



comaea

competency management system

for private, public and government sector

c11.8 release notes | 19 June 2025

what to expect from the next release

- language packs
- career journey (update 2)
- report and analytics (update 2)
- idp (update 3)
- Portfolio update
- ui/ux improvements
- Learning management
- Cv assignments
- Mobile ui/ux



01 | language packs

language packs | preference

اللغة  **comaea** →

أهلاً بك!
تسجيل الدخول

البريد الإلكتروني

بريدك الإلكتروني

كلمة المرور

كلمة مرورك

[هل نسيت كلمة المرور؟](#)

استمر



- Ability to set available language packs by account
- Ability to select default language by account
- Ability for user to select language preference from available language packs

02 | career journey-2

career journey-2 | browse best match roles

The screenshot displays the 'Role Search' interface within the Comaea system. The page title is 'Role Search' with a subtitle 'Browse roles across your organisation'. Below the title, there is a search bar labeled 'Search for a role...' and two buttons: 'Columns' and 'Filter'. The main content is a table of job profiles with the following columns: 'Job Profile', 'Match', 'Favourites', and 'Actions'. The table lists ten roles with their respective match percentages and 'Add' buttons. A 'Current' button is visible at the bottom left of the interface.

Job Profile	Match	Favourites	Actions
Digital Capability Manager II: Talent SEO (Digital Talent)	100%	♥	Add
Associate Data Governance Manager (HEO) (Digital Talent)	90%	♥	Add
Data Governance Supervisor (Digital Talent)	85%	♥	Add
IS Cyber risk analyst (Information Security)	72%	♥	Add
IS Cyber security manager (Information Security)	64%	♥	Add
IS Cyber security engineer (Information Security)	55%	♥	Add
IT IT specialist (Information Security)	49%	♥	Add
IT Business analyst (Information Security)	43%	♥	Add
IT Data analyst (Information Security)	39%	♥	Add

- Ability to compare your competency profile with other job profiles from the Career Journey page and see best matches.

career journey-2 | align sort order

comaea Switch to C10 View As: Employee

Career Journey

Plan your career development

My Career Journey [Edit](#)

- Career Step 2** Role 1 of 1
 - AF | DS04 | Principal/Senior Data Scientist**
GAFC | Data Scientist Roles
Compliance: 60%
Career Step 2
- Career Step 1** Role 1 of 1
 - AF | DS03 | Data Scientist**
GAFC | Data Scientist Roles
Compliance: 75%
Career Step 1
- Current** Role 1 of 1
 - AF | DS02 | Associate Data Scientist**
GAFC | Data Scientist Roles
Compliance: 85%
Current

- Right hand panel will match left hand graphic – ie current role at the bottom.
- Minor updates to layout to accommodate browse roles outside of your current job family.
- Some architecture updates ahead of future succession planning functionality in C11.9

03 | report and analytics-2

report and analytics-2 | all reports

The screenshot displays a comprehensive analytics dashboard with several key sections:

- Job Readiness:** A table showing 'employees working in AF [DA02] Data Analyst' with columns for 'Competencies', 'Not Assessed', 'Below', 'At JR', 'Above', and 'Distribution'.
- Gap Analysis:** A section titled 'Review a detailed breakdown of identified skill gaps and prioritise areas for team development.' It features a 'Learning Needs' bubble chart and an 'Employee Competency Gaps' table.
- Competency Heatmap:** A bar chart titled 'Overall Competency Level Distribution' showing counts for levels 0 through 5.
- Competency Distribution:** A detailed table for 'Showing 215 employees working in AF [DA02] Data Analyst' with columns for 'Competency', 'Trend', 'Index', and 'Distribution'.
- Team Spider:** A radar chart titled 'Digital Capability Manager SEO II | Team Spider' and a summary table for 'Team Spider Summary'.

- From user feedback, all reports will feature a cleaner and more modern design layout for improved user experience.

04 | idp-3

idp-3 | idp tracking

comaea Search Employees, Organisations, Job Profiles... Filter (100 Employees) View As: Organisation Manager

Team Plans

Outlining the team's plans, defined goals, and actions

Filter applied: AF | DA02 | Data Analyst [Open Filter](#) [Data Focused View](#)

Plan Approval and Status

70% Plans Approved by Employees 50% Plans Approved by Manager

30 Not Started 130 In-progress 55 Completed [Show all \(100\)](#)

30 Employees have not started yet [Nudge](#)

Job Profile: [Browse All](#)

AF | DA02 | Data Analyst (GACF | Data Analyst Roles)

Plan Template: 2025 Individual Development Plan

View by Organisation

Employee List

Showing plans status of 215 employees working in AF | DA02 | Data Analyst

Search for employee... [Expand](#) [Column](#) [Export](#) 1 of 1 pages

Employee	Current Job Profile	Plan Name	Plan Status	Approved (€)
Anne-Marie Mitchell	AF DA02 Data Analyst	2025 Individual Development Plan	Not Started	
Aquinas User	AF DA02 Data Analyst	2025 Individual Development Plan	Completed	2 Se
Bens Robert	AF DA02 Data Analyst	2025 Individual Development Plan	In-progress	2 Nc
Beyonce Hadid	AF DA02 Data Analyst	2025 Individual Development Plan	In-progress	1 Ja
Curtis Bryan	AF DA02 Data Analyst	2025 Individual Development Plan	In-progress	12 Fe
Euan Gillespie	AF DA02 Data Analyst	2025 Individual Development Plan	In-progress	2 Ja
Jane Hall	AF DA02 Data Analyst	2025 Individual Development Plan	Completed	7 Au

