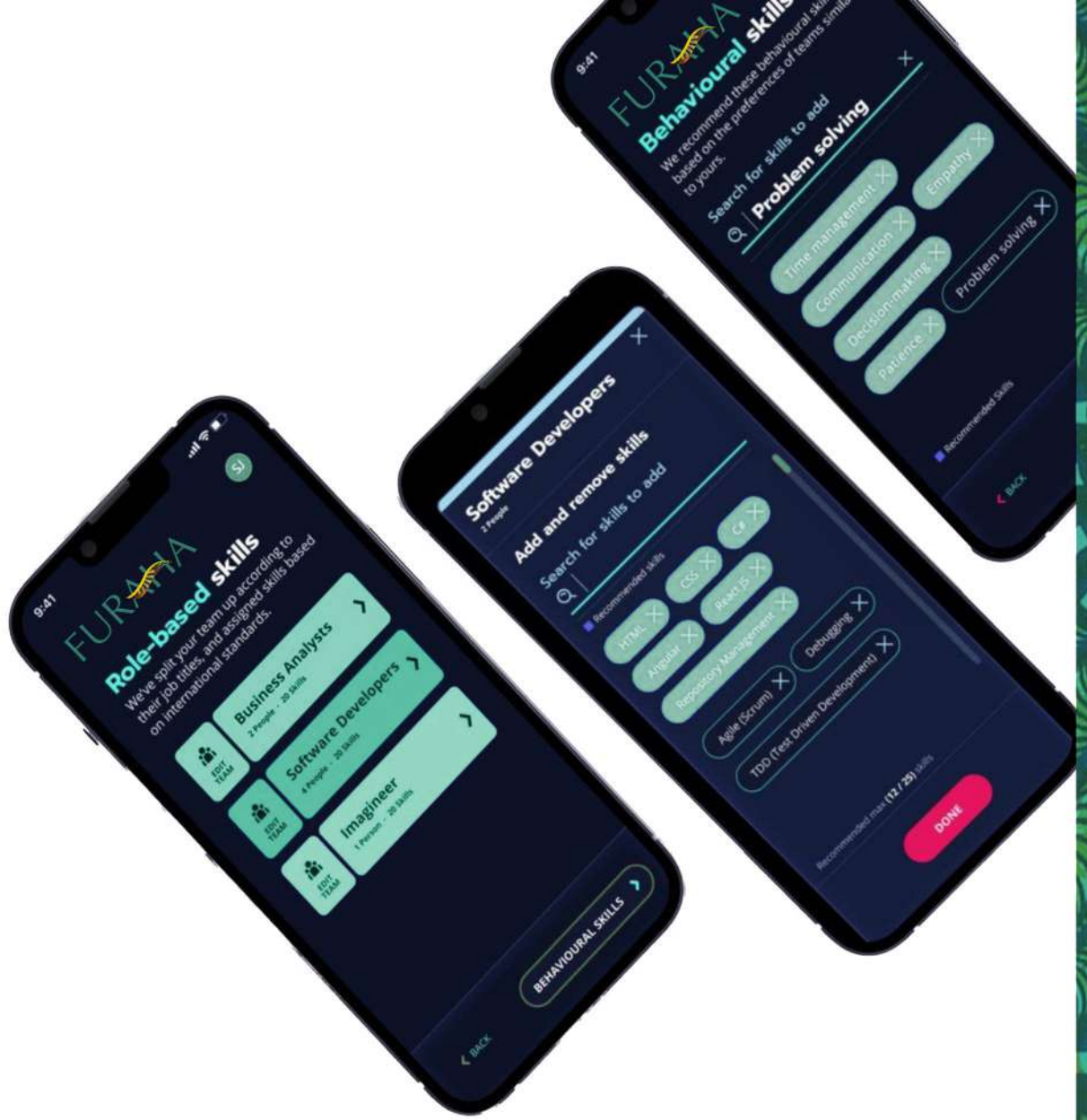
Step 1

Assign the ***right skills*** to the right people

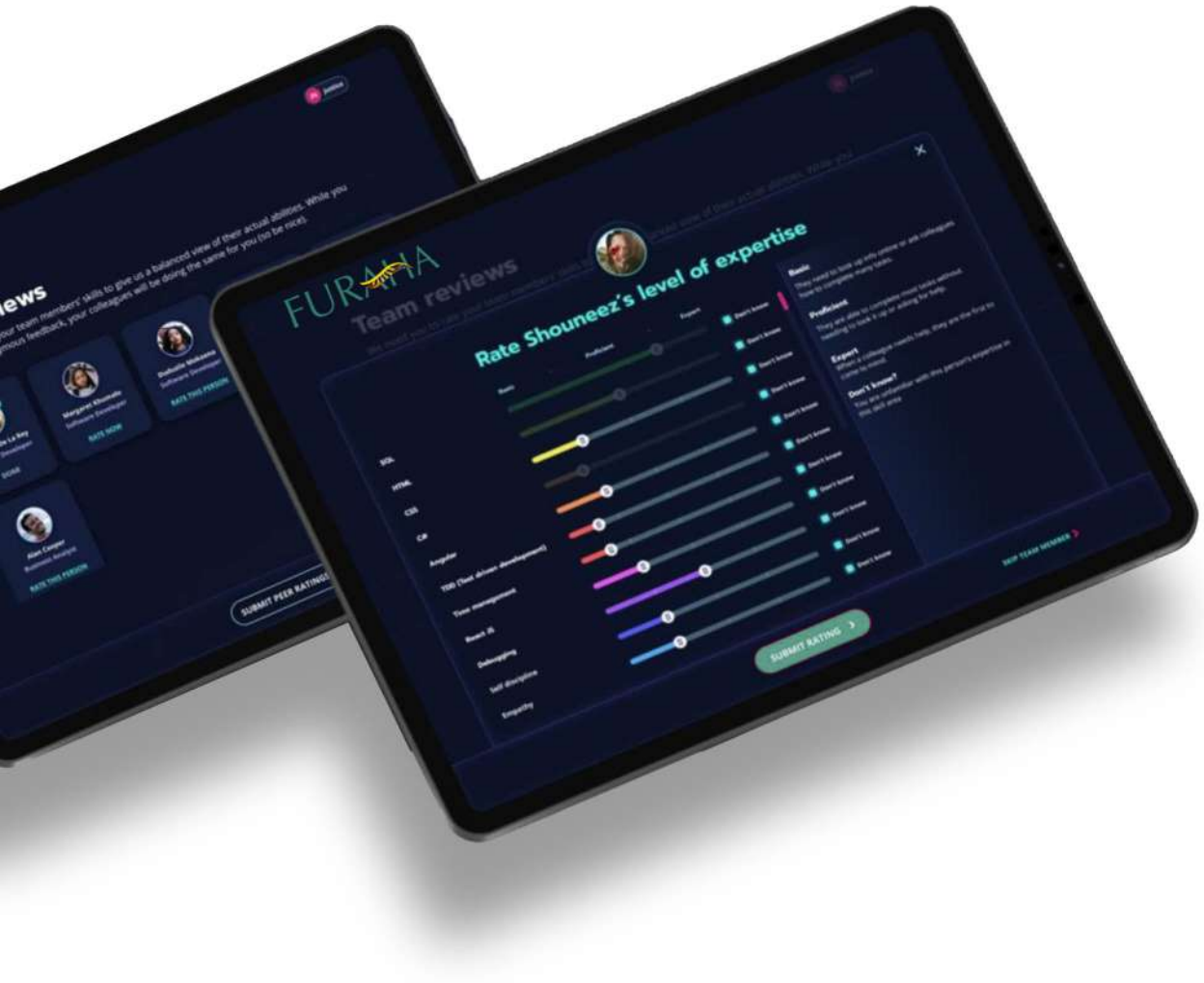
Furaha helps you focus on the skills that are relevant to your organization and its bottom line.

Our recommendation algorithm matches the most valuable technical, behavioral, and emotional skills to each job-title. This gives you insight into where your learning and development budget will be best spent, safeguarding your competitive edge and ensuring maximum strategic impact.

