



SkillAI - AI Tool for Skills Analysis



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ACTUAL PROJECTS



MADE4.0 Competence Center

A public-private partnership, formed by **4** universities, **57** private manufacturing and tech companies and **1** public body.

MADE 4.0 provides **technological advice, training and technical support** to Italian manufacturers during their digital transition towards a **smart and sustainable factory**.

A facility of 2,500 square meters, a **digital and sustainable Factory** with **120 use cases** of applied technologies.



VIRTUAL DESIGN
AND DIGITAL TWIN



COLLABORATIVE
ROBOTICS AND LEAN 4.0



ADDITIVE MANUFACTURING
AND QUALITY 4.0



INDUSTRIAL
CYBER SECURITY



ARTIFICIAL
INTELLIGENCE



BIG DATA, CLOUD, IoT AND 5G



MADE 4.0 Pool of Partners

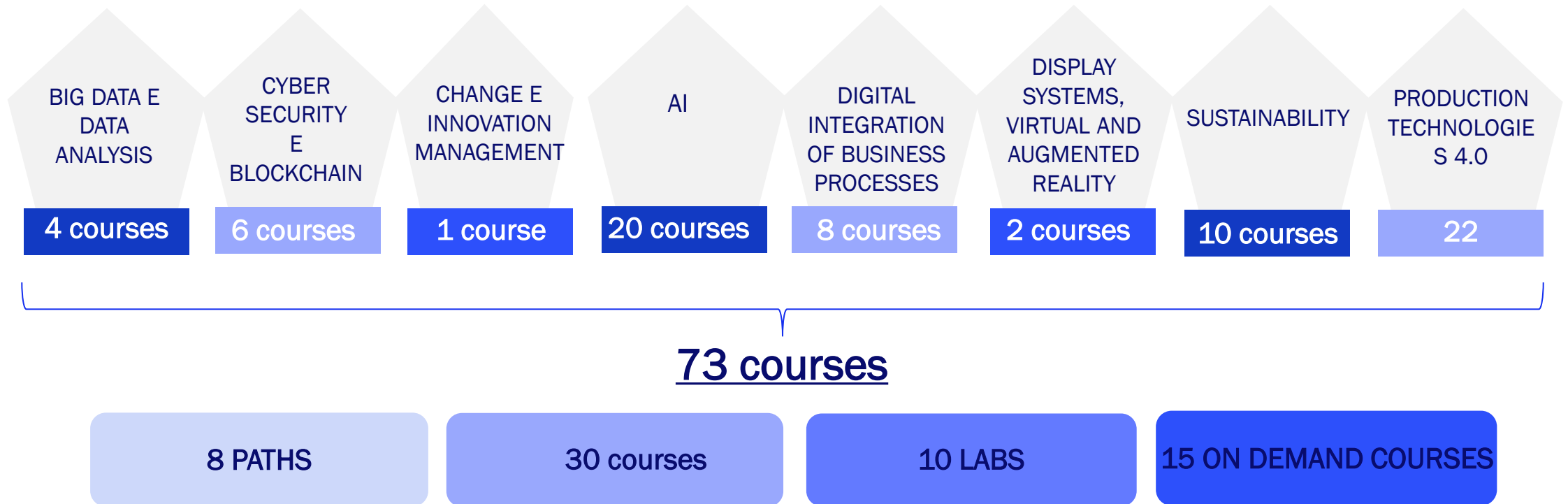
Founder partners



New Partners



TRAINING - TOPICS IN 2026



Recent training paths for SMEs across EU

DIGITAL CHANGE MANAGEMENT 5.0

LEAN TRANSFORMATION 4.0

GEN AI IN BUSINESSES

CYBERSECURITY



Training – AI Tool for Skills Analysis

SkillAI is the MADE Competence Centre's service dedicated to mapping digital skills and analysing the use of Generative Artificial Intelligence tools within organisations.

Using a framework developed in collaboration with the Politecnico di Milano and an AI-powered adaptive interview, SkillAI measures maturity in the use of AI tools across seven dimensions - ranging from theoretical understanding to operational and organisational impact.

The result is a comprehensive assessment - at both individual and organisational levels - which enables organisations to identify genuine training needs, uncover untapped skills and direct investment in training and upskilling with precision and practicality.

Training – AI Tools for Skills Analysis

The integrated process

Expert framework

A robust model and analytical dimensions for a scientific foundation.



Adaptive AI Interview

Personalised questions in a natural conversation (spoken or text-based) for rich data collection.



Patterns & insights

Integrated analysis at both individual and organisational levels to identify real needs, hidden skills and champions.



