

Modern Skills Management Platform

Kahuna's mission is to empower the enterprise to create a more competitive and skilled workforce. With our modern skills management platform, organizations gain a validated and objective view of their workforce capabilities, align talent supply against current and future demand, and increase the return on training investment.

THERE'S A BETTER WAY TO MANAGE SKILLS & COMPETENCIES

Kahuna was built to fill a gap in the HCM space, focusing on skills and competency management as its own business process. This ultimately connects HR, Learning, and Operations to create sustainable skilling initiatives with real operational outcomes.

Scalable

Global and granular, role-based operational skills and competencies.

Validated

Multimodal assessments inclusive of learning, quizzing, training, experience, and certifications.

Dynamic

Continuously assign, assess, and close gaps not tied to an annual performance review.

In the Flow of Work

Integrations with HRIS, Learning, Collaboration, Ticketing, and other business systems to make the existing technology stack skills aware.

	John	John	John	John	John
Standards					
Skills	✓	✓	✓	✓	✓
Standards	✓	✓	✓	✓	✓
Skills	✓	✓	✓	✓	✓
Standards	✓	✓	✓	✓	✓
Skills	✓	✓	✓	✓	✓

“Best in Class Solution and Customer Service.”

- Senior Manager Learning Development

KEY BENEFITS

- Address skills management as a business process by connecting and automating the curation, assignment, assessment, and gap analysis of skills and competencies.
- Identify talent based on objective and validated skills data to find the right worker for the right job at the right time.
- Inform capability planning initiatives to align your workforce to meet future skills demand.

KEY FEATURES

Team Matrix

The team matrix is a single pane of glass view of your teams skill assessments and gaps.

- Actionable detailed team skill heatmap.
- Managers can quickly gauge their teams' strengths and weaknesses.
- Quickly search for employees with required skills.

Employee Dashboard

Individual status overview brings all the employees skills assignments and to-dos into a single view. The employee can quickly focus on their gaps, newly assigned skills, and expected level for their role.

- Highlight what skills have been assigned to the employee.
- Provide clarity for employee focus areas.
- Help employees understand skill gaps and associated learning resources to address them.

Assessment Form

Flexible form that is utilized to assign and perform assessment of employees.

- Enable blended assessments with multiple levels, descriptors, inputs, workflow stages, and assessors through flexible assessment forms.
- Utilize multiple assessment approaches: Observational Checklists, Quiz, On-the-Job, Experiential, Learning Inference

Capability Planning

Create future demand scenarios and measure the current workforce skills supply.

- Use skill data to understand the skill deficits or over-ages.
- Create action and development plans to reskill and close skill gaps to fill demand scenarios.

Talent Finder

Allow users to search for employees that match job criteria with specific attributes.

- Query all validated skills data, learning and training completions, and experiences tracked in Kahuna.
- Quickly find the right talent to meet current and future workforce demands.

Curate and Assign

The skill library displays a parent child taxonomy of skills, competencies, qualifications, and certifications. Administrators can view and manage their team and all of the skill roles currently assigned.

- Utilize a flexible and deep skills library data model that enables multiple skill libraries with differing attributes, verification, workflows, assessors and more.
- Leverage granular assignment capabilities that detach skills from job codes and allow assignment across multiple roles.

TECHNICAL SPECIFICATIONS

Modern Azure(™) SaaS Architecture

Data residency options - US, EU, etc.

Mobile Application

109 Languages Supported

Dynamic Reporting and Analytics

Role Based Access

SOC 2 Attestation

GDPR Compliant

Robust API - Integrate with ERP, HRIS, LMS, Scheduling, and collaboration systems

