

ORACLE DYNAMIC SKILLS

Part of the Oracle Cloud HCM



The key to unlocking potential

Whether your organization is planning for the future or reacting to unexpected market changes, adaptability is the key to success. While many factors contribute to a company's adaptability—the way it attracts talent, how it develops its people, how managers drive different business priorities for different departments, and many more—one thing is essential: the right skills.

Given ongoing technological change and digital disruption, imagine the impact of being able to stay up to date with, or even predict, the skills your people need. Your organization could understand where your skills gaps are and who has the critical skills you need when and where you need them. Recruiters could be more prescriptive, allowing them to acquire talent with the right skills. Managers could upskill and reskill their teams to achieve critical business outcomes. Employees could take control of their own growth and visualize and act on opportunities that will help shape their future.

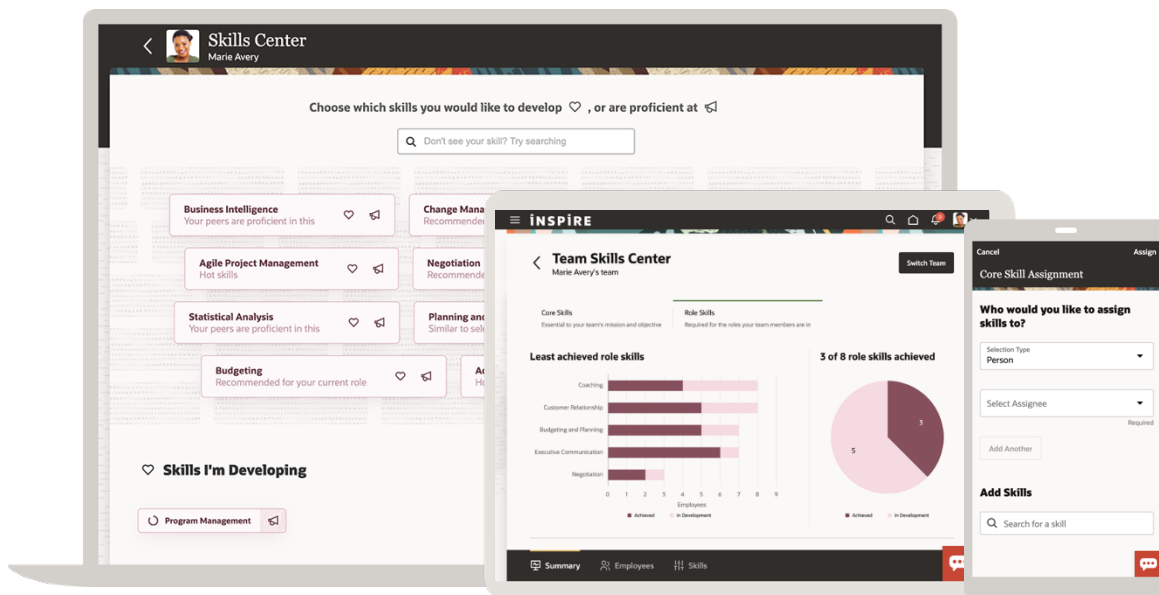
Being skills-informed unlocks the performance, potential, and adaptability of the workforce and leads to better business and talent decisions for all stakeholders, including HR teams, managers, and individuals.

Adapting to the new currency of work

With a central source of accurate skills, people, and work data:

- **HR teams** gain organizationwide insights into the supply of and demand for skills, allowing them to identify, for example, where pockets of need exist, which resources are being used to fill skills gaps, and where there's a growing demand for unique skills to drive specific outcomes.
- **Business leaders** can leverage and build on an existing skills infrastructure to upskill their people and drive business outcomes. Every level of the organization's hierarchy can align on strategic goals and priorities and what actions are being taken to achieve them.
- **Employees** are empowered to maximize their talent potential with better visibility into evolving role expectations and transparency into the ways they can grow within the business.

