

Enterprise Upskilling Programme Audit

Companion to: Enterprise Upskilling: Why One-Size-Fits-All Training Fails (And What Works Instead)

Tick each statement that is true for your organisation today. Every unticked item is a specific, fixable gap.

- ☐ **01** Every new hire takes a skills diagnostic before training starts.
- ☐ **02** Training plans are built per person from diagnostic results.
- ☐ **03** Skill requirements are mapped to specific roles and live projects.
- ☐ **04** Employees skip modules they have already proved competence in.
- ☐ **05** Progress is verified by assessment, not by course completion or attendance.
- ☐ **06** Delivery managers can see who is project-ready on a live dashboard.
- ☐ **07** We track time-to-billability for each onboarding cohort.
- ☐ **08** We track first-90-day attrition and link it to readiness data.
- ☐ **09** Our L&D reports use business metrics that finance and delivery leaders recognise.
- ☐ **10** Existing content and trainers are mapped to specific skill gaps, not a fixed calendar.

Your score

9-10 ticked: strong foundation. Focus on measuring outcomes and scaling what works.

5-8 ticked: good start. The unticked items are where results are being lost.

0-4 ticked: early stage. A structured diagnostic is the fastest way to find where to begin.