



CAREER FRAMEWORKS, REINVENTED

# Reimagine the workforce with Fuel50's AI Architecture

Fuel50 has changed the workforce architecture game. No more clunky, outdated, hard-to-maintain architectures. Clean, automate, modernize and future-proof your architecture with Fuel50's revolutionary AI Architecture solution.



## What is Fuel50's AI Architecture?

Fuel50 and its all-star team of I/O Psychologists, Workforce Architects, & AI Trainers have worked with leading brands around the world to tackle one of HR's "unsolvable challenges" — career frameworks. Fuel50 has created a scalable, sustainable, zero-bias next-gen AI Architecture solution that will not only transform your career framework but will power your Talent Marketplace for the future.

In a world undergoing huge reform, understanding what skills and capabilities will future-proof your workforce is critical. Plug in your own skills taxonomy or use the game-changing Fuel50 Talent Ontology™ which is designed for the modern workforce. Go beyond traditional career frameworks with Fuel50's game-changing AI Architecture solution.

### Fuel50 wins the Silver Stevie Award (American Business Awards) for its AI integrated approach to architectures.

"Fuel50's AI Architecture leverages best-in-class career frameworks to fast-track the re-build of an organization's career frameworks. This eliminates the manual, difficult and never-ending process of creating and maintaining job profiles which is ever-changing with a growing workforce." – Judges' Comments





# Imagine never needing to review your workforce architecture again

## Fuel50 has solved the hard-to-do.

Low-touch, scalable and automated AI architectures for organizations of all sizes, structures, and industries. Fuel50's AI automates, updates, and integrates your workforce architecture. Goodbye old clunky outdated frameworks and job lists, hello Fuel50. Enter the new world of AI-driven architectures. Fuel50 is the future of workforce agility and framework sustainability.



### Fuel50's Talent Blueprint™

Completely automate the design of your workforce architecture - roles, bands, functions, levels, and profiles. AI matches your architecture to the AI Data Cloud.



### AI Data Cloud

Leverage market data to fuel your role profiles. Roles are kept up-to-date automatically by Fuel50's AI engine.



### Customize

Add Fuel50's DNA Imprint™ layer to customize your automated architecture and inject your organization's DNA.



### DEI & Bias-Checking

Fuel50's AI Architecture has deeply embedded DEI layers and is reviewed regularly for bias. Now more than ever, ethical AI is key to your workforce tech.



### Role Review

Available with all Fuel50 design options or as a standalone for use with your own skills taxonomy. Easily review, edit, and validate your roles and profiles.



### Fuel50's Talent Ontology™

Go beyond the common skills taxonomy with Fuel50's Talent Ontology™ which is designed for the modern workforce - skills, capabilities, tools, technologies, and embedded DEI.



## Fuel50 Capability Trends Reports™

Fuel50's dedicated team of Workforce Architects produce a quarterly report of trending capabilities and skills. These reports explore recent world events and how those are informing crucial employee capabilities required in the workplace. Designed to help you harness the latest global capability trends to ensure that your organizational talent strategy is beautifully aligned to the current driving global forces.



# Fuel50's Hybrid Intelligence delivers world-class insights & solutions

## The best AI, the best people.

Hybrid Intelligence is Fuel50's superpower. AI's greatest value comes from enhancing and complementing human capabilities, rather than replacing them. Our intelligent, empathetic, and innovative people (Human Intelligence) work collaboratively with our AI (which consists of big data, 20,000+ roles validated by clients and extensive research), to provide you with cutting-edge insights and solutions to power your future workforce.

From our CEO & Founder, Anne Fulton, who is also an Author, Speaker, and Career Futurist, to our dedicated teams of AI Programmers, AI Trainers, I/O Psychologists, Workforce Architects, and more — Fuel50 is not only the best-in-class talent platform, but also it is fueled by world-class talent.