- New manager report - Team plans showing employees plan status, approval for each plan template

idp-3 | continued professional development

CPD Record
Export Print Create new CPD

Continuous professional development

CPD Plan

CPD Plan 2025

19.75

CPD Hours completed

16.25

CPD Hours left to do in this period

Target: 36 hours (55%) completed

[Edit CPD Plan](#)

CPD Tracker

[+ Add Item](#)

CPD Item	Type	Date	Hours
Fire safety (CSL)	6 Internal Training	1 Sep 2024	6:30 hrs
PsACE conference	5 External Training	9 Sep 2024	10:30 hrs
Leadership course	4 E-learning	11 Sep 2024	12 hrs
Lunch & learn teamwork session	5 External Training	2 Sep 2024	3 hrs
Lessons learned reporting eLearning	4 E-learning	12 Sep 2024	4 hrs

CPD Breakdown

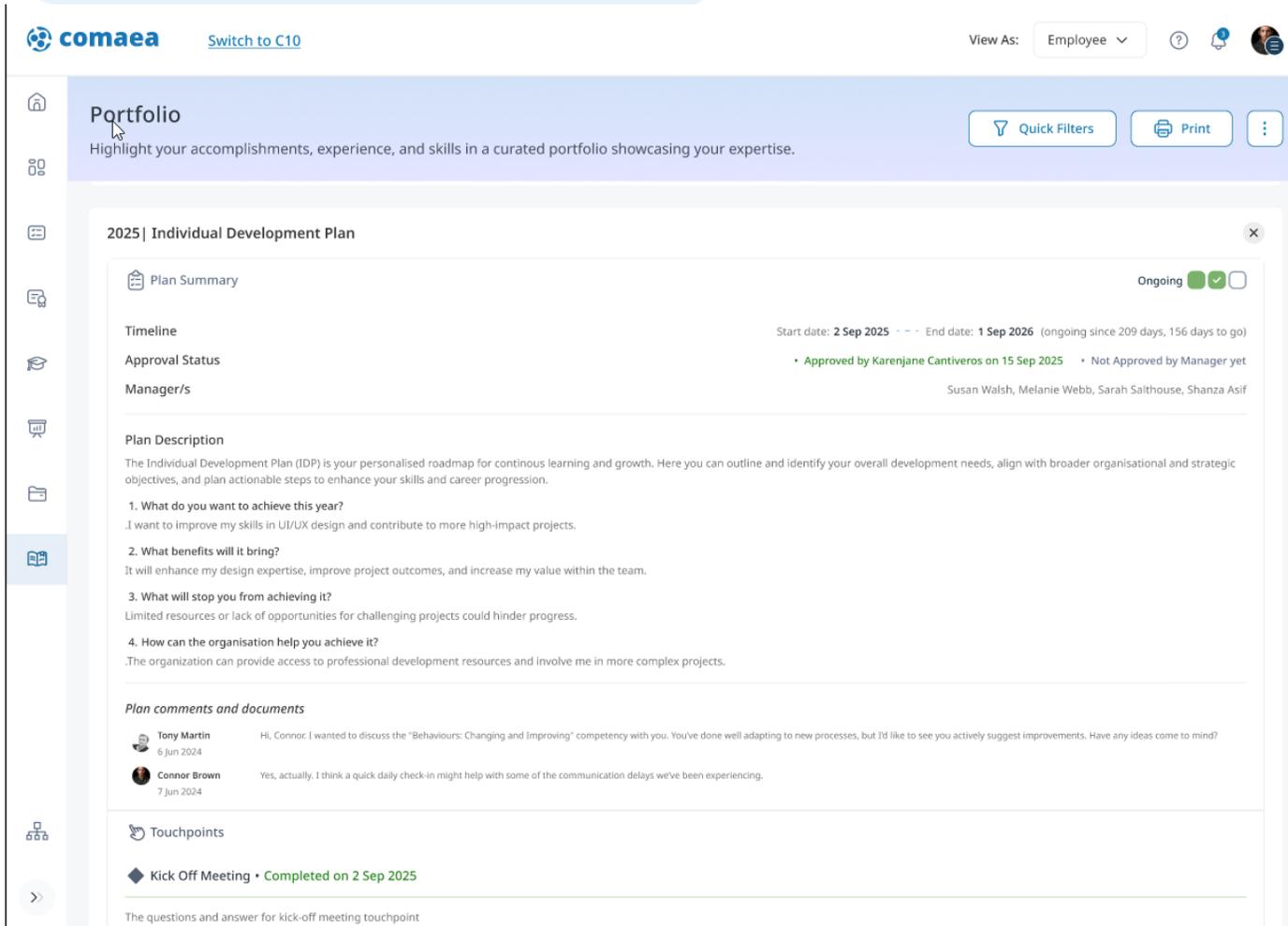
1 Assigned Reading	6hrs
2 Classroom	3hrs
3 Coaching Mentorship	1hr
4 E-learning	5hrs
5 External Training Course	2hrs
6 Internal Training Course	1hr
7 On Job Training	0:30hrs
8 Others...	1:20hr

19.75 hours

- New CPD log with the ability to set target hours and track CPD type.
- Exportable to send to professional body

