

Digital Skills Audit

Profile

real-time Insights – better workforce decisions



our company

overview

Solutions Connexion is a Level 4 BBBEE company that helps organisations see their skills landscape clearly and act on it fast. We specialise in digital skills auditing and skills management solutions that use data, automation and intelligent design to identify gaps, amplify strengths, and drive measurable business outcomes.

Founded in 2001, we operate at the intersection of human resources, compliance, and technology. Our solutions are built to integrate seamlessly with existing HR systems, align with South African legislation and support modern workforce planning. With a strong focus on automation and electronic delivery, we enable organisations to move from assumption-based decisions to insight-led action.

Our flagship Digital Skills Auditing solution applies advanced algorithms to accurately map skills strengths and gaps that directly impact performance and the bottom line. As data visualisation specialists, we transform complex datasets into intuitive dashboards and clear, actionable reports, turning raw data into strategic intelligence.

Mark Dane, founder of Solutions Connexion, brings over 30 years of experience in information technology and data-driven systems design.

His background in data science, data visualisation, and corporate operations is complemented by his work as a certified mindfulness and transformation coach giving Solutions Connexion a rare blend of analytical precision and human-centred insight.



the smarter

digital approach to skills auditing

Identify skills gaps, strengthen your workforce and make better talent decisions faster.

Our AI-powered Skills Audit solution gives you a real-time, data-driven view of your organisation's capabilities without disruption, spreadsheets chaos or outdated reports.

- See exactly where your skills gaps are
- Align people, roles and training with confidence
- Turn insights into action instantly

Traditional skills audits are slow but we've fixed that.

Manual skills audits are time-consuming, resource-heavy and often obsolete before they're completed.

Our digital approach uses an intelligent algorithm and a secure online portal to capture accurate skills data across your organisation, quickly and consistently.

No operational disruption

Faster turnaround times

Reliable, audit-ready data

Insights you can actually use

a complete view

of your workforce capability

Our solution combines qualification verification and competency assessment to deliver a holistic view of your workforce. Together, these assessments deliver a complete, reliable view of workforce capability.



QUALIFICATION ASSESSMENT

This assessment verifies whether employees hold the required qualifications for their specific job titles. It quickly identifies compliance gaps and ensures alignment with organisational and regulatory requirements.



COMPETENCY ASSESSMENT

This assessment evaluates employees' knowledge, skills and abilities against their job-specific competency profiles. It measures proficiency levels, readiness to perform, and highlights development opportunities across the organisation.

the process

our 5-phase methodology

Our structured skills audit process ensures that your organisation identifies the right competencies and invests in the most impactful training for your workforce. Here is our 5-phase methodology.



Phase 1: We align the minimum required SAQA qualifications to each job title, creating a clear baseline for compliance and role suitability across the entire organization.

Phase 2: We build a tailored Competency Matrix, aligning relevant competencies to each job title. A comprehensive Competency Dictionary defines every competency with clear criteria.

Phase 3: Employee requirements are uploaded to our Skills Audit Portal. Employees then assess themselves against their prescribed job profiles using our intuitive online platform.

Phase 4: All data is securely processed through our proprietary Skills Audit Algorithm and analysed to provide deep organizational insights and identify critical skills gaps.

Phase 5: We conclude with a virtual handover session, presenting your results through clear reports and intuitive dashboards showing exactly where training investment is needed.

our game changing

skills audit portal

Our secure, cloud-based Skills Audit Portal makes assessments simple for employees and powerful for HR and leadership.

Employees complete assessments at their own pace on desktop, tablet or mobile guided by a clear, intuitive interface that ensures consistency and accuracy.



Assess:

- Qualification requirements
- Technical and behavioural competencies
- Software and systems proficiencies

All data feeds directly into our Skills Audit Algorithm, delivering instant insights and visual dashboards.

our deliverables

insight presentation

On completion of the project, the following deliverables will be supplied in electronic PDF or Excel format:

1. **Qualification Audit Reports and Summaries**

These reports detail and summarise the results from the Qualification Assessment and categorise employees as "competent" or "not competent" based on their assessment of the minimum qualification required for their specific job title. It also details any additional they may have achieved.

2. **Competency Audit Reports and Summaries**

These reports detail and summarise the results from the Competency Assessment and categorise employees as "competent" or "not competent" based on their assessment of the minimum required competencies for their specific job title. Individual training needs reports are also generated.

3. **Qualification and Competency Audit Extracts**

Qualification and Competency Assessment results are downloaded from the Skills Audit Portal and extracted into Microsoft Excel for clients on request throughout the Skills Assessment process.