## Fuel50's Learning Curve AI™ delivers AI-driven proficiency levels

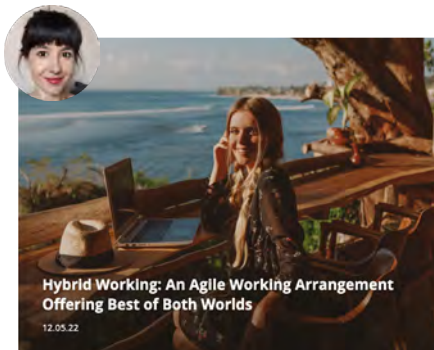
Based on extensive research into workplace learning and career progression, Fuel50 has designed a proprietary Learning Curve AI™.

The AI adapts to your organization and roles, applying proficiency levels to capabilities and specialist skills to ensure a smooth learning curve from Entry level to Executive roles.

This goes beyond a simple linear approach, and instead applies a curve that reflects increased complexity of role progression and skill demonstration.

## Related Thought Leadership

Hot topic articles featuring the latest trends and insights from the Workforce Architect team.





POWERING NEXT-GEN WORKFORCE ARCHITECTURE

# Go beyond outdated skills taxonomies with Fuel50's Talent Ontology™

Gone are the days of outdated linear skills taxonomies and job datasets that only include job titles, descriptions, and associated skills. We've taken these to a new level. Fuel50's Talent Ontology™ brings to life the entire role – job title, description, skills, talents, tools, and technologies for the future workforce.



## What is Fuel50's Talent Ontology™?

Fuel50's Talent Ontology™ is a complete capability library which continuously updates in response to the changes we are observing in the world of work. Fueled by the latest digital market data, Fuel50's Talent Ontology™ is maintained and kept up-to-date by Fuel50's all-star team of I/O Psychologists and Workforce Architects and is checked regularly against DEI protocols.

It includes generic job descriptions and job responsibilities aligned to 1000+ common job titles and content covering 45+ functional areas across a broad spectrum of industries. As Fuel50's Talent Ontology™ responds to both market trends and client needs, its breadth and depth continually grows.

## Skills Taxonomy vs Talent Ontology – what's the difference?

Traditional skills taxonomies are linear lists with simple hierarchies, i.e., titles and skills only. These can lead to messy frameworks with outdated and overlapping titles and skills. They are prone to becoming duplicative and there is no DEI consideration. Whereas ontologies are 3D groupings of attributes that can also define relationships, i.e., roles, skills, capabilities, tools, technologies, and proficiency levels.

# Use Fuel50's Talent Ontology™ to drive your future zero-bias AI Architecture and Opportunity Marketplace

- Unique proficiency level descriptions with 4 proficiency levels for each capability and specialist skill
- Unique development actions for each capability and specialist skill
- Normalized from over 150,000+ skills and consolidated into simplified capabilities, skills, tools, and technologies spanning 12+ industries and 45+ functional areas
- Includes thousands of specialist skills, capabilities, tools & technologies
- Includes capability clusters such as Agile, D&I, and Post-Pandemic
- Includes a top 100 Hot Skills list
- Language packages available
- Deeply embedded DEI layers and continual ethical reviews

## The design principles for Fuel50's Talent Ontology™



Research-based content



Up-to-date and relevant



Easy to understand

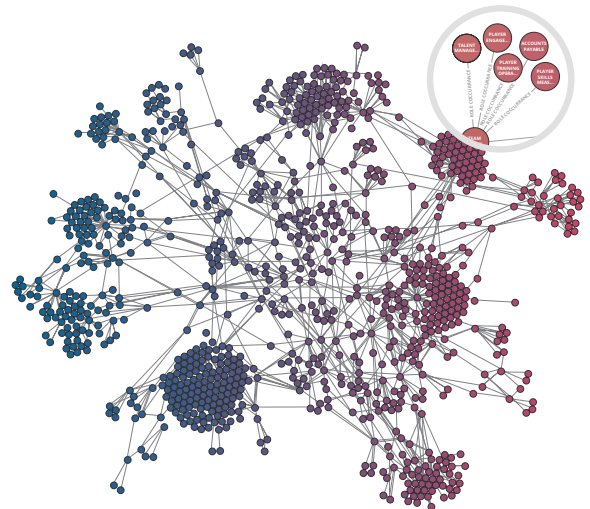


Ethically designed

## Fuel50's Skills Galaxy shows the powerful interconnections between skills

### The Fuel50 skills galaxy at a glance.

These sophisticated skills constellations dynamically emerge based on how skills group together during our design process. Patterns and relationships continue to form and evolve as these interconnections grow and grow, shaping into an ever-evolving skills galaxy.