05 | portfolio update

portfolio | quick filters & idp section

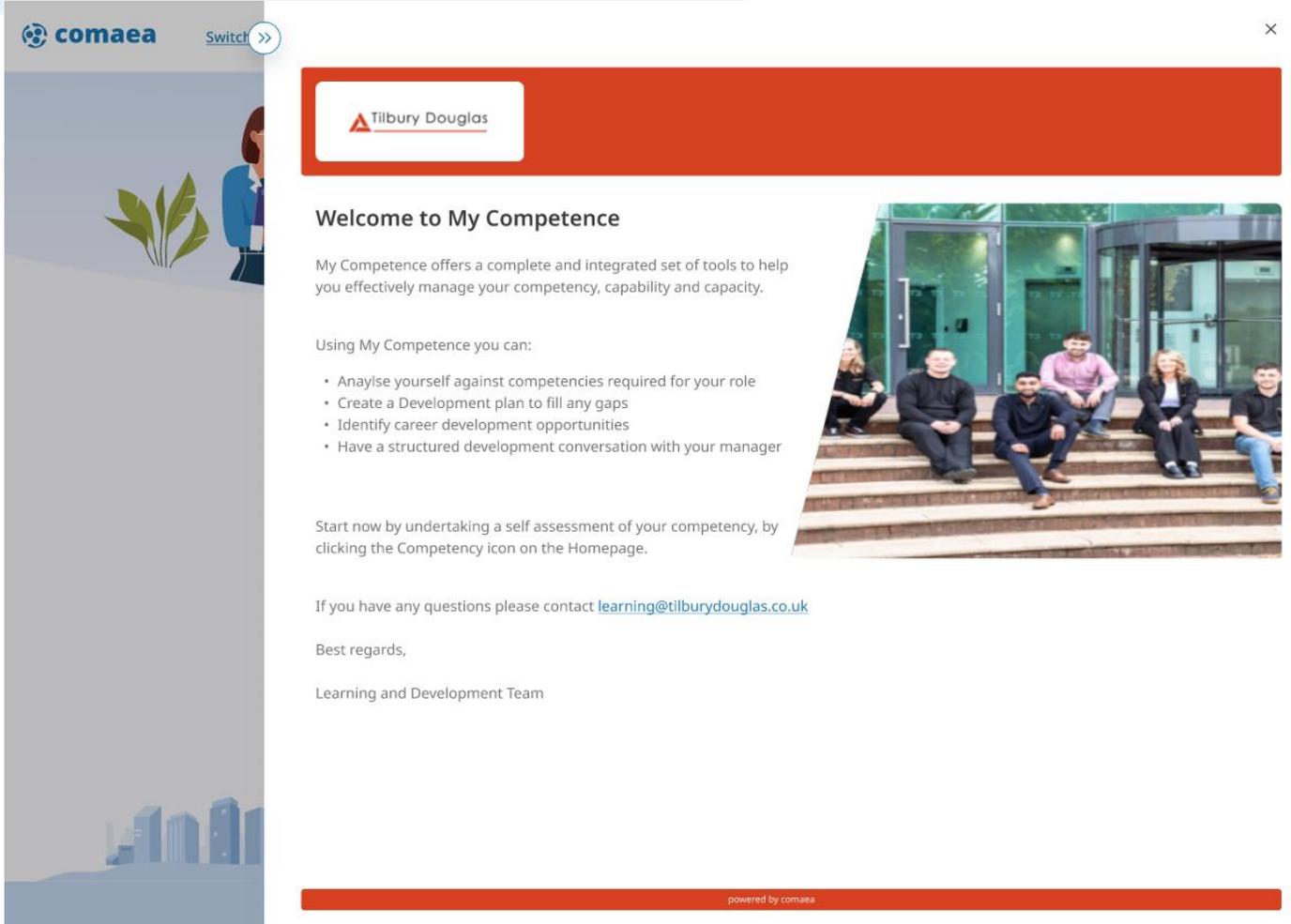


The screenshot displays the Comaea user interface. At the top left is the Comaea logo and a 'Switch to C10' link. The main header area includes the title 'Portfolio' with a subtitle 'Highlight your accomplishments, experience, and skills in a curated portfolio showcasing your expertise.' To the right of the header are buttons for 'Quick Filters', 'Print', and a menu icon. Below the header, the '2025 | Individual Development Plan' section is visible. It includes a 'Plan Summary' with an 'Ongoing' status indicator, a 'Timeline' showing dates from 2 Sep 2025 to 1 Sep 2026, an 'Approval Status' section indicating approval by Karenjane Cantiveros on 15 Sep 2025, and a 'Plan Description' with four numbered questions and answers. The 'Plan comments and documents' section shows two comments from Tony Martin and Connor Brown. At the bottom, there is a 'Touchpoints' section with a 'Kick Off Meeting' completed on 2 Sep 2025.

- New button for quick filters, by doing this user can easily pick filter that focus on certain sections using pre-set filters and they can customize it to their own liking too
- New section is added for IDP which will show all of plans of user

06 | ui/ux improvements

ui/ux improvements | splash page



- New splash page that brings the welcome message to the homepage
- Will automatically display on first visit
- Can be viewed subsequently when required
- Welcome widget on dashboard may be removed

ui/ux improvements | manager widgets

The screenshot displays the Comaea Manager Widgets dashboard. At the top, there is a search bar for employees, organizations, and job profiles, along with filters for 1500 employees and a view selector set to 'Organisation Manager'. A welcome message for 'Connor' is shown with an illustration of a woman. Below this, a section titled 'Visualizing global statistics for 1500 employees.' includes a 'Dashboard' button and a 'List' view toggle. The 'Widgets' section is filtered by 'GORS, Major Projects, Completed Assessment' and contains six main widgets:

