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

As organizations re-build from the COVID-19 pandemic, businesses will no longer be the same. The world has changed, and your organization will need to evolve to stay competitive. As a result, your executives and managers will need to understand what skills are currently available in your workforce as the organization re-focuses and explores new areas of growth.

Why it matters

Some competing cloud HR solutions do not offer a skills inventory platform and instead rely on talent management tools to identify employee strengths during the performance review cycle.

Oracle's unique value

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

- Automatically detect and understand your organization's skills landscape

- Leverage an inventory of skills and job data tailored to your organization

- Continuously keep your skills inventory updated through everyday interactions with candidates, employees, managers, and HR teams

Connect your skills

Match employees with new roles as your organization continually shifts, and opportunities arise. Instead of waiting for long cycle times to recruit for new openings, find employees from within who can help execute from day one.

Why it matters

With some competing solutions, HR data is distributed over many applications and databases. As a result, you are unable to match skills across employee profiles, the learning processes, and new job requisitions, and more to improve the effectiveness of your talent management.

Oracle's unique value

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

- Suggest next career moves to employees as new requisitions are posted

- Deliver recommendations in talent processes including recruiting, career development, performance, succession planning, and more

Grow your skills

Give employees the ability to determine their own career path supported by AI-driven recommendations. Help employees identify learning plans that align their skills with your organizational goals.

Why it matters

Some competing HR solutions offer a variety of learning platforms; however, these products may not be a part of the Core HR solution and may not allow for recommendations between employee skills and learning plans.

Oracle's unique value

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

- Support career development and personal growth with a single location to manage skills
- Move quickly from recommendation to action in a single click within the personalized portal
- Allow employees to easily act on furthering their professional development

Why Choose Oracle Cloud HCM over SAP?

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](#)