



WORKFORCE READINESS & OPERATIONAL INTELLIGENCE

You may have the staff — but do you have the **operational capability** to run **efficiently tomorrow?**

Skrixx shows — before the shift starts — whether your operation is **productive, efficient, capable** and **compliant**.



PRODUCTIVE



EFFICIENT



CAPABLE




COMPLIANT




Traditional Workforce Systems

Reactive systems with fragmented operational visibility.

 **READINESS WARNINGS**
32% of shifts at risk

 **STAFFING GAPS**
18 roles understaffed

 **COMPLIANCE OVERDUE**
63 items past due



Workforce Dashboard_Q2_FINAL.xlsx

Master Rota - May (2).xism

Staff	Mon	Tue	Wed	Thu	Fri	Sat	Sun
A. O'Neill	11	20	20	20	20	20	20
A. Cooke	20	10	10	10	20	20	20
J. Bannister	20	20	20	20	20	20	20
B. Edwards	20	20	20	20	20	20	20
L. Dwyer	20	20	20	20	20	20	20
E. O'Connell	20	20	20	20	20	20	20
T. O'Connell	20	20	20	20	20	20	20
R. O'Connell	20	20	20	20	20	20	20

Compliance_Report_FINAL_V3.xlsx

Training	Certifications	Policies	Expires
Fire Awareness	12	0	Overdue
Manual Handling	22	0	Overdue
First Aid	2	0	Overdue
Data Protection	3	0	3 days
Safeguarding	2	0	7 days
Health & Safety	3	0	7 days
Food Hygiene	3	0	1 day

Risk_Register_Operations.xlsx

Risk	Area	Impact	Likelihood	Status
Skill Shortage	Warehouse	High	Medium	Open
Lone Worker	Logistics	High	Medium	Open
Equipment Failure	Operations	High	Medium	Open
Competence Risk	HR	High	Medium	Open
System Downtime	IT Systems	Low	Low	Open

Training_Tracker_March.xlsx

Employee	Course	Status	% Complete	Expiry
A. Smith	Working at Height	Overdue	100%	10/04
J. Patel	First Aid	In Progress	85%	15/04
M. Johnson	Manual Handling	In Progress	7%	22/04
L. Green	Fire Safety	Not Started	0%	02/05
R. Davis	COSHH	Not Started	0%	02/05

 **DEPENDENCY ALERTS**
7 critical dependencies

 **AUDIT FINDINGS**
9 open issues

 **POLICY EXCEPTIONS**
12 unresolved

 **EXPIRED CERTIFICATIONS**
45 expiring in 30 days

OUT OF DATE DATA

WHERE IS EVERYONE?

TOO MANY GAPS

TOO MANY SPREADSHEETS

OVERDUE AGAIN

WHO'S RESPONSIBLE?

MANUAL CHECKS

NOTHING LINKS TOGETHER

MANUAL WORK

OUT OF EVERY FILE

HIGH RISK UNKNOWN

CHECK HOLIDAY COVER

EXPIRED CERTS!

REPORTS TAKE DAYS

FIRE FIGHTING DAILY

TOO MANY MANUAL STEPS

 **LMS Platforms**
Track completions, not readiness

Limited insight. Historical data. No visibility into operational readiness.



 **Rota Systems**
Schedule people, not capability


Shift-based scheduling without skill matching or real capacity visibility.



 **Compliance Systems**
Report history, not operational risk


Static reports, manual updates and reactive compliance management.



 **Spreadsheet Operations**
Critical workforce decisions managed manually


Error prone, time consuming and impossible to scale across locations.



 **Disconnected Systems**
Data scattered across tools, emails and reports

No single source of truth. Information trapped in silos and spreadsheets.



 **Reactive Management**
Problems discovered after the shift starts

Issues only visible after the fact, when it's already too late.



Skrixx Workforce Intelligence

Operational readiness before the shift starts.



WORKFORCE READINESS

Real-time visibility of your entire workforce readiness across shifts and locations.



CAPABILITY INTELLIGENCE

Understand capability coverage, gaps and bottlenecks instantly.



PREDICTIVE COMPLIANCE

Stay ahead of compliance risks with predictive insights and alerts.



AI ALLOCATION

AI-powered recommendations for optimal workforce allocation.



OPERATIONAL FORECASTING

Forecast readiness and risks to make confident, proactive decisions.



TRAINING OPTIMISATION

Targeted training recommendations to close capability gaps and build capability.

