

MyInnerGenius helps IBM address a global talent shortage problem



Challenge



Millions dream of fulfilling careers but lack guidance or have been overlooked. Organizations struggle to fill critical roles, impacting business and threatening national security.

IBM builds world-class programs. However, mainframe employers were looking to mitigate risk of program attrition and increase long term retention. IBM wanted to help potential program participants identify the right career path and affinity before they begin their journeys.

MyInnerGenius helped address this challenge by matching people to ideal careers using its unique competency-based innovation.

Solution



MyInnerGenius has significantly enhanced the success of the Global Skills Accelerator and Apprenticeship program available to mainframe employers through IBM and Youngstown State University. Integrated into the front end of the Accelerator Program, MyInnerGenius swiftly assesses strengths and developmental areas, offering tailored recommendations. The result is an increased pre-apprenticeship completion rate and reduced program attrition.

MyInnerGenius identifies candidates suited for the field, boosting engagement and slashing dropout rates to near zero.

With a focus on durable skills, it ensures graduates are highly employable. By evaluating personality traits and skills, it increases assessment accuracy, streamlining learner readiness for employment.

MyInnerGenius enhances the program, curbing costs and boosting learner success with personalized learning experiences. MyInnerGenius can issue Open Badges to signal employability and foster employer trust.

Learning impact outcomes



MyInnerGenius yields multifaceted benefits for external students, from enhanced self-perception to tangible improvements in professional outcomes.

- 1 Increased satisfaction
- 2 Increased earning potential
- 3 Improved career fit
- 4 Increased grit, determination and perseverance
- 5 Reduced time to competence
- 6 Increased engagement
- 7 Reduced frustration
- 8 Enhanced self-concept and self-confidence

Return on investment



The integration of MyInnerGenius into the Global Skills Accelerator program has been integral to the tremendous success and outcomes. Learners benefited from accelerated career trajectories and earnings, advancing competence rapidly. This transformative solution boosted participant engagement and helped position the program for sustained success.

According to Youngstown State University, the program has resulted in the following:

- ✓ **Massive talent pool** of students
- ✓ **Near zero** dropouts
- ✓ **Surplus** talent pool
- ✓ **Reduced** turnover
- ✓ **Infinite** scalability
- ✓ **Reduced** training time
- ✓ **Reduced** learner time to career
- ✓ **Increased** graduate potential
- ✓ **Reduced** time to competence
- ✓ **Increased** engagement