

Turning skills visibility into *strategic action*



University of Phoenix
Workforce Solutions

Skills visibility isn't just about data; it's about clarity. Explore these real-world scenarios where skill visibility helps leaders prioritize, align and prepare for change.



USE CASE #1

Workforce planning and change



- **Situation:** Roles may evolve faster than job descriptions
- **Visibility challenge:** Some leaders lack a current view of which skills are becoming critical or fragile.
- **How skills visibility helps:** Surfaces emerging skill gaps and role-level patterns that may require attention.

Decisions supported:

- Where to focus development
- Which roles need closer monitoring



USE CASE #2

Development prioritization



- **Situation:** Training resources are limited.
- **Visibility challenge:** Learning investments are spread thin without clear prioritization.
- **How skills visibility helps:** Highlights where skill gaps intersect with business priorities.

Decisions supported:

- Which skills to emphasize
- Where learning effort may have the most relevance



USE CASE #3

Manager alignment



- **Situation:** Managers report readiness inconsistently.
- **Visibility challenge:** Self-reported skill confidence varies widely.
- **How skills visibility helps:** Provides a shared reference point to support manager conversations.

Decisions supported:

- Coaching focus
- Development discussions



USE CASE #4

Executive oversight



- **Situation:** Executives need confidence in workforce readiness.
- **Visibility challenge:** Skill data is fragmented across systems.
- **How skills visibility helps:** Offers a consolidated view of skill patterns across roles.

Decisions supported:

- Risk awareness
- Conversations about readiness



Ready to see skills visibility in action?

Explore how University of Phoenix can help your organization gain clarity and support informed workforce decisions.

Request a Skills Snapshot review

upskill.phoenix.edu/skills-snapshot-request



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