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Blockchain-based skilled human resource management

Helping a global development network of countries save $2 million in skill normalization

Case study

Overview

Our client is a global development network of countries tasked with helping them achieve sustainable economic growth and human development. The client operates across many countries and manages a large number of skilled human resources.

The client wanted to optimize their human resource capacity management. We deployed a blockchain-based solution for our client to help them achieve that and potentially save $2 million in skill normalization.

Challenges

The presence of multiple systems for management of the global capacity pool led to an **unclear view of utilization and traceability,** along with **auditory issues** and **compliance problems.**

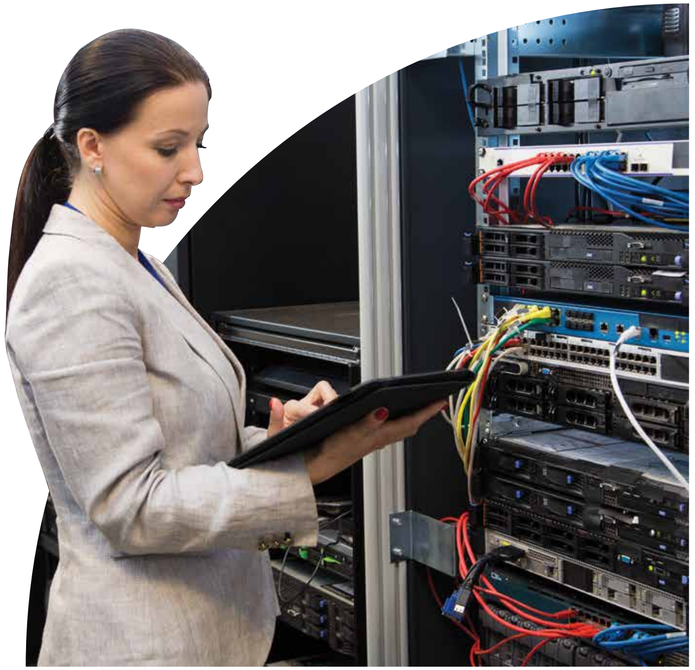
The organization wanted a system that could create different levels of **discoverability** for both local and global pools.

The client wanted to **optimize their resourcing value chain** with a global capacity mapping system that could work with individual capacity pools and provide visibility across boundaries.

Our Solution

We deployed the blockchain DLT (Distributed Ledger Technology) based system, which allows individual country offices to control local skill capacities while having discoverability for specific global capacities across the world pool.

This helped de-silo the local capacity pools while maintaining the privacy of individual pools. The system implemented smart contracts to verify and capture unauthorized or malicious activities. Also, real-time audit trails of critical actions were maintained in a distributed ledger.



Impact

The solution will be deployed across 182 countries and will result in the following impact:

- Efficient onboarding of 8000+ staff and 27000 contractors
- Achieved savings worth $2 million in skill normalization
- 60 percent reduction in audit time and cost

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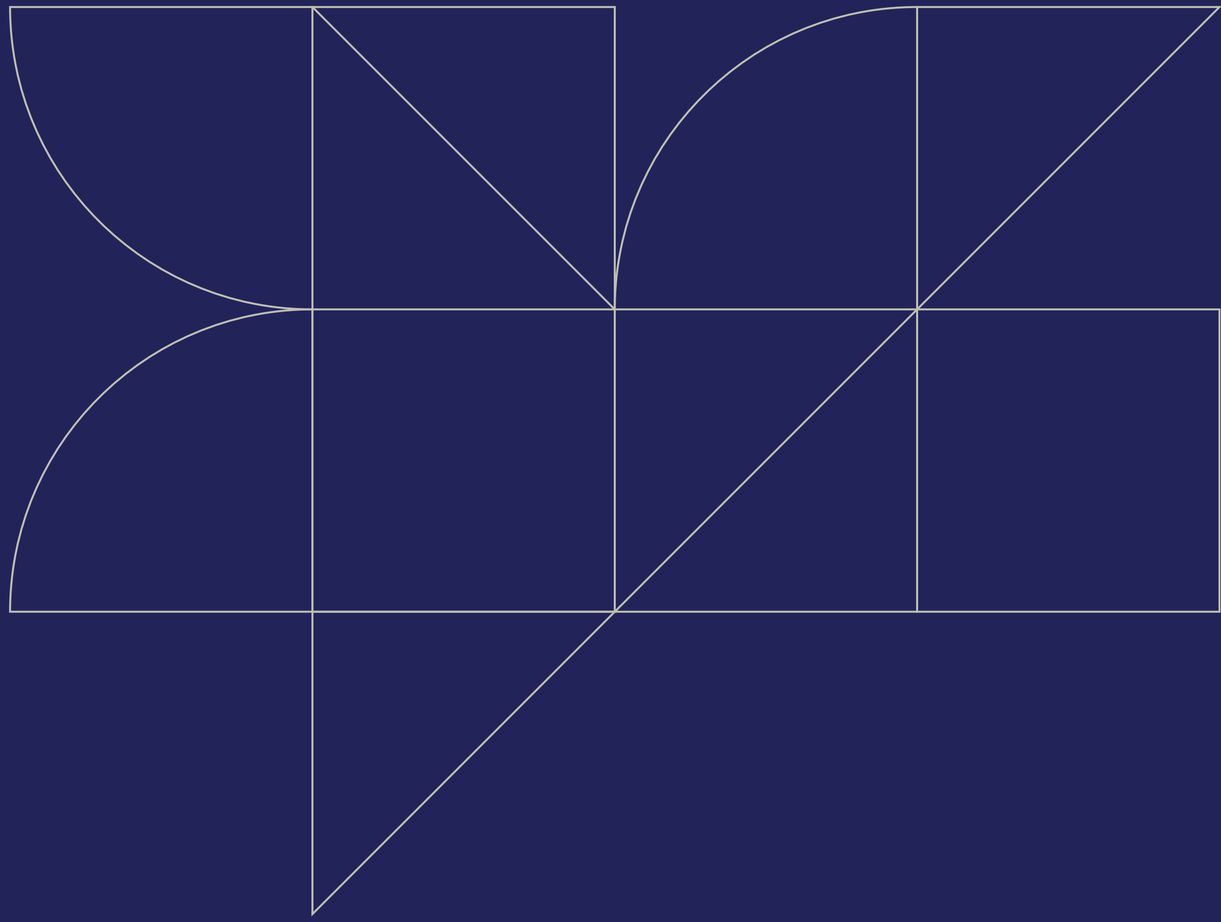

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