ELMO

Career Development

**Career Development accelerated.
From months to moments**

Learning Objectives

Enhance proficiency in Budget Management to lead departmental workshops effectively.

Develop advanced Financial Modelling skills to ...

Understand and apply Regulatory Compliance p...

Conduct thorough Risk Assessments to mitigate ...

Capability framework

Dashboard   Proficiency scales   Job families   Capabilities   **Targets**

Proficiency targets for Finance

Use the capability and proficiency scales library to set proficiency targets for roles. All your job roles inherited required capabilities (core & functional) from job families you applied them to.

Family's targets set	100%	Assistant Accountant proficiency
		Functional
Financial Accountant	100%	
Assistant Accountant	100%	Financi...
Financial Accountant Accounts Receivable	100%	The... ma... ma...
Financial Accountant		

Is your workforce development strategy stuck in spreadsheets?

HR and L&D teams are under pressure to build future-ready capability - but most are held back by manual, fragmented processes. Meanwhile, roles are evolving faster than ever - and the capabilities your organisation needs can't wait.

Does your current approach look like this?
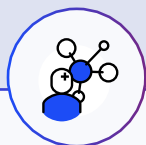
✗ Months to build or refresh capability frameworks

✗ Heavy reliance on consultants for capability projects

✗ Visibility on gaps but no path to development

Turn capability visibility into focused development - in moments, not months

Career Development helps organisations quickly understand the capabilities their workforce has today and build the ones they'll need tomorrow. No consultants. No spreadsheets. Just faster, more focused development.

Capability frameworks, fast

Create role-specific AI-generated capability frameworks in moments using your existing position data.

Assess and analyse

Simple, structured assessments establish a consistent baseline across teams, with built-in gap analysis to identify development priorities.

Personalised learning paths

Automatically connect capability gaps to targeted learning, so employees build the skills that matter most.

Who's it for?

Organisations that want to build capability at every level - giving HR clear workforce visibility, enabling managers to assess capability consistently, and giving employees clear, personalised development paths.

How Career Development works

Generate your capability framework: AI builds role-specific capabilities from your position data in moments, not months.

Assess capability levels: Managers complete structured assessments to establish a consistent capability baseline.

Automated gap analysis: Identify and prioritise capability gaps across roles, teams and individuals.

Close the gaps with personalised learning: Automatically match priority gaps to targeted learning plans for each employee, accelerating time-to-competence.

Capability framework

Dashboard Proficiency scales Job families Capabilities **Targets**

Proficiency targets for Finance

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Financial Modelling
The ability to develop and manipulate financial models that support decision-making processes within the organisation. This capability encompasses the ...uation analyses, enabling individual...

View details

✓ Leading   Expert

...nd control financial resources within ...g budgets aligned with strategic ...ing informed decisions to optimise...

View details

Leading   Expert

...te risks that may impact an ...sses understanding risk factors, ...plementing strategies to mitigate or...

View details

Family's targets set	100%
Financial Accountant	100%
Assistant Accountant	100%
Financial Accountant Accounts Receivable	100%
Financial Accountant	100%
Senior Manager Finance & ICT	100%

Identified Gaps

Budget Management

Why It Matters:
Budget management is a fundamental skill for any finance professional, particularly in leadership roles. It involves not only the ability to create and manage budgets but also to align financial resources with strategic goals. Effective budget management ensures that an organisation can allocate its resources efficiently, respond to financial challenges, and make informed decisions that drive growth. A strong grasp of budgeting techniques can lead to better forecasting, improved financial health, and enhanced stakeholder confidence. As you aim to lead departmental budgeting workshops, mastering this competency will be crucial for your success and for the overall financial stability of your organisation.

Core Concepts

Why you'll love it

Designed for HR & L&D leaders: Move from reactive skills planning to proactive capability development, with clear visibility and measurable progress.

From visibility to action - in one workflow: Frameworks, assessments, gap analysis and learning are connected end-to-end. No more disconnected tools or handoffs.

Part of the ELMO platform: Career Development is built into ELMO HR Core Platform and Learning, using your existing data to drive better outcomes.

Built for today, ready for what's next: Upcoming releases will connect capability insights into ELMO Performance, linking development directly into ongoing review cycles.

Stop planning capability. Start building it.

See how Career Development helps you turn workforce insight into action - in moments, not months.

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