

3. Scope



Part of the **talent** manual — see also [1. Introduction](#), [2. What's New](#), [4. Setup](#), [5.1 Training Courses](#), [5.2 Training Certifications](#), [5.3 Skills](#), [6. Troubleshooting](#).

Reference only — see [4. Setup](#) for how to configure each of these.

3.1 Definitions

- **Skillset** — a baseline: for each skill it lists, it sets the target score (0-5) a group is expected to reach, and whether that skill is a **core** requirement. A Skillset applies to one or more GLPI Groups, never to individual users, so everyone in that group is measured against the same expectations.
- **Core skill** — a skill marked as a hard requirement on a Skillset, as opposed to one that's merely tracked. The distinction is informational (it doesn't block an evaluation), intended to help a manager tell "must reach this score" apart from "nice to have" at a glance.
- **Effectiveness (result)** — a separate judgment from whether someone *attended* a training: it records whether the training actually changed on-the-job behavior, as *Effective*, *Partially effective*, or *Not effective*, backed by a piece of evidence (a GLPI ticket) rather than inferred automatically from attendance.
- **Job Fit** — a single percentage summarizing how close a person's current skill scores are to their group's Skillset targets, capped per skill so an excess on one skill can never compensate for a shortfall on another.

3.2 Assets, management & administration items

- **Courses, Editions, Enrollments, Certifications, User Certifications, Effectiveness evaluations, Skills, Skill Categories, Skillsets, Evaluations** — new itemtypes under

Management > Talent.

- **Tickets** — a ticket can be linked to a Course, Edition or Certification (the linked item's own **Tickets** tab shows the connection), and an Effectiveness evaluation always links to one as its supporting evidence.
- **Core Users** — a user's own record gains **Enrollments** and **Certifications** tabs listing their training history, and a **Skills** tab showing their radar charts and evaluation history (visible to the user themselves, to anyone managing their group, or to an evaluator with full access).
- **Core Groups** — a Skillset applies to one or more Groups; a user's applicable skills and targets come from the Skillset(s) linked to the groups they belong to.
- **Documents** — a User Certification can carry an attached file (e.g. a scanned certificate), stored under the document category configured in Setup.
- **Native GLPI Dashboard** — Talent installs its own "Team dashboard" (under **Management > Talent > Team dashboard**), alongside GLPI's own Assets/Helpdesk dashboards, with two radar charts and five KPI cards. Sharing it with other profiles uses GLPI's own dashboard-sharing icon, not a Talent-specific right.

3.3 Automatic actions

None.

See [4.2 Configuration](#).

3.4 Notifications

None.

3.5 Rules

None.

3.6 Permissions

Rights are granted per profile on **Setup > Profiles > (a profile) > Talent**, one row per itemtype — Courses, Editions, Enrollments, Certifications, User Certifications, Skills, Skillsets — each with the standard Read / Update / Create / Delete / Purge rights. A profile only sees the Talent menu, and only the itemtypes it has at least Read on.

Evaluations and Effectiveness evaluations carry one extra option beyond the standard rights: a profile holding it can create and view evaluations/effectiveness results for *any* user, not just the members of a group they manage. Without it, an evaluator can still evaluate — just only people in a group GLPI already lists them as managing.

See [4.3 Permissions](#).

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