- Assessment Status:** A donut chart showing the progress of 1500 employees. The data is as follows:

Completed	300
Pending Self Assessment	675
Pending Initial Approval	150
Pending Re-Approval	300
Not Started	75
- Competency Heatmap:** A horizontal bar chart showing skill distribution. The data is as follows:

None	20%	300
Awareness	27%	400
Working	33%	500
Practitioner	13%	200
Expert	6%	100
Only used for CS behaviours	6%	100
- Team Spider:** A radar chart for job profile 'AF|DA02|Data Analyst'. The legend indicates: Average Approved Level (blue), Job Requirement (black), Not Assessed (grey), Below (red), At JLR (green), and Above (yellow).
- Gap Analysis:** A bubble chart identifying skill gaps. Key areas include: Delivering at pace (500), Languages and Frameworks (500), Performance Management (500), Problem solving, and Project Management.
- Team Strengths:** A bubble chart highlighting key strengths. Key areas include: Leadership (190), Seeing the big picture (180), Changing and Improving (300), Managing a quality service (340), and Working Together.
- Team Compliance:** A donut chart showing 75% compliance against job requirements for 1200 employees.

- Widgets have been enhanced for better visual clarity and readability, making key information easier to view at a glance.

07 | learning management

learning | event waiting list

The screenshot shows the 'Learning Status' page for a user named Karenjane. It features a navigation bar with 'Learning' selected, a progress bar with 3 overdue, 6 assigned/inprogress, and 3 completed items, and a table of assigned learning events. A modal is open for the 'Prince 2 Practitioner' event, showing a list of available dates and a 'Sign up for waiting list' button.

Learning	Type	Event	Assigned Date	Due Date	Con
Prince 2 Practitioner	External Training Course	Register to an event	11 June 2024	11 Sep 2024	Marl
Future - Engage - Deliver: Be the leader you can be	Internal Training Course	May 2024, 13:30 - 15:30		24	Marl
Neuroscience and Change (CSL)	External Training Course	Register to an event		24	Marl
Change Agility (CSL)	On Job Training	On waiting list		24	Marl
Continuous improvement (CSL)	Coaching Mentorship	No Event available		24	Marl
Emotional Intelligence online course	eLearning	No Event available		24	Marl
BCS Modelling Business Process	External Training Course	Register to an event		24	Marl
Groups and Teamwork	eLearning	No Event available		24	Marl

Register to an event

- 17 Sep 2024, 13:00 - 15:00, On Site - L&D Training Room, AZT1, L&D Training Room
- 7 May 2024, 13:30 - 15:30, On Site - L&D Training Room, AZT1, L&D Training Room
- 24 Sep 2024, 13:00 - 15:00, On Site - L&D Training Room, AZT1, L&D Training Room

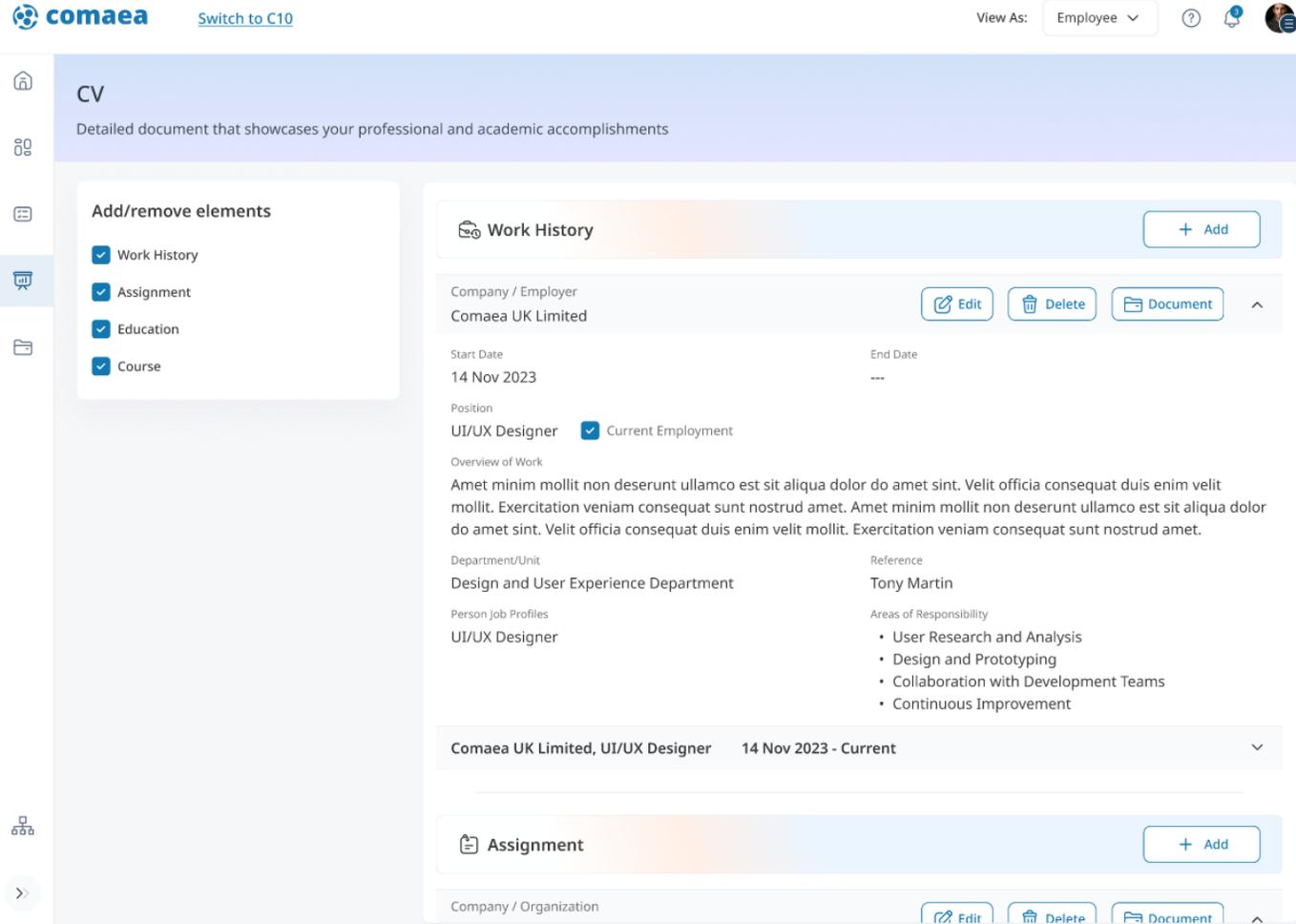
If you can't attend the available events you can sign up for the waiting list for learning:
Prince 2 Practitioner