4. **Skills Audit Visualisation Dashboards**

Skills Audit insights are presented in online intuitive visualisation dashboards, showcasing the strengths and gaps within the company.

5. **Executive Summary Report**

This report is compiled upon final completion of the Digital Skills Audit to provide management a graphical, high-level view of the outcomes and insights of the results of all the assessments which were concluded.

our

cherished clients



our achievements

proven experience at scale

Solutions Connexion has successfully delivered skills audit and workforce assessment projects across a range of prominent public, education, infrastructure and development organisations. Our experience includes managing projects of varying scale - from focused assessments to large, organisation - wide initiatives involving more than 2,000 employees.

Organisation	Project Achievement	Employees	Timeframe
Airports Company South Africa (ACSA)	Delivered a comprehensive skills audit project for one of South Africa's key airport infrastructure organisations, assessing workforce capabilities and providing valuable insights to support skills development and workforce planning.	2400	6 Months
Sefako Makgatho University	Successfully conducted a large-scale skills audit within a major higher education institution, supporting the assessment of employee skills, competencies and workforce development requirements across the organisation.	2,000	8 Months
Nkomazi Municipality	Successfully implemented a skills audit initiative within a large local government environment, supporting the identification of employee qualifications, competencies, skills gaps and development priorities.	1,500	5 Months
Border Management Authority (BMA)	Conducted a large-scale workforce skills assessment for a national border management organisation, supporting the evaluation of employee capabilities and the identification of strategic skills development needs.	2,035	6 Months
Funda Wandé	Delivered a focused skills audit project for an education and literacy development organisation, providing insights into employee capabilities and opportunities for future skills development and organisational growth.	50	2 Months
Road Traffic Infringement Agency (RTIA)	Successfully completed a skills assessment project supporting the organisation in evaluating employee competencies, identifying skills gaps and strengthening workforce development planning.	155	4 Months

Across these projects, Solutions Connexion has successfully assessed and engaged with more than 8,000 employees, demonstrating our ability to manage skills audit projects across organisations of different sizes, sectors and levels of complexity.

From large national institutions and government entities to specialised education and development organisations, our project experience demonstrates a proven ability to deliver structured, efficient and data-driven skills audit solutions within clearly defined project timeframes.

Our approach helps organisations gain meaningful insight into their workforce, identify critical skills gaps and make informed decisions regarding skills development, talent management and future workforce planning.



I am thrilled to share the exhilarating success story of Airports Company South Africa's partnership with the dynamic duo— Mark Dane and Solutions Connexion! Brace yourselves for a journey that's not just transformative but downright electrifying. Our adventure with Solutions Connexion kicked off on May 1st, 2023, when they clinched the coveted tender to revolutionize our Digital Skills Audit. Imagine the excitement as we dove headfirst into a process that included a Qualification Assessment and a Competency Assessment for our 2400 rockstar employees scattered across South Africa's bustling airports.

Hold onto your seats because Mark Dane, the maestro behind it all, wove his magic into creating an online Skills Audit Portal that's nothing short of groundbreaking. A user-friendly haven where our incredible team could self-assess their qualifications and Competency proficiencies with absolute ease. And guess what? We wrapped up this entire spectacle in a jaw-dropping six months! Mark Dane's expertise and hands-on dedication became the secret sauce to identifying and addressing our organization's skills gaps. The result? We now stand on a bedrock of strength, armed to tackle our training needs and sculpt tailor-made learning development plans for our invaluable team members.

In the spirit of contagious excitement, we wholeheartedly recommend Solutions Connexion to lead your Digital Skills Audit. It's not just a partnership; it's an exhilarating journey toward excellence. Get ready to elevate, excel, and embrace a future where the possibilities are as limitless as your enthusiasm for success!

Mpumi Oyola
Head Of Training



next steps

ready to turn insights into action?

What will a digital skills audit cost?

Our Digital Skills Audit fee is calculated on a sliding scale based on the current number of employees within your company. Our pricing structure will be explained in detail during our presentation.

With our digital Skills Audit solution, you can:

- Identify skills gaps with precision across roles, teams and departments
- Plan targeted training and development based on real capability data
- Strengthen recruitment and succession planning with confidence
- Meet compliance and reporting requirements with audit-ready outputs
- Seamlessly integrate results into HR systems and Workplace Skills Plan (WSP) submissions

Stop guessing and start making workforce decisions backed by accurate, real-time data. Our AI-powered Skills Audit solution gives you clarity, confidence and control over your workforce capabilities all through a streamlined, digital process.

Book a presentation:

Book a personalised presentation and see how our platform works, explore our dashboards and reports and understand how a digital skills audit can support your organisation's goals.



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