

AI - Powered Career Readiness & Skill Intelligence Platform

From Skill Gap to Capability: A Unified Upskilling Journey for Your Workforce

CareerSPARC connects profiling, AI-driven gap analysis, personalised learning, assessment, and outcomes into a single platform- so L&D teams can move from reactive training to strategic, skills-first workforce development.



What CareerSPARC Delivers for L&D



Dynamic Skill Profiling

Survey-based personal and skill profiling builds a continuously updated employee profile- capturing current capabilities, aspirations, and readiness against role benchmarks.



AI-Driven Gap Mapping

The platform identifies precise gaps between an employee's current skills and their target role, then surfaces the "shortest path" - courses, certifications, or experience tracks- to close them.



AI Tutoring & Interview Prep

Built-in AI tutors provide 24/7 on-demand support on specific skill gaps. L&D teams configure the guardrails- tone, scope, and intervention thresholds- while the AI supports every learner.



Configurable Analytics & Reporting

Rich dashboards with filters for Region, Role, Certification type, level, and status give L&D leaders real-time visibility into skill acquisition and program outcomes across cohorts.



Unified Skill Ontology

A single shared vocabulary spans courses, certifications, and job rubrics eliminating "translation loss" between what is taught and what the business actually needs from its people.



Configurable Learner Journeys

No-code / low-code configuration of the learning flow- assessments, profiles, courses, certifications- so L&D teams can tailor the experience to any programme without engineering changes.

The L&D Challenge

There is a fundamental disconnect between what employees learn, what they are actually capable of doing, and what the business demands. Traditional tools- LMS, job boards, assessments- operate in silos, leaving L&D without a unified view of real workforce capability.

The CareerSPARC Answer

A closed-loop, AI-driven career development system that builds a dynamic skill profile for every employee, identifies precise gaps, recommends targeted learning, and continuously updates profiles as people grow- creating a single, living view of workforce capability.

The Employee Upskilling Journey

Powered by CareerSPARC



Why CareerSPARC for Enterprises



Skills-First, Not Credential-First

Shift from degrees and job titles to verified skills and real capabilities- enabling more accurate workforce development and internal hiring decisions.



Profiles That Evolve Continuously

Employee profiles are never static. They update dynamically as people complete learning, take assessments, and gain experience- keeping recommendations relevant over time.



End-to-End in One Platform

Unlike standalone LMS or ATS tools, CareerSPARC integrates discovery, profiling, learning, assessment, and outcomes- eliminating silos across the L&D lifecycle.

Ready to see it in action?

Visit us at the Excelsoft stand or book a live demo.

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