[Sign up for waiting list](#)

- Users are allowed to sign up for waiting list if there are no available events or they can't make it to the date of available events.

08 | cv assignments

cv | assignments

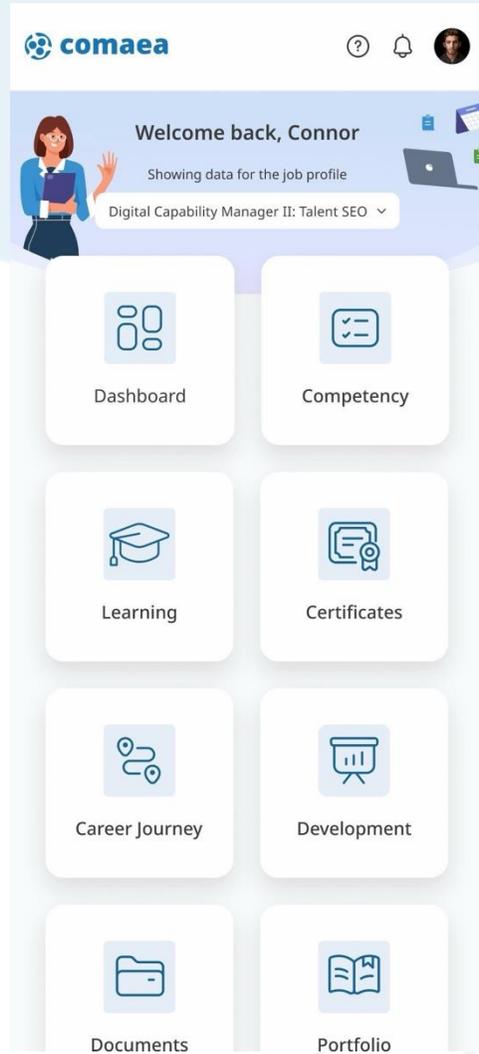


The screenshot shows the Comaea user interface for managing a CV. At the top left, the Comaea logo and 'Switch to C10' are visible. The top right shows 'View As: Employee' and user profile icons. The main content area is titled 'CV' and includes a description: 'Detailed document that showcases your professional and academic accomplishments'. On the left, a sidebar titled 'Add/remove elements' has checkboxes for 'Work History', 'Assignment', 'Education', and 'Course', all of which are checked. The main area displays a 'Work History' section for 'Comaea UK Limited' with fields for 'Start Date' (14 Nov 2023), 'End Date' (---), 'Position' (UI/UX Designer), and 'Current Employment' (checked). Below this is an 'Overview of Work' section with placeholder text. Further down are fields for 'Department/Unit' (Design and User Experience Department), 'Reference' (Tony Martin), 'Person Job Profiles' (UI/UX Designer), and 'Areas of Responsibility' (User Research and Analysis, Design and Prototyping, Collaboration with Development Teams, Continuous Improvement). At the bottom, an 'Assignment' section is partially visible with a 'Company / Organization' field.

