

DATASHEET

Kahuna Skills Aggregator for Manufacturing

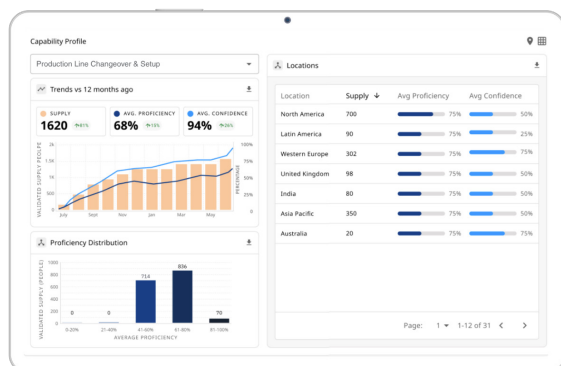


Building a skills-based organization requires a trusted view of the operational capabilities the workforce has already demonstrated. But often, a skills-based organization stops at the plant floor. The people running production are the majority of the workforce, and they're the least visible in the talent system, with one job code covering dozens of validated skills, plant-level skills matrices living in spreadsheets, and the same work described differently from site to site. This creates a gap between local knowledge and enterprise-wide action, so talent decisions for the plant floor run on titles and self-attestation, while major operational commitments like new product introductions, production ramps, and volume shifts between plants get staffed through phone calls, spreadsheets, and guesswork.

Bring the Plant Floor Into Your Skills-Based Organization

Kahuna Skills Aggregator closes the gap. It takes the granular, plant-specific skills validated in Kahuna Skills Manager through the sign-offs, qualifications, and assessments your teams already perform, and automatically translates them into a standardized set of enterprise capabilities. Individual plants keep the terminology they trust, while leaders get a standardized, validated view of capability plant by plant and across the manufacturing network.

Skills Aggregator delivers that capability data into the HR and operational systems you already rely on, enabling operations to see who is qualified for a new line, product launch, or cross-plant move, and where critical capability is concentrated across the network. At the same time, talent teams can make more strategic decisions around hiring, mobility, pay progression, and succession for the plant floor based on validated capability rather than job codes and titles.



Features

- ✓ Unified capability visibility across plants, lines, and regions, built on skills already validated in Skills Manager
- ✓ Automated mapping of local skill language to one enterprise capability framework, kept current as skills change or expire
- ✓ Proficiency and confidence scores for every worker and capability, computed from validated evidence, not self-attestation
- ✓ Dynamic capability insights showing where bench strength is deep, thin, single-threaded, or nearly ready, by plant, line, or region
- ✓ Capability data delivered into HR, planning, dispatch, and analytics systems you run, via pre-built connector, APIs, and exports

Benefits

- ✓ Extend your skills-based organization to the plant floor on validated capability, without asking technicians to maintain a profile
- ✓ Fill internal openings, cross-plant transfers, and new hires against the capability the line needs, surfacing validated talent before you look outside
- ✓ Anchor pay-for-skills progression to validated capability, not tenure or self-attestation
- ✓ See where one retirement costs you a critical capability, and build the bench by developing the people closest to ready
- ✓ Commit NPI launches, ramps, and volume shifts between plants on validated coverage and evidence instead of spreadsheets and phone calls
- ✓ Lower reliance on overtime and contractor labor by surfacing validated capability across plants before you buy it again

Make validated plant-floor capability visible everywhere it's needed across every plant with Kahuna Skills Aggregator.



Skills-Based Hiring & Mobility for the Plant Floor

Manage requisitions, transfers, and internal fill on validated capability, so the people who run the plant show up in the talent system for what they can do, not their job code.



Verified Headroom for Launches & Ramps

Commit NPI launches, ramps, and volume shifts on validated coverage, plant by plant, so thin spots get caught in planning instead of mid-event, and RFQs get answered with evidence pulled from data, not a plant tour.

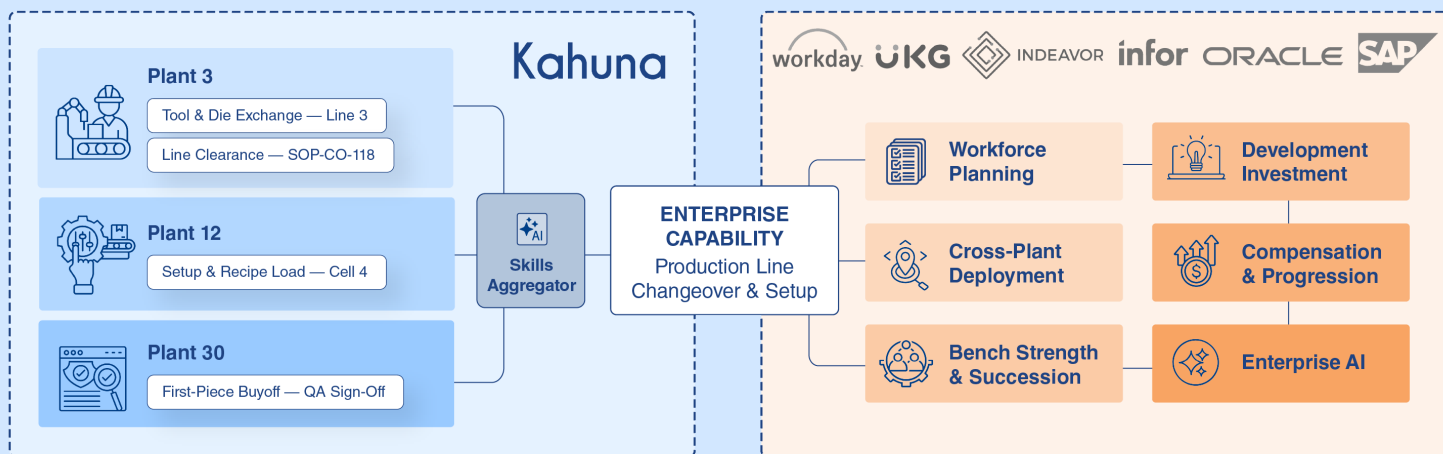


Plant-Floor Bench Strength & Succession

Stop losing a critical capability the moment a senior operator walks out the door. The bench is visible beforehand, with candidates already named for roles that take years to grow.

From Line-Level Task to Enterprise Capability

Plant 3, Plant 12, and Plant 30 each validate a different step of the changeover: Tool & Die Exchange on Line 3, Line Clearance under SOP-CO-118, Setup & Recipe Load in Cell 4, and First-Piece Buyoff at QA sign-off, each in its own plant's language, with no shared view across the network. Skills Aggregator automatically rolls those validated skills up into one enterprise capability, Production Line Changeover & Setup, without asking any plant to rename what it tracks locally. That capability then flows into the HCM and planning systems you already run, feeding workforce planning, cross-plant deployment, bench strength and succession, development investment, and compensation and progression, without asking a single worker to self-rate or complete a new assessment.



Still running the plant floor's talent decisions on job codes, and the plant's readiness on spreadsheets? Struggling to see, across every plant, who is qualified before they're needed on the line, and who could be next? It's time to get clear, evidence-based visibility into the capability you already have. Take the next step by contacting Kahuna at info@kahunaworkforce.com or 1.844.438.4852 today.