Oracle Dynamic Skills



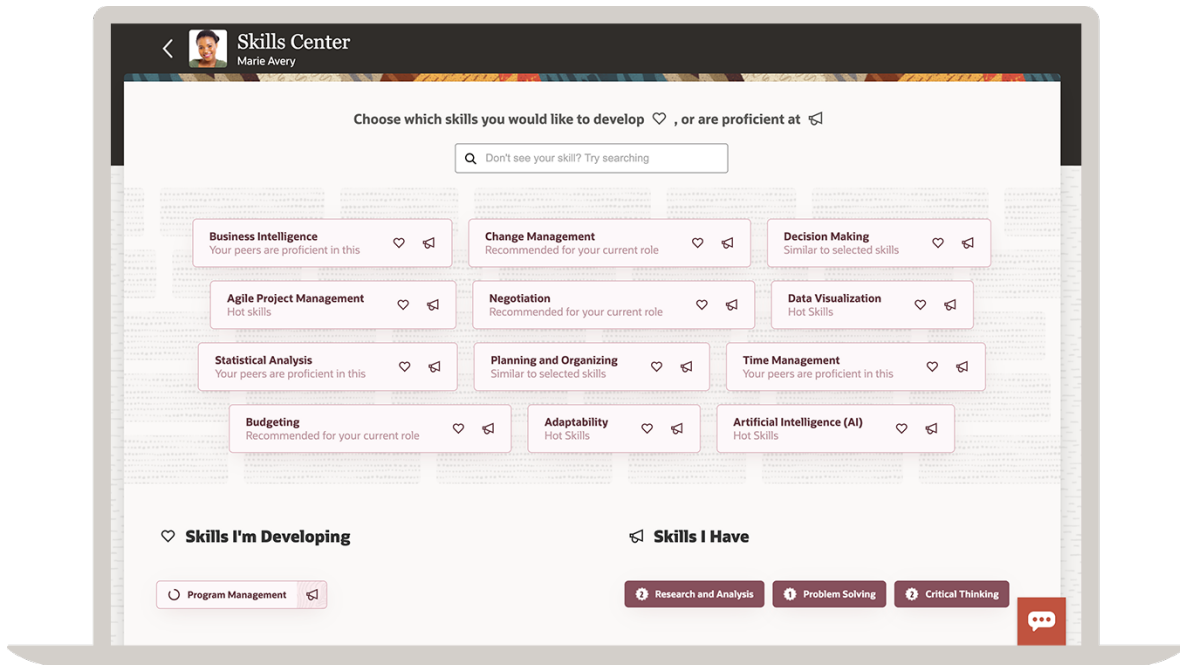
Oracle Dynamic Skills empowers your organization with the intelligence, applications, and infrastructure you need in one cloud solution, so you can think big, start small, and move fast—no matter where you are on your skills journey.

Create a common language for your workforce's skills

Having an always up-to-date jobs and skills inventory that's continuously refreshed and reflects the rapid evolution of skills and business priorities allows leaders to more effectively align strategic workforce planning with business strategy. Oracle Dynamic Skills delivers a fresh, up-to-date view of your organization's skill set and supports employee development and business initiatives by intelligently matching skilled workers with open opportunities.

With Oracle Dynamic Skills, you can

- ✓ Make it easy for employees to manage skills and actions, stay up to date, and drive personal growth through AI-powered recommendations
- ✓ Allow peers to endorse colleagues to raise awareness of the available skills throughout your organization
- ✓ Provide managers with a central place to review, assign, and manage skill development across their team

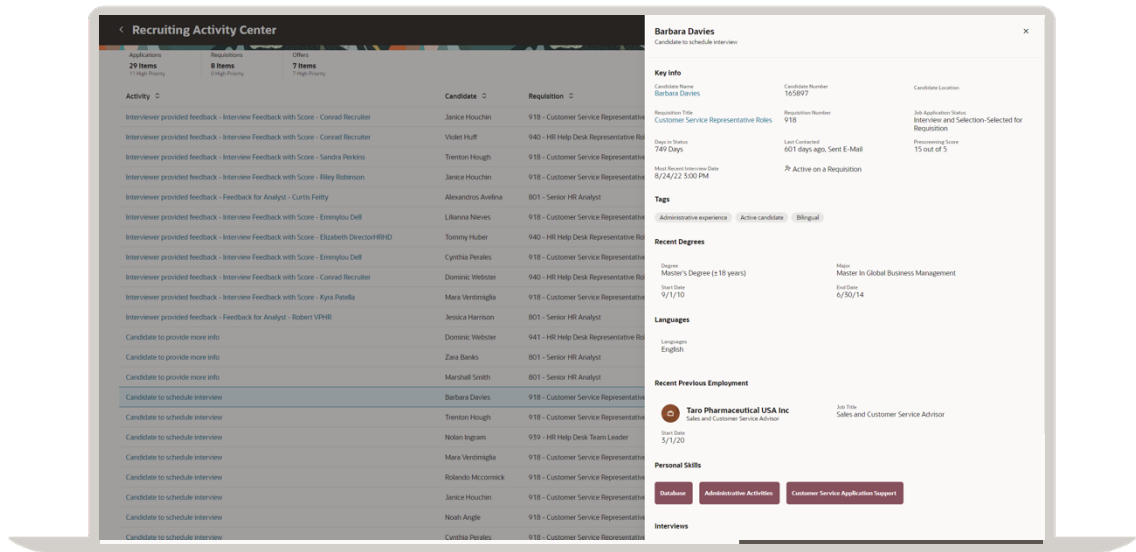


Facilitate skills-based hiring to build a future-ready workforce

In addition to offering AI support to employees across all talent management processes, only Oracle infuses AI-driven dynamic skills management into the recruiting process for candidates as well as recruiters to help both achieve the best outcomes.

