ORACLE

Put the power of skills to work
Oracle vs. the competition

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

In order to compete in today's talent marketplace, it's critical to select an HCM solution that provides you with the visibility and insight needed to evaluate the skills of your existing talent and identify gaps. With business needs changing at a moment's notice, organizations that have a mature, robust skills solution are the ones that can be agile and quickly adapt to change.

Why it matters

Other HCM providers may offer a skills solution, but due to their lack of a comprehensive solution, are not able to leverage skills across the entire talent lifecycle: including capturing candidate skills through recruiting and employee skills through learning.

Oracle's unique value

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

- Get started on day one, with a pre-built skills engine that is tailored to your industry, based on millions of records from across the labor market

- Eliminate maintenance with the help of AI, automatically updating skills based on resumes, learning, and more

Connect your skills

A powerful skills engine is just the start—how can you put those skills to work for your organization and your people? By connecting and matching skills to people, jobs, learning, and more, you have access to better recommendations to improve talent processes.

Why it matters

While some HCM solutions only focus on the skills of their existing workforce, your organization can gain the competitive advantage by matching candidates to open roles. By capturing candidate skills through the application process, you can ensure you hire the best possible fit.

Oracle's unique value

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

- Provide personalized, relevant recommendations to meet the needs and aspirations of both the employee and the organization

- Leverage natural language processing (NLP) to go beyond exact word matches for a wider set of skills

Grow your skills

Putting the power of skills into the hands of employees and your HR teams is the final step to launching a successful skills solution. With a focus this year on employee experience, choosing a solution that empowers workers to take charge of their career development and learning will ensure you retain and attract the best talent.

Why it matters

With an HCM solution that gives employees agency into their career path by owning and managing their skills, you can ensure greater adoption and engagement. Without a single place to go to understand and manage skill development, it can be a frustrating and ineffective experience.

Oracle's unique value

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

- Provide a personalized portal where employees can view and engage with the recommendations for skills, jobs, gigs, and learning

- Create a powerful motivation loop for ongoing development by connecting current learning to future growth

Why choose Oracle HCM over Workday?

Oracle Cloud HCM offers a comprehensive solution across HR, Talent Management, Workforce Management, and Payroll. With Oracle, you can support your current and future talent needs to drive business agility and plan for the workforce you'll need as you move forward. This includes leveraging skills in the employee profile, candidate search, job requisitions, job profiles, and learning catalog.

[Learn more](#)