## Fuel50's commitment to ethical AI

### Now more than ever, ethical AI is key to your workforce tech.

Powerful skills and role inferencing relies on an AI's ability to know you and make suggestions relevant to you. Fuel50's AI is overseen and led by our world-leading team of I/O Psychologists and Workforce Architects, ensuring that all data is relevant, ethical, and carries zero bias.

At Fuel50, we believe a deep commitment is needed to create inclusive talent practices and it needs to start with a charter that is built into your workforce architecture & organizational DNA. Continuous DEI checking of Fuel50-developed role profiles ensures they are not biased, discriminatory, or supporting unwanted stereotypes. Our work is also reviewed annually by leading DEI experts.



### Fuel50's Talent Ontology™ fuels more inclusive working cultures through:

- Incorporating critical DEI capabilities in all Executive and Manager Level roles, supporting a shift of mindset from the top down
- Amplifying behavioral standards around DEI and holding leaders accountable for driving positive change
- Putting a spotlight on unconscious bias throughout the organization
- Ensuring DEI practices are present in recruitment, performance management, and leadership development

### Ensuring ethical and bias-free design.

All content in Fuel50's Talent Ontology™ goes through thorough internal and external checks to ensure the language used breaks down unwanted stereotypes and drives inclusion. Fuel50 also engages an external provider to put the content through additional Diversity and Inclusion checks. This includes reviewing the language for gender-specific language, age bias, cultural bias, ethnic slurs, gender bias, racial bias, and sexual orientation bias.

The language used in Fuel50's Talent Ontology™ is purposefully simplistic. Each capability and skill has a succinct and easy to understand definition. The language is reviewed to ensure that it is both readable and understandable across a wide spectrum of abilities.



# How Fuel50 measures up against others

## Fuel50's Talent Ontology™

- ✓ Goes beyond flat, linear skills taxonomies
- ✓ Consists of 2000+ unique skills and capabilities
- ✓ Identifies 2500+ tools and technologies used in the working world
- ✓ Covers 45+ functional areas (i.e., Engineering, Sales, IT)
- ✓ Language packages available
- ✓ Incorporates Diversity, Equity & Inclusion (DEI) layers to ensure zero-bias
- ✓ Fuelled by the latest digital market data, maintained and kept up-to-date by our dedicated team of I/O Psychologists and Workforce Architects
- ✓ Trending skills from Fuel50's Talent Ontology™ are highlighted in an up-to-date "Hot Skills List"
- ✓ All skills and capabilities can be fully customized/ personalized
- ✓ Fuel50's Talent Ontology™, and current market data and trends, are used to build Fuel50's Talent Blueprints™ (i.e., data used is never out of date)
- ✓ Fuel50's Hybrid Intelligence ensures quality role outputs
- ✓ Clients can easily review and add additional skills from Fuel50's Talent Ontology™ to their role profiles using Role Review

VS

## Other Skills Libraries

- Limited Capabilities frameworks
- Limited Functions available
- Most Capability Libraries have under 350 skills/ competencies
- None have "Trending Libraries"
- Limited mention of how bias is managed across Competency Libraries
- Not all providers offer competency customization
- Limited Human Intelligence applied to processes and AI solutions
- Not all frameworks are available in multiple languages
- Not all platforms have a tool like Role Editor

## 94% of clients are using Fuel50's Talent Ontology™

Since the launch of Fuel50's Talent Ontology™, only 6% of new clients used their own framework for their Workforce Architecture Design and all the others opted for Fuel50's world-leading Talent Ontology™.

## Go beyond with Fuel50's AI Marketplace

**Fuel50 has impacted 80+ leading organizations across the globe.**

Fuel50's AI Marketplace smart-matches your people to personalized opportunities – career journeys, coaches and mentors, learning, jobs and vacancies, gigs, and projects. The future of work is here.