Furaha's skills matrix is built using millions of job descriptions and competency recommendations from around the world. Ongoing supervised machine learning keeps our data fresh, giving recommendations with unmatched cohort specificity.



Step 2



A ***meaningful*** skills gap analysis

Our rigorous peer rating engine provides you with a meticulous breakdown of each person's proficiency levels.

This allows content to be allocated correctly and for you to focus your budget on what your organization needs most.

Step 3

An ***unsurpassed*** view of employee proficiency

We take a powerful approach to competency ratings. Our rating algorithm makes adjustments based on the participants' years of experience with a skill and frequency with which they use it. This enables us to correct for:

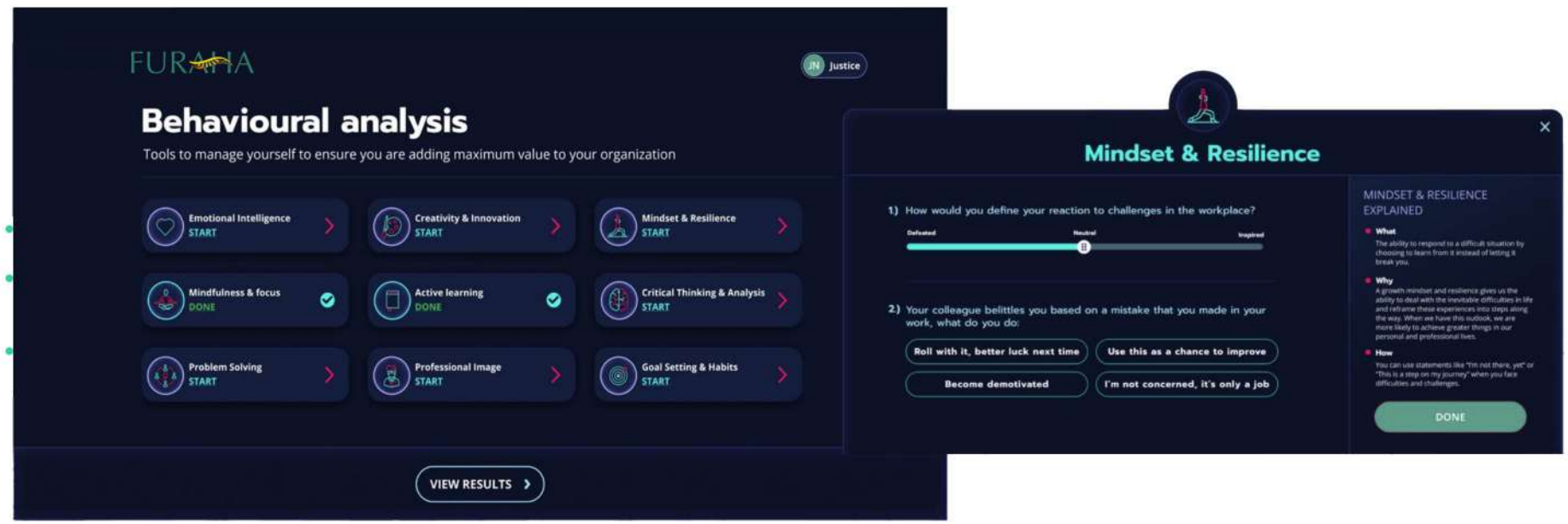
- **The Dunning-Kruger effect**
- **Imposter syndrome**
- **Self-Evaluation Bias**

Our UX delivers a skills heat-map in a format that is easily understood and communicates clear hierarchies to the user. This makes decision-making easier through monitoring

Step 4

Powered by Behavioral Science Designed for ***humans***

Understand, measure and grow behavioral skills throughout the organization to optimize workplace performance.