The Skrixx Intelligence Layer

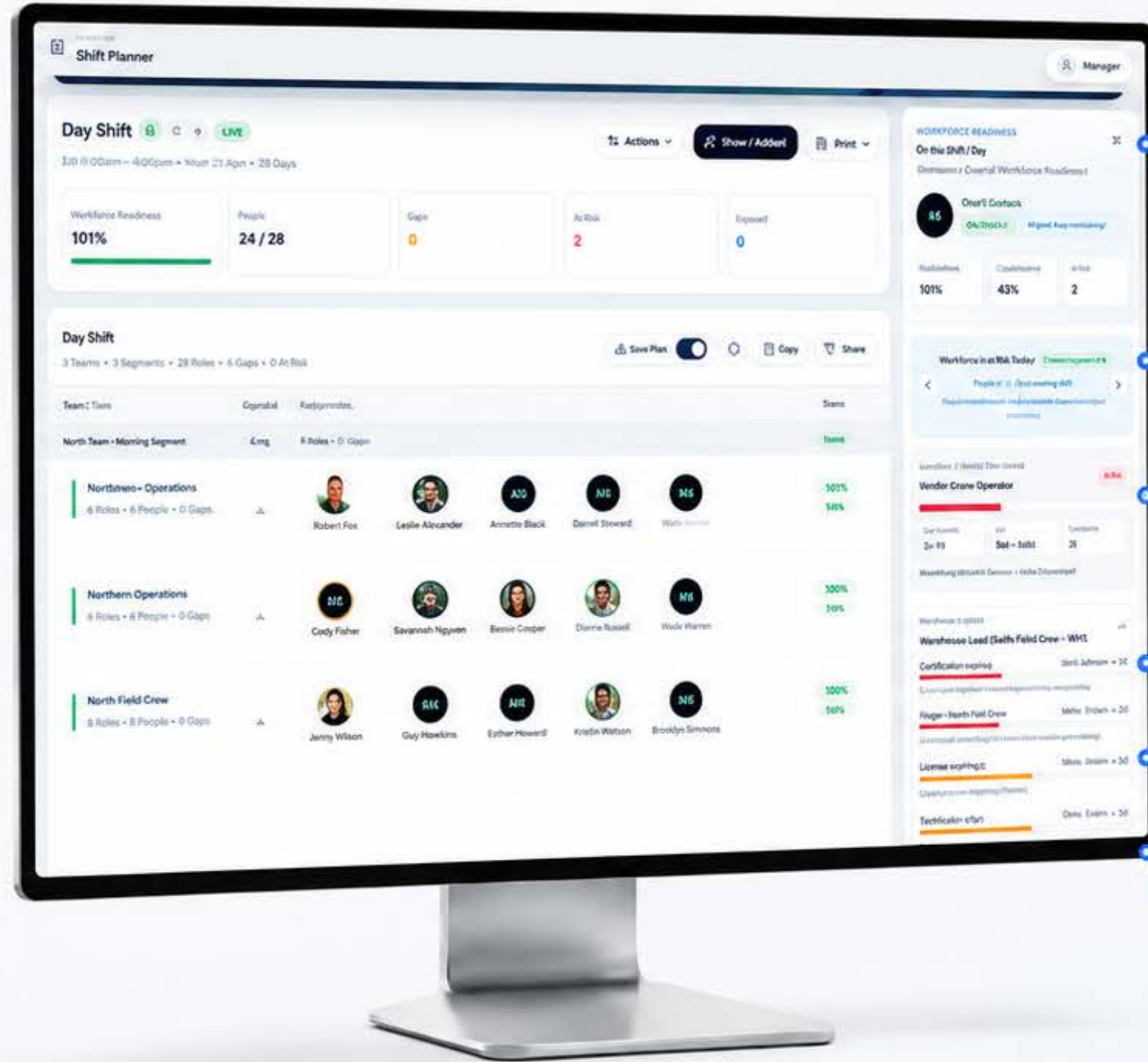
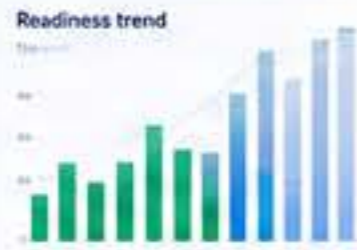
Skrixx connects training, capability, compliance and workforce planning into one live operational model.

Instead of tracking isolated records, Skrixx shows whether each shift has the people, skills, evidence and confidence required to run.



One live model. Every shift.

Real-time visibility across people, skills, compliance and operational risk.



1 Readiness Score
Can this shift run?



2 Capability Coverage
Are the right skills present?



3 AI Allocation
Who should work where?



4 Compliance Status
Are qualifications current?



5 Training Fixes
What closes the gap permanently?



6 Operational Forecasting
What risks are coming next?



From workforce data to operational decisions.



Workforce Readiness



Capability Intelligence



Predictive Compliance











AI Allocation

Training records do not prove operational capability

Skrixx turns learning, evidence, SOP awareness and practical sign-off into live workforce readiness intelligence.