With Oracle Dynamic Skills, you can

- ✓ Help recruiting teams identify skills to include in requisitions and job descriptions
- ✓ Provide candidates with AI-recommended skill suggestions to help them better showcase their talents using your organization’s terminology
- ✓ Understand which candidates to target and hire for open opportunities by using AI to cross-match skills

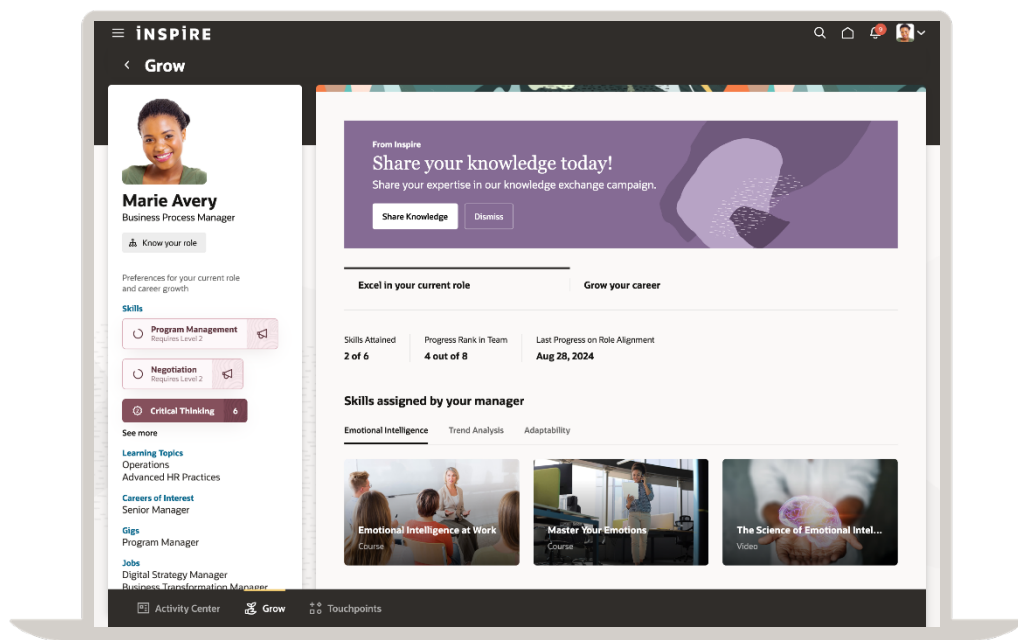


Boost development with skills-driven learning

Oracle Dynamic Skills helps connect employees with relevant growth opportunities by providing them with a comprehensive view of their current and developing skills and surfacing AI-driven recommendations for learning, development, career, and mentoring opportunities that can help them both develop and leverage those skills.

With Oracle Dynamic Skills, you can

- ✔ Deliver an AI-powered development coach that helps employees level up, even as their roles and responsibilities change
- ✔ Empower employees to create their own objective-based learning playlist with multiple ways to develop, such as coaching, classes, gigs, and more
- ✔ Provide a developmental marketplace that surfaces recommendations for the best next steps an individual should take to grow in their current job and prepare for future roles

