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Most HR Professionals See a Critical Need to Evaluate Talent

COLUMBIA, MD (January 30, 2006) – Fifty-eight percent of the 96 globally-located HR professionals who participated in the Human Capital Management (HCM) 2005 study by Avilar Technologies identified the need to evaluate talent as critical in their organizations. Over 40 percent identified additional critical needs areas in identifying training, assessing the impact of losing top talent, and evaluating the results of hiring people based on the wrong competencies.

Although unmet critical needs are bad, the good news is 91 percent of HR professionals find self and manager assessments, the most common measurement mode for evaluating the above critical needs areas, as somewhat accurate. Only 9 percent of respondents said they considered these assessments inaccurate.

Avilar, a leader in eLearning and competency management, conducted the HCM survey to see where HR professionals stand with their current knowledge and use of competency management. Avilar CEO, John Skowlund, is encouraged by the survey. “Before a need is met it must be identified and the HCM study clearly shows the HR industry is aware of a talent evaluation need. All organizations can benefit from talent evaluation and competency management and as soon as management realizes this we’ll see a huge turn in the efficiency utilization of America’s workforce.”

Competency management and the evaluation of talent is old news to Hal Gerrish, Avilar’s Director of Competency Management. In 1988 Gerrish founded and presided over Skills Management International (SMI) and ever since has been on the forefront of competency management implementation. “Of the 19 years I’ve been implementing competency management this is the most popular the concept has been,” said Gerrish. “Management interest also seems to be increasing, but is still lagging behind the needs of organizations.”

Over half of the surveyed companies cited their top challenge faced in competency management is developing the processes, tools and organizational capabilities necessary to effectively implement and sustain the system. “As Avilar develops our new web-based Competency Management system, WebMentor Skills, we deliberately considered how to simplify the implementation process,” said Gerrish. “If the processes and tools are readily available, all we need is a commitment and the program can roll out in only a few weeks.”

Other competency management difficulties companies conveyed were identifying future competency needs of the organization (37%), integrating a competency management system with other business and HR systems (36%), and managing competency data on individuals (27%).

To download the complete study visit www.avilar.com

About Avilar Technologies

Avilar Technologies, The Competency Company™, provides web-based competency management and learning solutions for the corporate, government and academic sectors. With its Know, Grow, Go solution, Avilar offers a competency-based approach to workforce development. Formed in 1997, Avilar was a pioneer in the e-Learning marketplace. The flagship WebMentor® product line, originally introduced in 1998, includes a complete suite of affordable, easy-to-use, and full-featured competency development and management tools. Avilar is the recipient of the Excellence in E-Learning for Customer Satisfaction award from Brandon Hall and E-Learning Magazine, and was cited by Training Magazine as a top “Price-to-Value” provider.