Targeted training

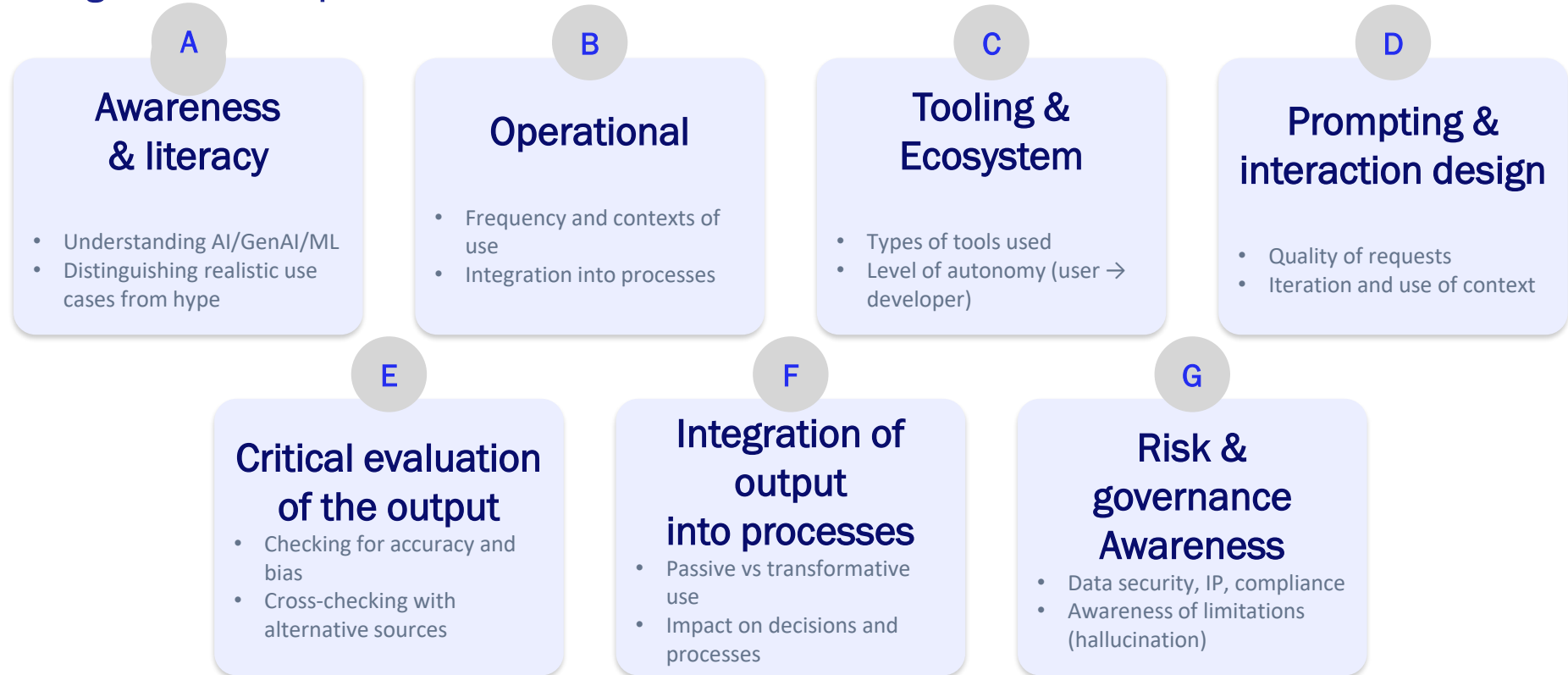
Precise and useful recommendations, and the design of targeted, personalised training programmes.



AI Tool for Analysing AI Skills

The Framework developed

The tool is based on a framework designed by the Politecnico di Milano, which measures the maturity of AI use within a company and is structured around seven dimensions covering the entire usage cycle, from theoretical understanding through operational and organisational impact:



AI Tools for Skills Analysis

The scoring

01 Breakdown into evidence

Answers are not assessed as a whole but broken down into **the smallest units**, linked to subject area and skill level.

02 Differentiated scoring

Concrete behaviours with real-life examples > generic statements. **We measure what the user does, not just what they say.**

03 Aggregation by dominance

The final level is the one with **the highest overall score**, verified against minimum robustness thresholds.

04 Handling inconsistencies

In the presence of conflicting signals, a **conservative approach** is taken: the level is lowered to avoid overestimation.

05 Dimension-specific overrides

Ad hoc rules address recurring biases: unfounded technical jargon, overstatement of usage intensity.

The result: a scoring system that combines analytical granularity with synthesis — whilst ensuring traceability of the decision-making process.

AI Tool for Skills Analysis

The outputs

For the Organisation

Clarity on skills utilisation and gaps



- **Aggregated report on the actual use of AI tools across the seven dimensions of analysis**

Access to dynamic dashboards to monitor and explore data by department, seniority or geographical area, both before and after training.

- **Internal benchmarking across teams and functions, and detailed assessment for each employee**

Automatic generation of executive summaries, complete with pattern analysis and recommendations for prioritising action.

- **Recommendations on training pathways**

Analytical foundation for designing bespoke training programmes and optimised return on investment for training and upskilling programmes.

Company Report

Contact

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Q/A
Thank you