Traditional LMS

-  Courses completed
-  Quiz scores stored
-  Historical learning records
-  Compliance tracked in isolation
-  No live role readiness
-  No operational capability view
-  No shift risk forecasting

 Tracks learning activity, not operational capability.



Know who is ready

Real-time role readiness you can trust.



See where capability gaps exist

Pinpoint risks and close gaps faster.



Act before the shift starts

Proactive actions. Safer operations.

Before the shift starts, Skrixx knows where the risk is

Skrixx calculates whether each shift has the people, roles, capability, compliance and resilience required to run safely and efficiently.

Shift Readiness Engine



Shift Readiness Output

Shift	Day Shift	
People Assigned	154 / 160	Ready
Roles Covered	97%	Ready
Capability	89%	At Risk
Compliance	94%	Ready
Critical Gaps	2	At Risk
At Risk Roles	Forklift Driver Cover; Relief Shift Lead	
Recommended Actions	Actionable	
	<ul style="list-style-type: none"> Assign John Smith — 75% trained for FLT cover Fast-track Jane Pettifer — 62% trained Reallocate Mark Evans to North Pick team 	



Not just who is on shift

Skrixx checks whether the shift can actually run.



See capability and compliance gaps

Find the real causes of operational exposure.



Act before the day begins

Recommendations turn risk into action.

Every workforce gap becomes an action plan

Skrixx ranks the best cover options, highlights development candidates, suggests training fixes and captures the manager decision.



Critical role:
Forklift Driver cover

- Required cover: 7
- Available cover: 6
- Exposure window: 10:00–14:00
- Risk level: **Medium**

Coverage shortfall of 1 for 4 hours

RECOMMENDATIONS
Ranked options to close the coverage gap

1	Best-fit cover John Smith High forklift experience and current certification	94% Readiness	96% Capability	95% Confidence	Best fit
2	Development cover Jane Pettifer Strong potential, needs forklift refresh	75% Readiness	80% Capability	90% Confidence	Development
3	Fast-track training Jane Pettifer 2 near-ready employees available	70% Readiness	— Capability	68% Confidence	Training fix
4	Borrow cover Michael Williams Move qualified user from lower-risk team	88% Readiness	92% Capability	82% Confidence	Borrow cover

Estimated impact: **85%** risk reduction

Select the recommended actions to close this gap.

- Recommend John Smith for immediate cover
- Assign Jane Pettifer as supervised development cover
- Trigger fast-track forklift sign-off for 2 near-ready employees

Approve

- Gap reduced**
Coverage shortfall closed **1 → 0**
- Risk lowered**
Overall risk level **Medium → Low**
- Cover assigned**
John Smith assigned **10:00–14:00**
- Training action created**
Fast-track sign-off action created for 2 employees
- Supervisory support logged**
Jane Pettifer assigned with supervisor support

Audit stored

- Decision captured
- Rationale recorded
- Time stamped
Today, 08:15
- Visible in audit trail
- Linked to shift history

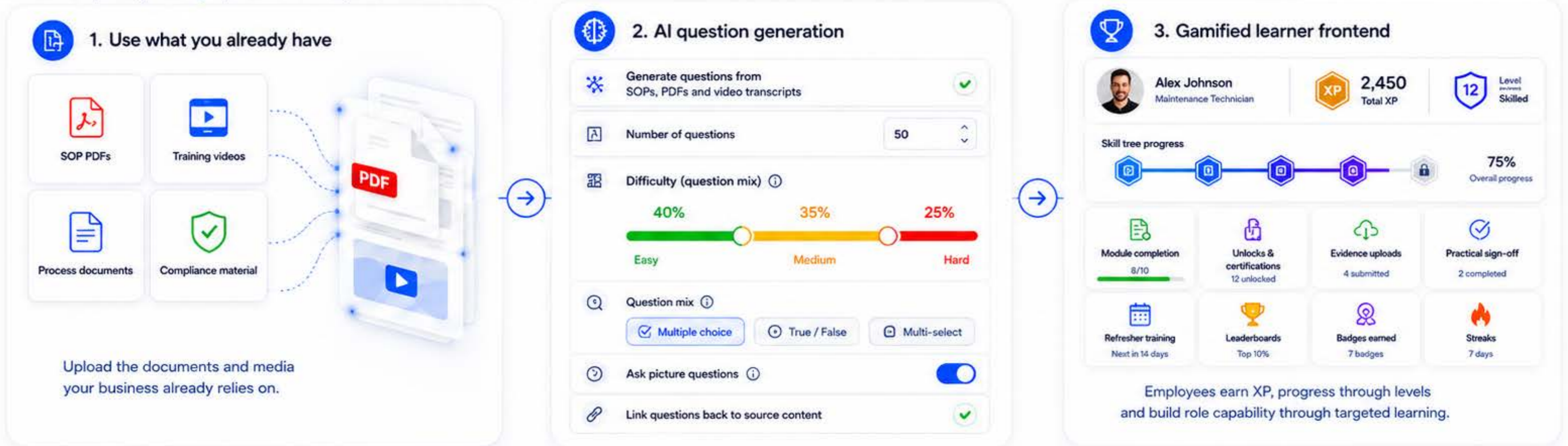


Skrixx does not just show red warnings — it tells managers how to fix them.