- Users can now add documents to cv

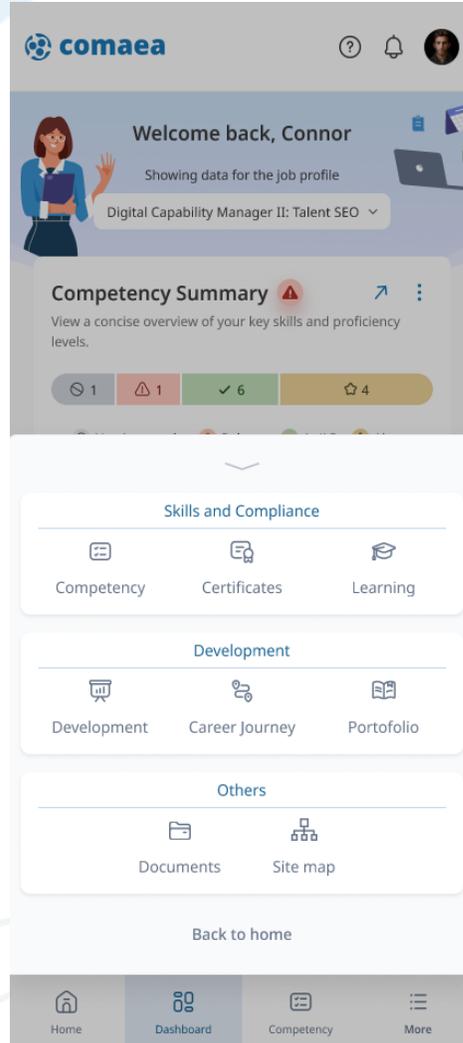
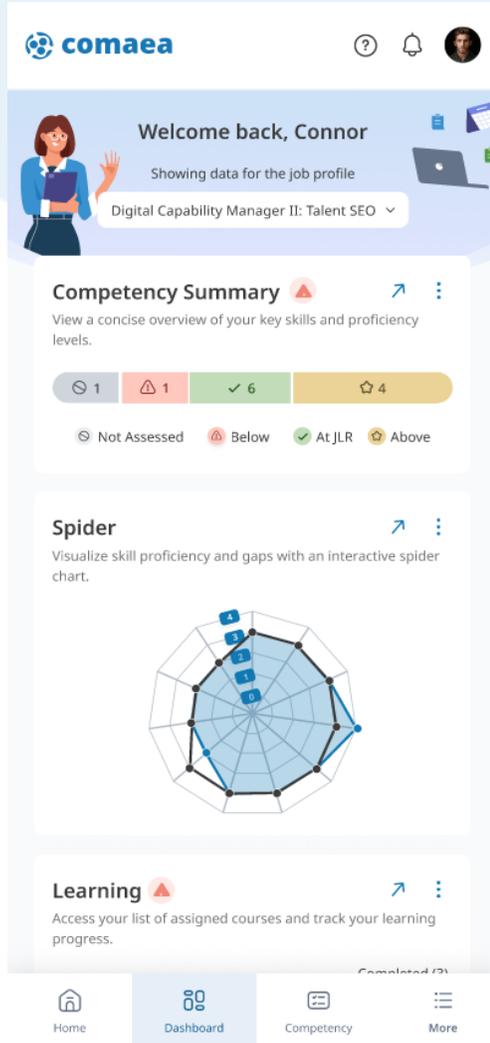
09 | mobile ui/ux *delayed

mobile | employee home



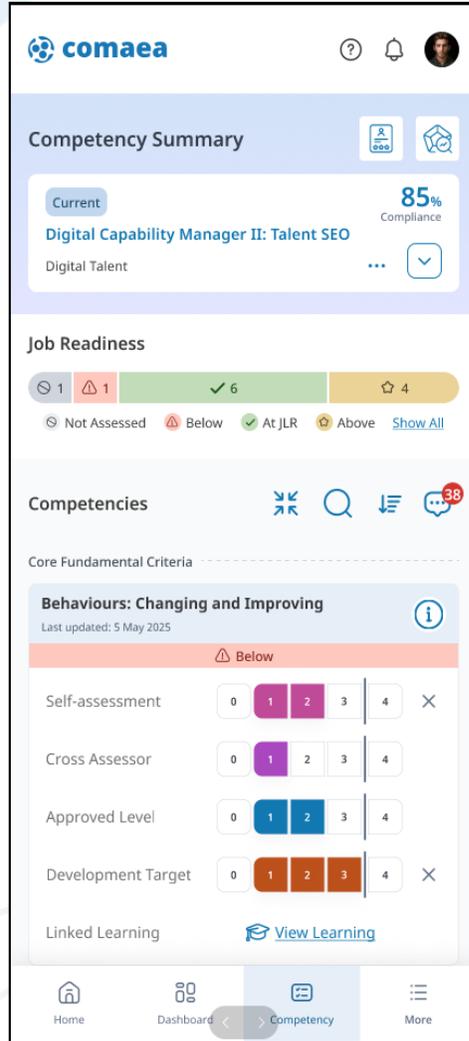
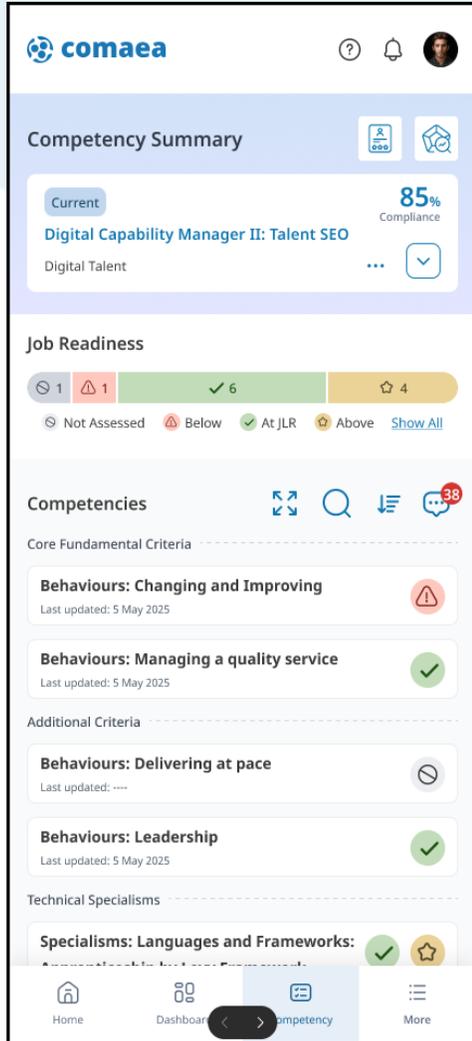
- Desktop to mobile design flow

