ORACLE

Put the power of skills to work
Scale your business with precision

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 powers your company's health, growth, and agility. As you evaluate an HCM suite, it's essential 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 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

Real-time insight into your workforce and understanding talent gaps is essential for meeting growth targets and staying ahead of the competition. Workforce planning and analytics tools that work across HR and finance provide you with the information you need to meet growth targets on time and within budget.

Why it matters

Optimizing your workforce and their skills is essential for accelerating profitable growth. Understanding your skills inventory and budgeting for training investments can be slow and expensive when HR and finance systems are manual or disconnected.

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

- Continuously update your entire skills inventory, giving HR and finance leaders the most complete and accurate picture of workforce capabilities

- Rapidly identify talent gaps that impair strategic growth, including the investment that will be needed to hire and retain new talent

Connect your skills

People are at the center of your organization's success but are also often the most significant expense. Honing your talent management processes based on a clear understanding of your skills is key to operating efficiently.

Why it matters

When you can put your skills data to work through intelligent recommendations across talent processes, you can improve the effectiveness of your people, as well as the efficiency of your business.

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

- Efficiently match skills within your organization to job openings, as well as provide recommended learning paths to reskill or upskill your workforce

- Deliver automated, cost-effective talent development processes that are unique to an individual's geography, language, and culture

Grow your skills

Giving employees the agency to determine their career path with AI-driven recommendations improves employee engagement and increases their value to your organization.

Why it matters

With constant change impacting the workforce, employees require new skills to be effective. But connecting your workforce with the right resources and opportunities to grow can be challenging. Giving employees self-service capabilities to drive their career development improves retention and reduces administrative costs for HR and finance.

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

- Enable employees to create growth plans that are automated and personalized for them, providing recommendations for skill development, short-term assignments, and mentors

- Lower the cost of employee development by automating and centralizing the development experience for all critical talent processes

Pivot forward with Oracle Cloud HCM and ERP

Optimizing your workforce and their skills is essential for accelerating profitable growth. With one cloud for HR and finance, your HR and finance teams can efficiently identify, plan, and budget for the talent you need to exceed your growth targets.

Learn more