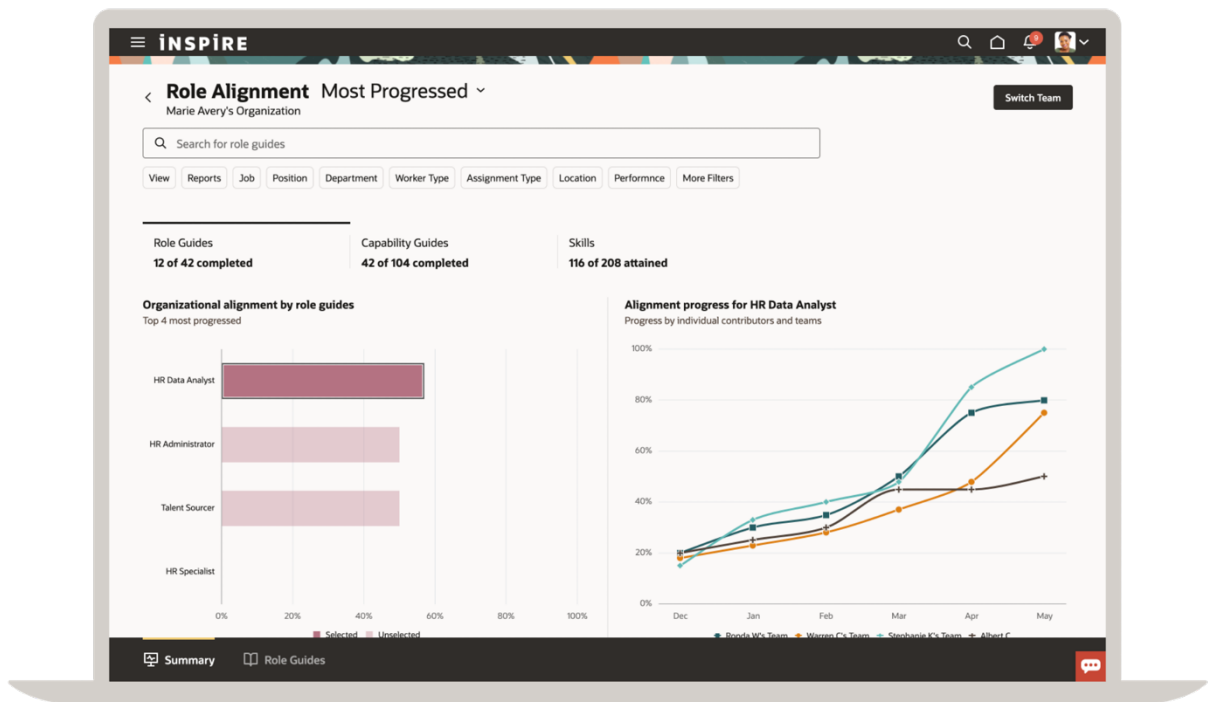


Upskill teams to achieve your business outcomes

Oracle Dynamic Skills helps managers understand and nurture their team’s skills. They can monitor skill attainment across their team and assign learning opportunities to help individuals or organizations develop the essential skills they need to satisfy business demands.

With Oracle Dynamic Skills, you can

- ✔ Equip leaders with a summary dashboard and drill-down options to help them understand their organization’s skills
- ✔ Build strategic talent pools by assigning skill development targets to teams and individuals to help them cultivate core skills.
- ✔ Let AI help managers connect their team with the right skill development opportunities—ones that matter to them and to your organization

