

# Put the power of skills to work

## Overcome the talent shortage

### Is your organization utilizing the power of skills?

Skills are at the core of every talent process in an organization; they are the fuel that power your company's health, growth, and agility. As you evaluate an HCM suite, it's important to ask these questions to ensure you're getting the most powerful and complete solution to fulfill your talent needs:

- **How do we know what skills we need now and for the future?**
- **Who has the critical skills we need? Where do we have skills gaps?**
- **How can we ensure an always current view of skills and capabilities?**
- **How do we know we're sourcing the right talent or developing the right skills?**
- **How do we better align talent for business needs?**

### Understand your skills

Increased hiring demands and new skill requirements are making it difficult for organizations to find and recruit the right talent. Part of the challenge relates to a lack of employee insight, which is preventing business leaders from understanding the current skills of their workforce and creating uncertainty when deciding to focus on external or internal hiring. Insight starts with visibility into the skills, experiences, and aspirations of your workforce and is what drives hiring strategy and execution.

#### Why it matters

Having real-time visibility into talent helps businesses understand the skills possessed by employees, giving teams a clear sense of where gaps lie and influencing decision-making. Organizations reliant on standalone recruiting solutions lack workforce visibility, making it challenging to identify skill gaps and plan for the future.

### Connect your skills

Obtaining visibility into your workforce is just the first step. Recruiters know how detrimental skilled talent is to business success and after establishing their strategy, need ways to attract the right candidates while quickly understanding ideal fits.

#### Why it matters

With a deep understanding of employees, recruiters are able to determine which skills to include in job postings, candidates to target, and who to hire. Unified recruiting solutions that leverage employee data and AI make this process simple by serving skill recommendations directly to recruiters.

#### Oracle's unique value

**Skills Nexus, part of Oracle Dynamic Skills**, allows you to:

- Gain visibility into the skills of your workforce, with a cloud HCM solution that is unified with recruiting
- Use a tailored, AI-driven skills engine to create an inventory of current skills
- Discover and continuously update new skills-based on data from resumes, learning courses, and more

#### Oracle's unique value

**Skills Advisor, part of Oracle Dynamic Skills**, allows you to:

- Understand which candidates to target and hire for open opportunities by using AI to cross-match skills
- Identify skills to include in job descriptions, based on the skills of employees in similar roles



## Grow your skills

For many organizations, as the talent market becomes increasingly more competitive, internal mobility has been key in helping address skill gaps. Driving internal mobility, however, requires a complete understanding of your employees beyond their current role. To obtain this, employees need tools that encourage growth and make it easy to showcase their skills comprehensively, in ways that are visible for recruiters.

### Why it matters

Empowering employees to promote their skills enables successful internal mobility. With access to complete information on employee skillsets, hiring teams can determine ideal internal targets for open roles. Driving internal mobility not only helps businesses tighten skill gaps, but improves retention and lower hiring costs.

### Oracle's unique value

**Skills Center, part of Oracle Dynamic Skills**, allows you to:

- Help employees identify missing skills, likely skills, and adjacent skills related to opportunities of interest
- Enhance the candidate experience by embedding skills recommendations directly into the application process

## Move to a more complete hiring solution with Oracle Recruiting

As organizational needs continue to rapidly evolve, getting the right skills onboard is more important than ever. Oracle Recruiting, part of Oracle Cloud HCM, helps HR and talent leaders understand the skills of their workforce, identify the best candidates for open roles, and accelerate the hiring process from start to finish—all within one unified platform.

[Learn more](#)