Turn existing SOPs into intelligent training

Skrixx uses existing SOP PDFs, procedures and training videos to create AI-assisted knowledge checks, targeted retraining and gamified learning pathways.

Transform static SOP files, work instructions and training videos into measurable capability-building experiences that improve workforce readiness.



Use existing SOPs and videos
Leverage the content you already trust.

Generate AI questions by difficulty
Create relevant, role-specific knowledge checks.

Drive engagement with XP and levels
Motivate learners and build real capability.

From static SOPs to live, measurable and engaging workforce capability.

Retention, Progression & Workforce Development

Turn training into visible progression, a more upskilled workforce, stronger capability and better employee retention.

EMPLOYEE GROWTH JOURNEY					
XP Points	●●●●●	●●●●●	●●●●●	●●●●●	●●●●●
Badges	★	★	★ ★	★ ★ ★	★ ★ ★ ★
Role Unlocks	🔒	🔒	🔒	🔒	🔒
Pay / Reward	£	££	£££	££££	£££££



- 1. Increase retention**
 Give employees a visible pathway to grow, contribute and progress.
- 2. Reward the right behaviours**
 Link learning, capability and contribution to recognition or reward models.
- 3. Build internal talent**
 Develop cover for critical roles instead of relying only on external recruitment.
- 4. Create succession strength**
 Show who is nearly ready, fully ready, or needs targeted development.
- 5. Boost engagement and upskill your people**
 Turn mandatory training into motivating progress with XP, levels and achievements.
- 6. Build an upskilled, agile workforce**
 Cross-skill employees and unlock mobility across roles, teams and shifts.

GAMIFIED LEARNER EXPERIENCE |
 Gamified learning frontend |
 XP points |
 levels |
 badges |
 practical sign-off |
 career pathways |
 motivating progression and upskilled workforce

Higher engagement and motivation |
 Better retention |
 Faster ramp-up and productivity |
 More internal promotions and career growth |
 Stronger skill coverage and capability |
 Reduced staff turnover

Business Impact & Operational ROI

Skrixx replaces fragmented LMS, rota, compliance and spreadsheet workflows with one operational intelligence platform.

From workforce readiness to measurable operational outcomes.



1. Reduce agency & overtime pressure
Spot capability gaps earlier and fill them with better internal planning.



2. Save management time
Replace manual checking across training, spreadsheets, rotas and compliance records.



3. Prevent shift disruption
Identify risk before the shift starts; not after operations fail.



4. Lower compliance exposure
Surface expiring evidence, missing cover and audit vulnerabilities sooner.



5. Accelerate onboarding & cross-skilling
Develop people faster using targeted training and readiness visibility.



6. Improve continuity & resilience
Build stronger cover for critical roles, dependencies and bottlenecks.

AI Recommendations

Intelligent suggestions to close gaps and improve readiness.

Compliance

Automated evidence tracking, expiries and audit readiness.



Training

Role-based learning, curricula and competency tracking.

Capability

Real-time visibility of skills, experience and qualifications.

Workforce Planning

Rota planning aligned to demand, skills and availability.

Operational Forecasting

Predict demand, cover risk and capacity with confidence.

What Skrixx replaces



Traditional LMS



Rota Systems



Compliance Tools



Spreadsheet Operations



Paper / Email Chasing



Reactive Reporting



Single source of truth



Operational intelligence, not fragmented reporting



One platform across readiness, capability and compliance

Instead of managing people, training, compliance and planning in separate tools, Skrixx brings them into one operational model.

See your workforce readiness before the shift starts

Book a Skrixx demo, request an ROI review, or explore a pilot in your operation.

Skrixx helps you connect training, capability, compliance and workforce planning into one live operational model.



Live Demo

See Skrixx in action with your workforce planning, training and compliance model.



ROI Review

Estimate the impact of better readiness, reduced gaps, improved productivity and stronger staff retention.



Pilot Programme

Start with one site, one function or one shift operation and prove value quickly.



Traditional systems create operational chaos. **Skrixx creates operational intelligence.**



[Book a Demo](#)



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