Step 5

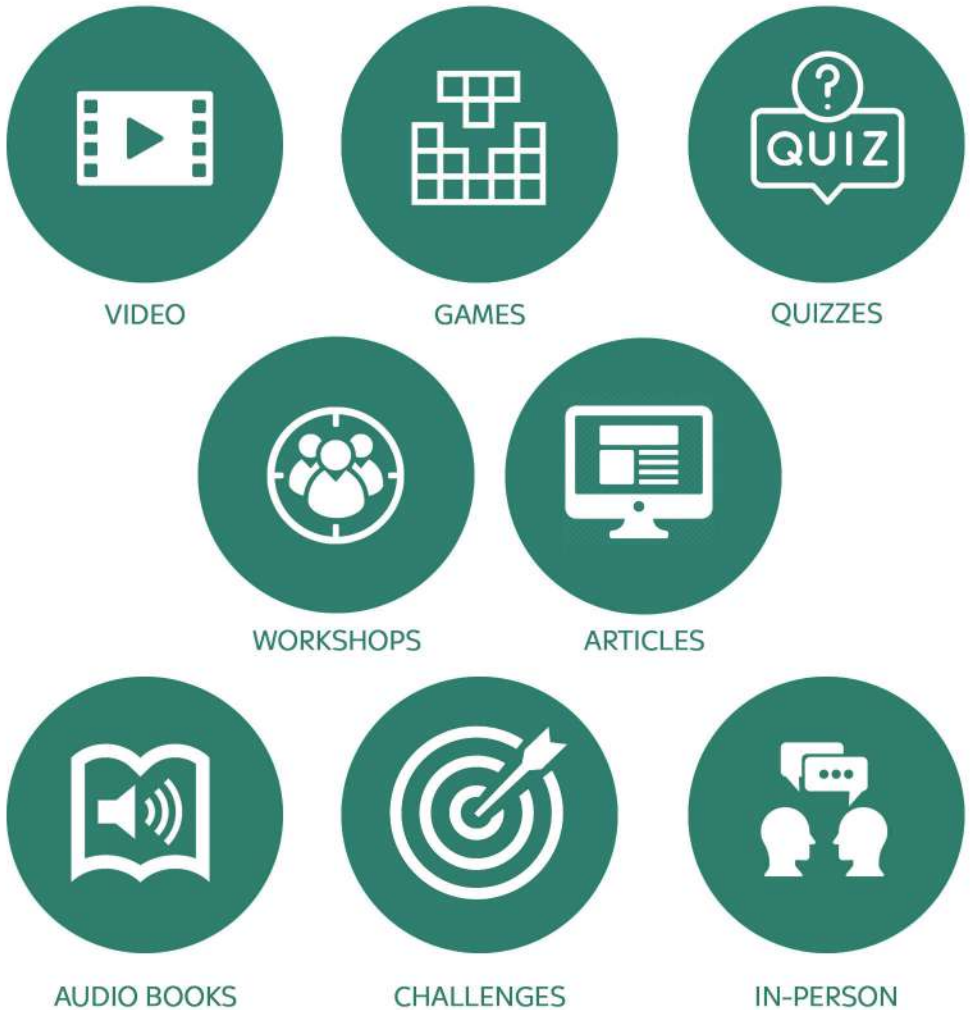
Insightful learning recommendations

Furaha's recommendation engine allocates learning resources from the business' existing learning platform, augmented with resources from leading online learning platforms and content providers.

We interrogate course ratings, the frequency of course enrollments, and other data points to prioritise our recommendations.

This is coupled with our awareness of the learner's specific skill gaps, and the organization's strategic goals to ensure that learners tackle the most critical interventions first.

Step 6



Learning delivery inspired by human behaviour

We understand that the fastest knowledge acquisition is facilitated by a diversity of learning materials. Your learning mix needs to be a balanced diet of games, quizzes, articles, video, books, in-person training, traditional academia, and inspiring conversations.

Employing interval reinforcement principles, our retrospective quizzes, and forums ensure that knowledge is retained, and practical behavior is enhanced.

