



Zero-Input Skill Profiling for the Agile Enterprise by Spire.AI

Skill assessment forms get ignored, resumes aren't updated regularly, and self-declared skills rarely match reality. Yet, this is what most HR systems still rely on.

When skill data depends on employees self-reporting, you are left with blind spots.

- Incomplete skill data
- Hidden employee potential
- Decisions based on outdated data

Empollination™ by Spire.AI eliminates these gaps.

01

A Bold New Approach: Autonomous Skill Profile Generation - Powered by Domain-Intelligent Skill Mapping

Introducing Autonomous Zero-Input Skill Profiling – where skill profiles build themselves using signals from real work like roles, project outcomes, certifications, internal databases, and HRIS data

- No manual input from the employees
- Skills update continuously and automatically
- Contextualized skills from project outcomes, certifications and HRIS data
- Build and maintain skill profiles that are accurate, current and context aware

Empollination™ transforms traditional skill profiling into a self-evolving talent operating engine

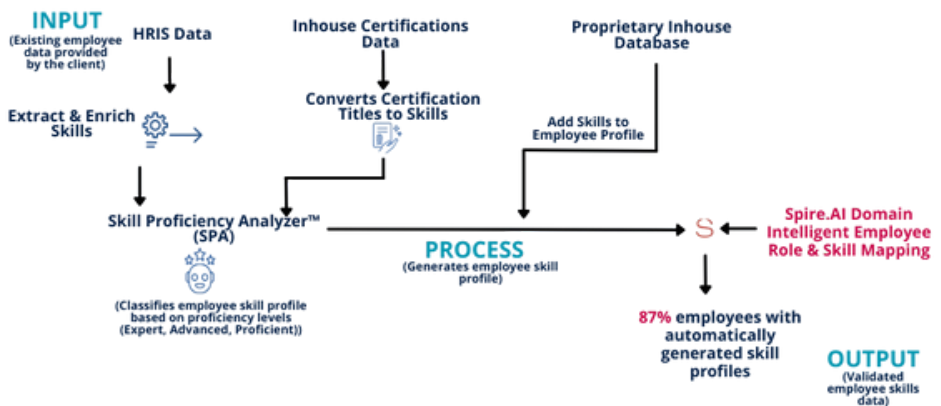
- **Auto-builds profiles** from project delivery systems, LMS, and HRIS.
- **Understands skills in context** – Python for ML ≠ Python for Automation. Empollination knows the difference.
- **Classify proficiency level** (Expert, Advanced, or Proficient) based on skill contextualization.

- **Powered by SpiroBot and the LGM for Skills** – mapping how skills cluster and evolve across roles, domains, and industries.

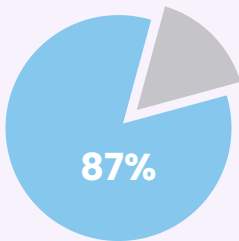
With Empollination™, skill profiling becomes autonomous and a living reflection of your workforce's real capabilities, from day one.

02

How Zero Input Skill Profiling Works



Trusted By Enterprises to Capture Real Skills, Not Just Keywords



Generate validated skill profiles for **87% of employees** within the first 10 weeks of engagement

Traditional Skill Profiling vs. Zero-Input Skill Profiling

Traditional Skill Profiling	Autonomous Skill Profiling
Static resumes and incomplete skill profiles	Live, auto-evolving skill profiles
Manual skill updates via assessment forms and self-input	Auto-generated skill profiles
Keyword based matches	Contextual skill updates
Fragmented HR data	Unified, intelligent skill inventory



The Clarity Concierge: Precision Answers to Your Strategic Questions



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Q1. How does the system ensure AI-generated skill profiles are accurate and not speculative?

A: The system's underlying Large Graph Model (LGM) for Skills encodes millions of verified roles-skill relationships across industries. With 11M+ nodes (spanning 26 industries), the network ensures that any skill suggested for an employee is grounded in actual job contexts.

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Q2. Does Empollination™ account for skill decay over time and how is that modeled?

A: Yes. Skills that haven't been used or reinforced (e.g., via a project, certification, or training) are automatically downweighed by the LGM for Skills.

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Q3. What mechanisms are in place to avoid false positives or inflated proficiency?

A: Empollination™ uses cross-checks and evidence thresholds to ensure skills in a profile are real and justified. Employees validate the skills once profiles are generated. They can add or remove skills that don't align with their trajectory.

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Q4. Can managers validate skill profiles and how often does that happen in practice?

A: Yes. After Empollination™ generates profiles, managers can review them, approve or adjust skill profiles through a structured validation loop.

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Q5. How are proficiency levels (Expert, Advanced, Proficient) determined?

A: The Skill Proficiency Analyzer™ – an algorithm that determines trust from data itself automatically classifies proficiency level (expert, advanced, proficient).

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Q6. How long does implementation take?

A: Typical implementation timelines depend on data readiness, but Spire.AI emphasizes a fast go-live: the platform is configurable so it can often launch within a few weeks to a couple of months.

The Empollination™ Advantage: Why it is a Game-Changer

Empollination™ more than just another skill profiling tool, it's a living, domain-intelligent skills engine built for enterprise agility.

Layer	Empollination™ Capability	What It Delivers
Skill Data	Extraction, enrichment, validation, clustering, and classification	Builds continuously evolving, validated skill profiles from enterprise signals across HRIS, LMS, and projects.
Career Clarity	Real-time pathing across aspiration, readiness, and demand	Helps employees visualize future roles based on skills, interest, and organizational needs.
Learning Intelligence	Skill gap identification + curated interventions from Skilling.Exchange	Detects individual and team skill gaps, recommending targeted upskilling through integrated learning pathways.
Marketplace Matching	Skills-first demand alignment + opportunity nudging	Aligns internal supply to open opportunities, enabling proactive mobility and bench optimization.
Reporting & Governance	Role-skill gap dashboards, learning matrices, and mobility tracking	Provides leaders with real-time insights into workforce readiness, learning progress, and mobility trends.

Take the Next Step with
Empollination™ by Spire.AI

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DEMO TODAY!**