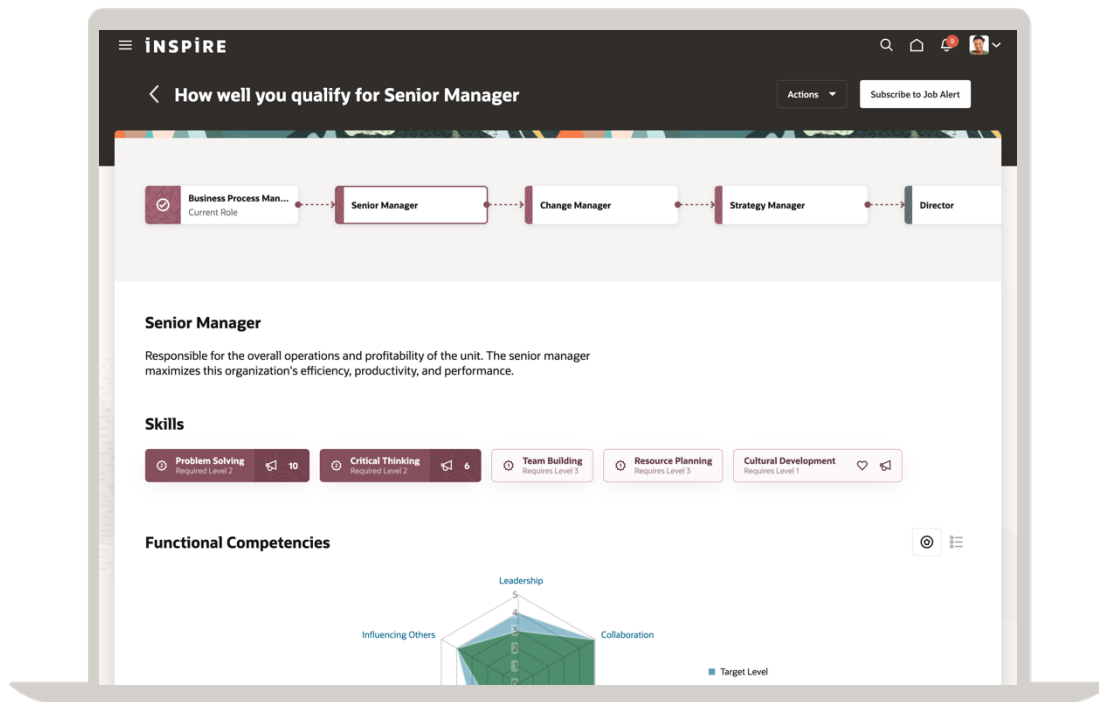


Promote skills-based career mobility to drive engagement and growth

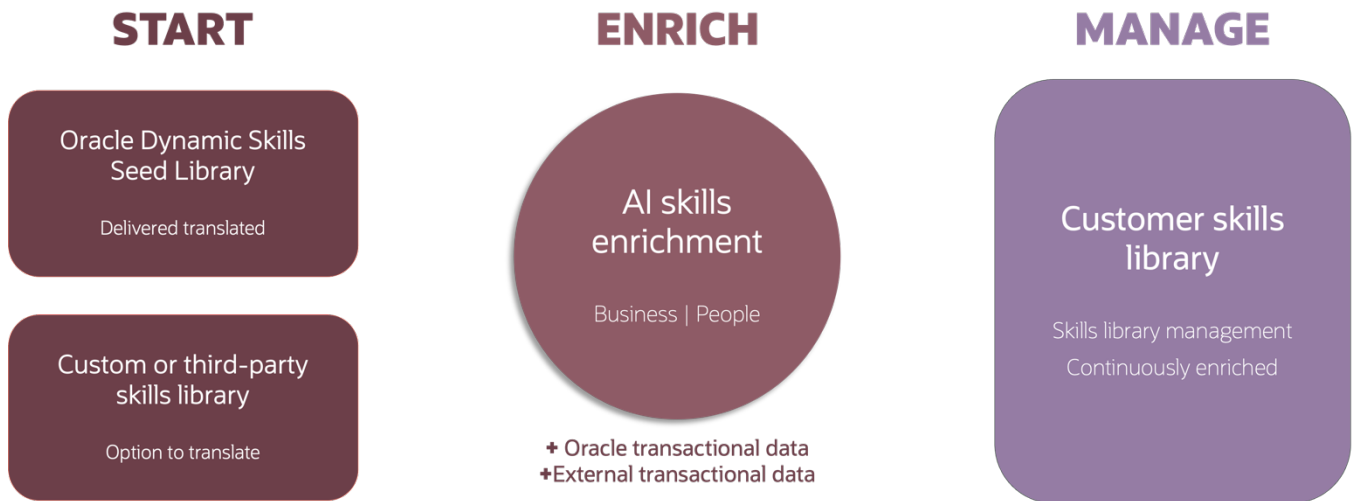
Empower your people to grow their skills and gain experience by making it easy for them to find development, coaching, and career-related opportunities from across the enterprise that match their skills and aspirations. Oracle Dynamic Skills helps workers enrich their employee profiles with related skills they may have overlooked to improve the relevance of recommended work and development opportunities.

With Oracle Dynamic Skills, you can

- ✔ Help employees uncover different career options based on their current and developing skills
- ✔ Empower workers to grow their experience, develop new skills, and network by taking on short-term gigs
- ✔ Help managers, leaders, and HR teams close skills gaps and drive workforce agility by connecting skilled employees across the organization with short-term projects



Get started, no matter where you are



Have control over the skills library that you deploy to your enterprise with complete skill curation and library management capabilities, such as removing or modifying skills. Whether you are just beginning your skills journey or already have a defined skills strategy, get started with Oracle Dynamic Skills by using the Oracle Dynamic Skills Seed Library or bringing your own skills data. Oracle’s AI skills enrichment agent helps to continuously enrich your skills library with new skills, that are becoming relevant to your enterprise, by analyzing your transactional data in Oracle and other relevant third-party applications.

Think big. Start small. Move fast.

Oracle Dynamic Skills helps your business develop a winning skills strategy, allowing you to start small with the priorities that matter most and move fast to efficiently address other critical areas. Because Oracle Dynamic Skills is part of Oracle Cloud HCM and built on a single cloud platform, you have access to an accurate system of record with skills data at its core, empowering you to improve job architecture, better align skills development and resource investments, and make better, faster decisions across the organization. As your people, customer demands, and business strategies evolve, so will the skills you need to run your business.

[Learn more about
Oracle Dynamic Skills](#)

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