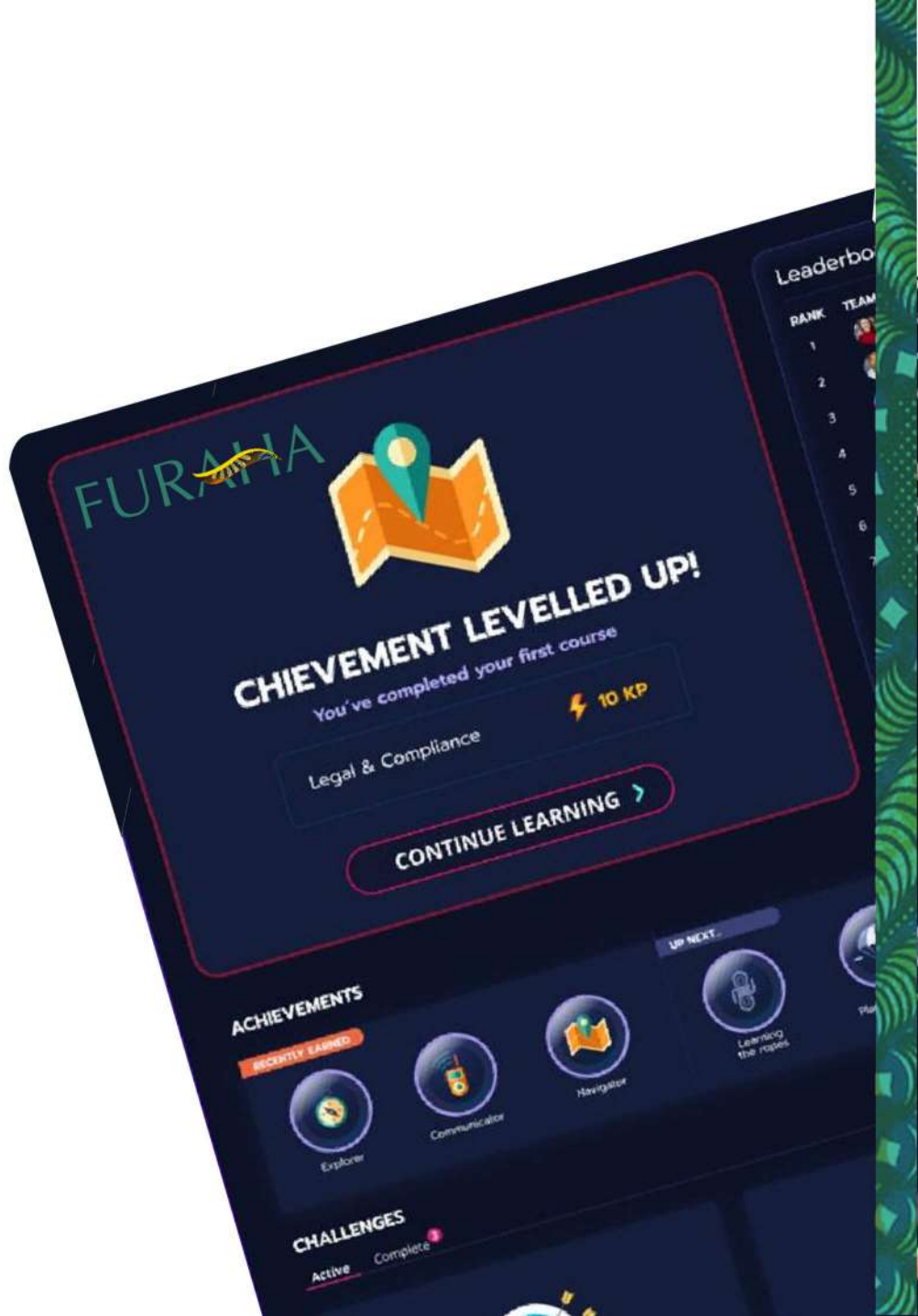
Step 7

Learner ***engagement*** and completion rates

Furaha leverages our users' natural tendency for competitiveness and rewards to motivate prolonged engagement.

We deliver higher completion rates, more frequent engagement, and adoption of a growth mindset with a combination of customizable, extrinsic and intrinsic rewards.

Learning managers can allocate prizes to daily challenges, leaderboards, and module completions.



