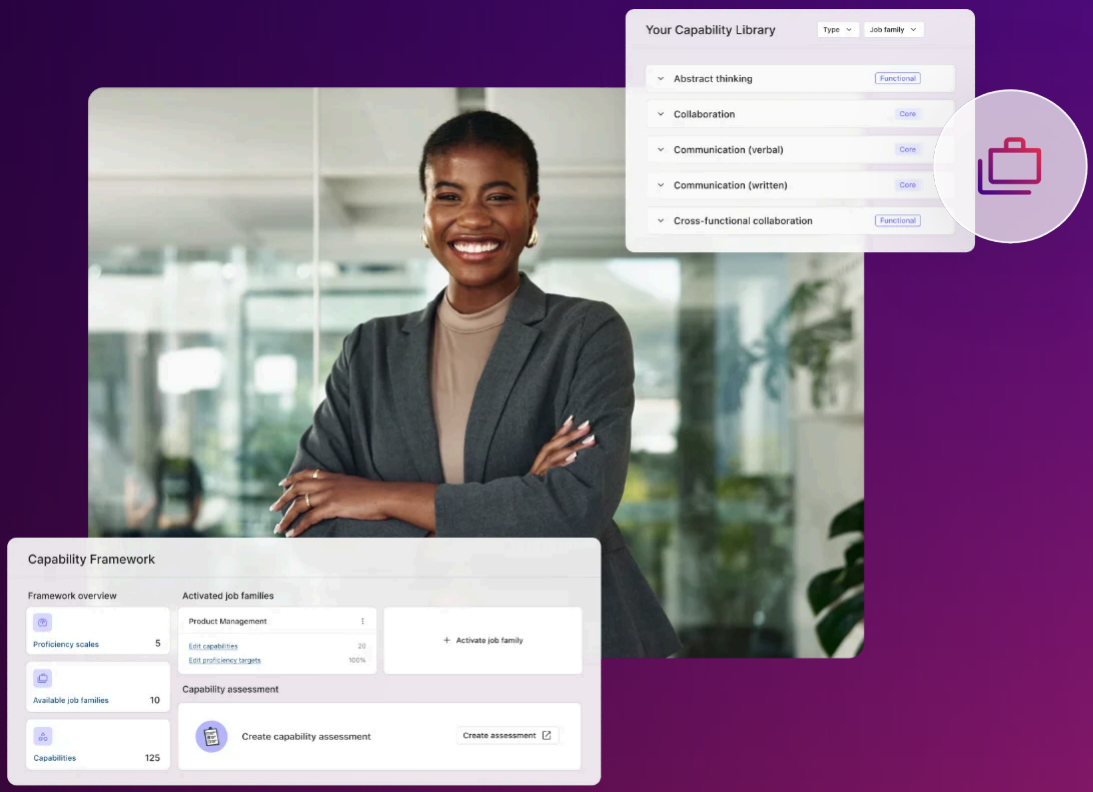
ELMO

Career Development

Turn capability gaps into clear development paths

ELMO Career Development connects assessments, skills gaps and learning in one workflow.



Career development takes too long to set up.

Reviews sit in one place and learning in another, with nothing linking what people need to what they're assigned. This leads to:

- Too much guesswork instead of structure capability expectations
- Development rarely happens

The ELMO difference

Consistent manager assessments

Replace subjective feedback with structured assessments against role-specific capabilities and proficiency targets.

Automate gap analysis

Automatically highlight gaps between current proficiency and role targets, showing where development is needed most.

Personalise learning pathways

Turn assessment results into learning plans, with targeted courses recommended and assigned to close capability gaps.

How ELMO Career Development works

1 Employee

Career Explorer for internal mobility

Employees can view capability requirements for desired roles and identify gaps to close for their next career move.

2 People Manager

Assess capabilities

Assess team members against the capability framework using a structured evaluation. Assessments take 10–15 minutes per employee.

3 People Manager

Identify capability gaps

Use AI-powered insights to highlight the difference between current capabilities and role targets, giving employees and managers a shared view of where to focus.

4 Employee

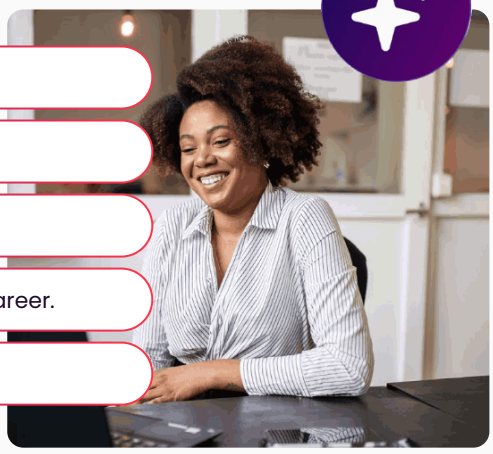
Get a personalised learning plan

Turn identified gaps into personalised learning pathways, with targeted ELMO Learning courses recommended and assigned.

The *Complete* AI Workforce Platform™

Connect career development to the people processes around it, from hiring, scheduling and payroll to performance, learning and workforce planning.

- **Hire:** Find, hire and onboard the right people faster.
- **Schedule:** Build demand-driven rosters that keep you compliant.
- **Pay:** Pay your people accurately and reward them fairly.
- **Develop:** Grow capability, strenghten performance and develop every career.
- **Plan:** Design and plan for the workforce you'll need next.



Make development happen

See how ELMO Career Development helps managers turn assessments into employee growth.

Book a demo

ELMO

Founded in 2002, ELMO Software is The Complete AI Workforce Platform™, unifying HR, Payroll and Workforce Management on one connected data foundation. Trusted by 2,000+ mid-sized organisations and over one million end users across Australia and New Zealand.