mobile | employee dashboard



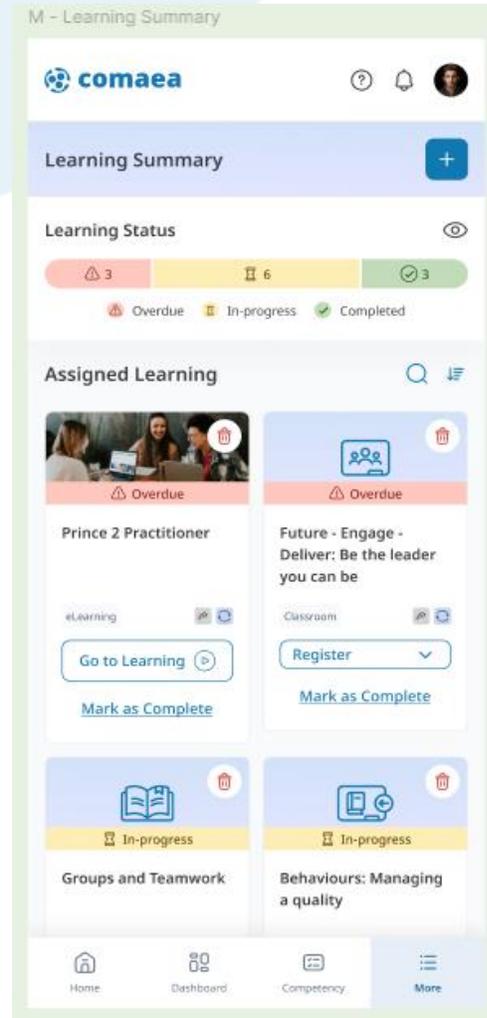
- Improvement to "more" menu for mobile view

mobile | competency summary



- New card view for competencies in mobile view

mobile | learning summary



- Use of desktop card view for mobile in showing different learnings

For future release | Things that didn't make it to this release

system architecture | zero level skills

The screenshot displays the Comaea user interface. At the top, there's a navigation bar with the Comaea logo, a 'Switch to C10' link, and a 'View As: Employee' dropdown. The main content area is titled 'Competency Summary' and includes a progress indicator for 'Digital Capability Manager II: Talent SEO' showing 85% completion. Below this, there are sections for 'Assessment progress' and 'Job readiness'. The 'Assessment progress' section shows two progress bars: 'Self-assessed' (29/29 Competencies) and 'Approved' (29/29 Competencies). The 'Job readiness' section shows a bar with 1 'Not Assessed', 1 'Below', 5 'At JLR', and 4 'Above' items. A 'Charts' section is also visible with a 'View as Spider' option.

The 'Competencies' section features a search bar and several filter buttons (Expand, Sort, Filter, Column). It is divided into two sections: 'Core Fundamental Criteria' and 'Additional Criteria'. Each section contains a table with columns for Competency, Self-assessment, Approver Level, Job Requirement, Job Readiness, and Development Target.

Competency	Self-assessment	Approver Level	Job Requirement	Job Readiness	Development Target
Behaviours: Changing and Improving	0 1 2 3 4 ×	0 1 2 3 4	3	⊘	+ Add Development Target
Behaviours: Managing a quality service	0 1 2 3 4 ×	0 1 2 3 4	3	⚠	+ suggested: Level 3 (3)
Behaviours: Seeing the big picture	0 1 2 3 4 ×	0 1 2 3 4	3	✓	+ Add Development Target
Behaviours: Working together	0 1 2 3 4 ×	0 1 2 3 4	3	✓ ☆	+ Add Development Target
Competency	Self-assessment	Approver Level	Job Requirement	Job Readiness	Development Target
Behaviours: Delivering at pace	0 1 2 3 4 ×	0 1 2 3 4	3	✓	+ Add Development Target
Behaviours: Leadership	0 1 2 3 4 ×	0 1 2 3 4	3	✓	+ suggested: Level 3 (3)

- There is a need to remove zero-level proficiency levels from the compliance calculation for current and future reporting requirements
- For the user there will be minor visible difference and no change in usability or behaviour
- Compliance scores may change slightly (by a few %)
- Additional weighting is being applied to higher levels to reflect the increased effort to attain those levels.

assessment | cross review

Employee Summary
Viewing Karenjane's assessment summary

Karenjane Cantiveros
Current Digital Capability Manager II: Talent SEO
85% Complete

Assessment progress
Cross-assessed 11/11 Competencies

Job readiness
1 Not Assessed, 1 Below, 5 At JLR, 4 Above

Charts
View as Spider

Competencies
Search for competencies... Expand Sort Filter Column

Competency	Cross-assessment	Job Requirement	Job Readiness	Cross Assessor Updated	Actions
Behaviours: Changing and Improving	0 1 2 3 4 ×	3	⊘	14 June 2024	Comment
Behaviours: Managing a quality service	0 1 2 3 4 ×	3	⚠	14 June 2024	Comment
Behaviours: Seeing the big picture	0 1 2 3 4 ×	3	✓	14 June 2024	Comment
Behaviours: Working together	0 1 2 3 4 ×	3	✓ ⭐	14 June 2024	Comment
Additional Criteria					
Competency	Cross-assessment	Job Requirement	Job Readiness	Cross Assessor Updated	Actions
Behaviours: Delivering at pace	0 1 2 3 4 ×	3	✓	14 June 2024	Comment

- Ability to set up cross-reviewers (up to 5)
- New widget on employee dashboard – “ People to Review”

report and analytics-2 | Job Profiles Report

Job Profiles Report
This report shows employees with their job profiles and progression

Filter applied: Project Management [Open Filter](#) Data Focused View ↗

Job Profile Summary

10000 **Current** | 434 **Career Step 1** | 277 **Career Step 2** | 998 **Skills Audit** | 1000 **Accreditation** | 800 **Strategic Profile**

72 out of 1014 employees have more than 1 current role profile.
14 out of 1014 employees have no current profile.