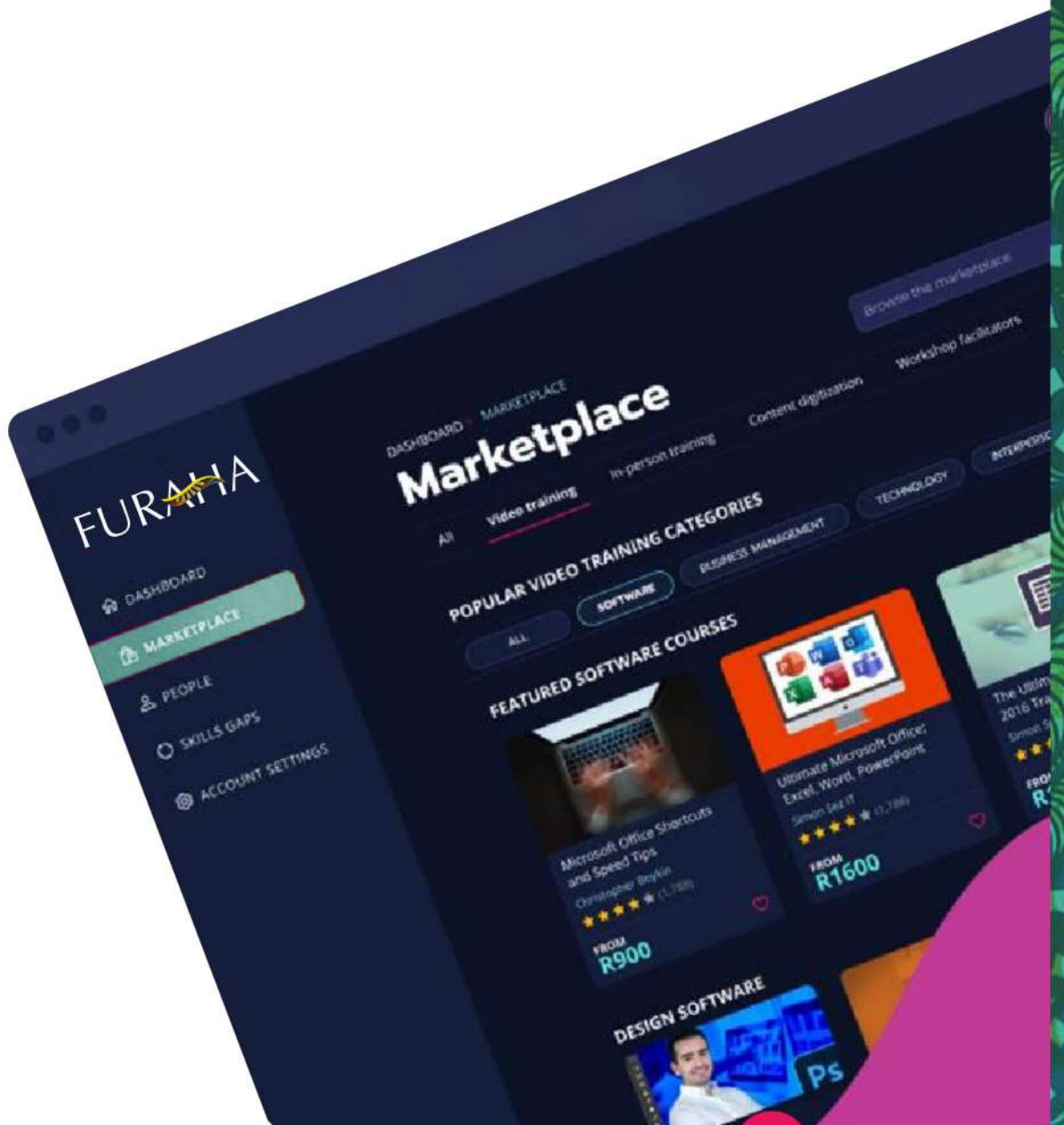
Step 8

Build your ***custom*** learning journey

Create drag and drop lesson plans from a mix of aggregated and custom-created learning resources.

The Furaha marketplace connects you with a curated portfolio of service providers offering everything from accredited courses and in-person training, to content digitisation and learning path design.

Whether it's internal training that you need adapted, or content and instructional design, you'll find the right fit for your needs and budget on our marketplace.



Step 9

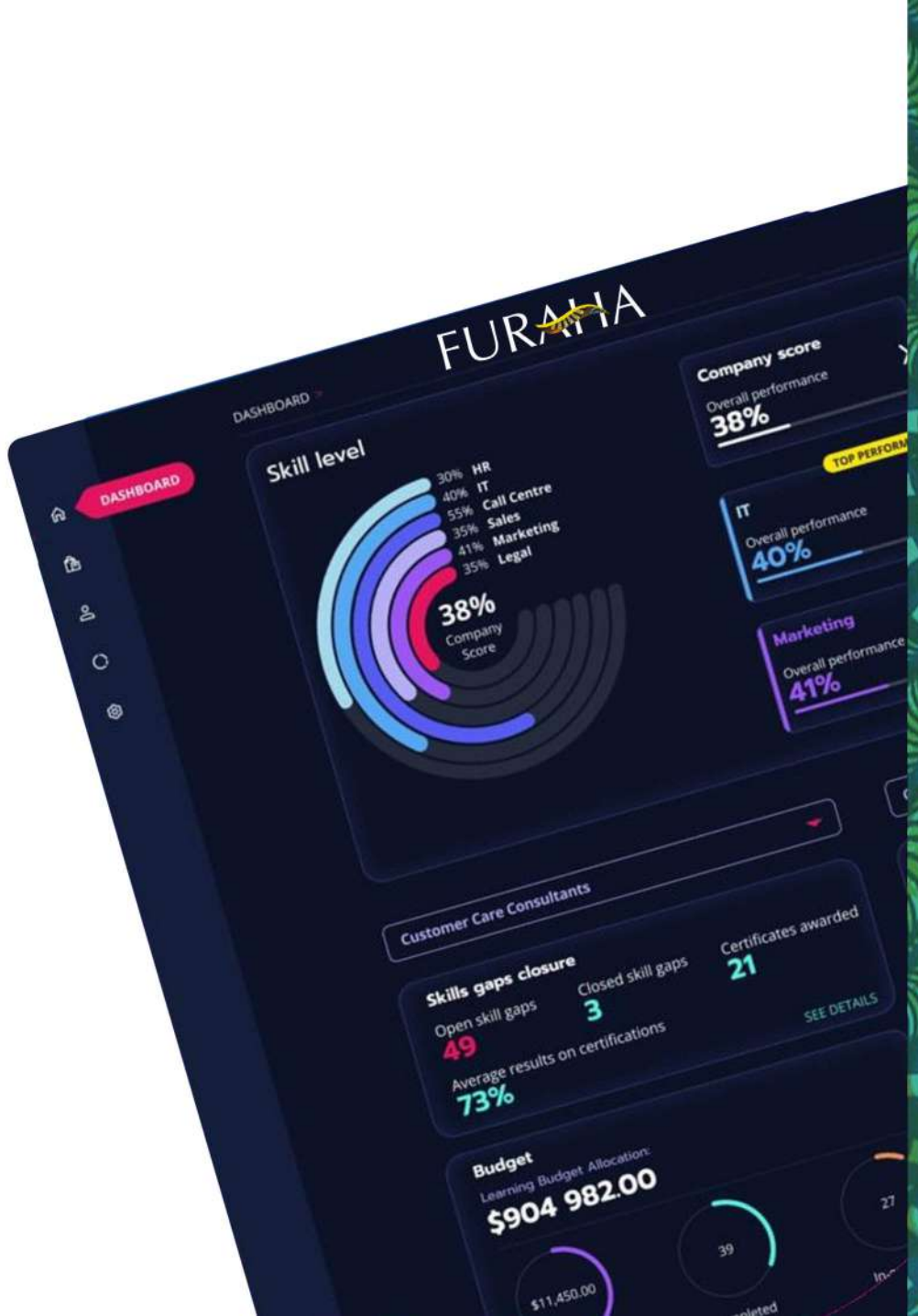
Make ***data-driven*** decisions

Calculating return on training is notoriously tricky.
How do you measure the impact of learning interventions
on company efficiency, and make optimisation decisions easier?

We go beyond simple descriptive statistics, providing
automated inferences at individual and cohort levels.

Our data sources are more varied than traditional learning analytics.
We incorporate sales data, NPS & customer satisfaction data, time
tracking reports, and staff satisfaction surveys, just to name a few.