Job Profile | [Browse All](#)

AF | DA02 | Data Analyst (GACF | Data Analyst Roles)

Progression: Current (Default) | Time travel (not included): 12 months ago | **11.8**

Employees Job Profile
Showing all job profiles of employees and their progression

Expand | Sort | Column | Export

1 of 1 pages

Employee	Unit	Position	Current role with Compliance	Career
Anne-Marie Mitchell	GOST	Project Manager	JRDP004-4 Programme Manager/Director (SCS1) - 92%	
Aquinas User	GOST	Project Manager	JRDP003-4 Programme Manager/Director (G6) - 92%	
Bens Robert	GOST	Project Manager	JRDP003-6 Project Manager/Director (SEO) - 92%	JRDP003- JRDP004-
Beyonce Hadid	GOST	Project Manager	JRDP004-4 Programme Manager/Director (G6) - 92% JRDP003-4 Project Manager/Director (SEO) - 92%	JRDP004-
Curtis Bryan	GOST	Project Manager	JRDP004-4 Programme Manager/Director (G6) - 92% JRDP003-4 Project Manager/Director (G6) - 92%	JRDP004-
Euan Gillespie	GOST	Project Manager	JRDP003-6 Project Manager/Director (SEO) - 92%	

- New widget and report to view what job profiles people have added.
- Also the ability to filter on those with more than one current job profile.
- Some architecture updates ahead of the succession planning functionality due in C11.9

idp-3 | archived plan

comaea [Switch to C10](#) View As: Employee

Development

This area is where you can create your plans, goals, and actions to improve your skills. [+ Create a new plan](#)

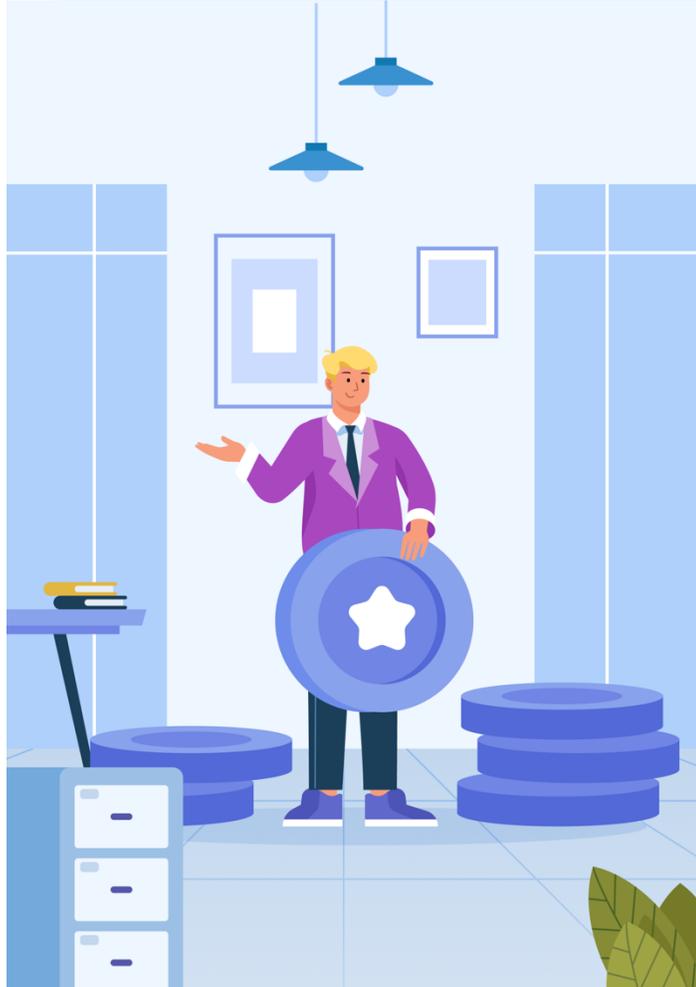
2020 | Individual Development Plan (archived)

Started 1 Dec 2020 (overdue) View Other Development

Plan Items	2024 SEP	OCT	NOV	DEC	2025 JAN	FEB	MAR	APR	MAY	JUNE	JUL	AUG
Touchpoints												
◆ Kickoff Meeting • 2 Sep 2020	◆ Kickoff Meeting											
◆ Mid Point Review • 14 Feb 2021						◆ Mid Point Review						
◆ End Point Review • 31 Aug 2021												◆ End Point Review
Create Team Leadership Lunch and Learn Sessions	[Timeline bar]											
✈ Carry out a review with the Team	[Timeline bar]											
✈ Create a Training Outline		[Timeline bar]										
✈ Create a timeline for delivery			[Timeline bar]									
Review and adapt our Portfolio Dashboard Reports	[Timeline bar]											
✈ Review current Portfolio Dashboard				[Timeline bar]								
✈ Identify and Meet with key stakeholders to determine reporting needs					[Timeline bar]							
✈ Build a draft report and share with stakeholders							[Timeline bar]					

- Ability to archive plans

misc-functionality-2 | self registration



Log in with token

Enter your token details below

First name

Last name

Email

Password



Token

Log in

- Tokens will be created in Admin and linked to an organization unit
- Users are sent a link to self-register using the token
- Admin can move users as necessary