This holistic approach gives a benchmark to gauge
success and inform learning-path enhancement.

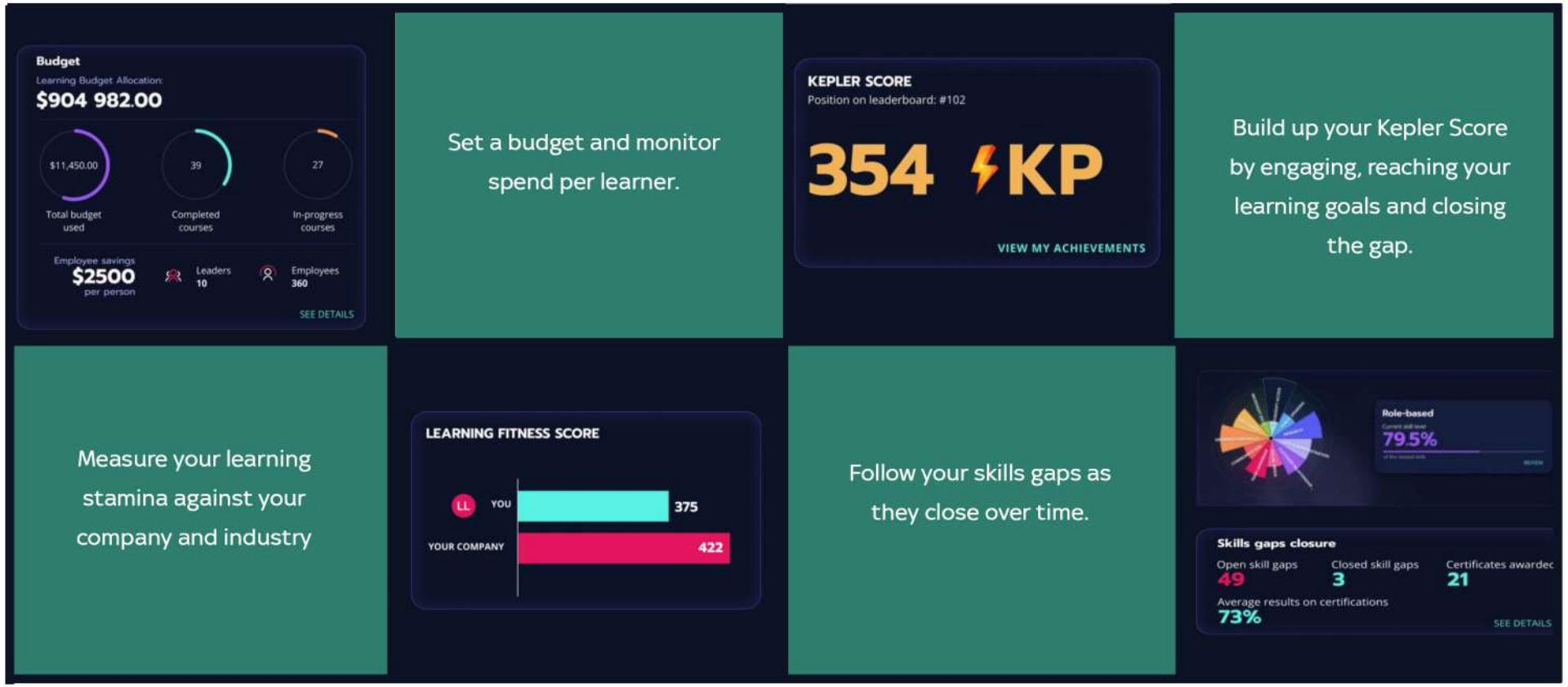


Pioneering our way through ***Data***

Visualize your organization's skills composition and assign learning strategically.

With unmatched granularity, our skills heatmaps provide you with a breakdown of every valuable skill within your organization.

Reporting like you've never seen before



Our clients across industries

WE STRIVE TO ***CHANGE LIVES,*** THROUGH DESIGNING AND DELIVERING ***WORLD CLASS LEARNING CONTENT*** ON A WORLD CLASS PLATFORM

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