



# Put the power of skills to work

## Stay ahead with Oracle Cloud HCM



### 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

Human Resources leaders know just how important skills are to understanding talent — from capturing and analyzing skills, to identifying gaps, or planning for your organization's future. You need a cloud solution that delivers real-time visibility and insight so you can accurately align skills to business needs, source the right talent, reskill and upskill existing talent, and improve strategic decision-making.

#### Why it matters

Maintaining an accurate view of skills can be challenging given the rate at which they are changing in today's rapidly evolving business and technology climate. Legacy HR systems with traditional skills libraries or no skills capabilities at all, simply can't deliver the insights needed to keep pace.

#### Oracle's unique value

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

- Gain comprehensive and accurate visibility across the skills of your workforce with a unified solution
- Leverage a tailored, AI-driven skills engine for a deeper understating of current skills, gaps, and opportunities
- Automatically update skills based on resumes, learning, and more

### Connect your skills

Gaining visibility across your workforce's skills is just the start—but how can you take action to drive organizational development and fill skills needs fast? When you have access to the latest technology, like AI-driven recommendations, you can connect and match skills to people, jobs, learning, and more, to improve talent processes.

#### Why it matters

Legacy solutions do not have artificial intelligence (AI) built into the system to connect skills data to talent processes. When AI is embedded throughout, you can deliver personalized, relevant recommendations that help you hire the right talent, upskill and reskill your workforce, and better meet organizational needs.

#### Oracle's unique value

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

- Provide recommendations to improve talent processes across recruiting, career development, performance, and more
- Leverage natural language processing (NLP) to go beyond exact word matches of skill descriptions for more accurate recommendations



## Grow your skills

Having the right technology in place to grow your workforce skills at scale allows you to support key growth initiatives and increase retention. By providing employees with a one-stop-shop for skills and recommendations for growth, you empower them to drive their career development and learning, ensuring you retain and attract the best talent.

### Why it matters

With legacy systems, the experience can be outdated and disconnected, with no centralized location to bring together skills data from across talent processes to connect employees with growth opportunities.

### 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
- Improve development and retention of key talent by enabling self-directed learning
- Make it easy for employees to track progress towards career goals and take-action to further development

## Make the move to Oracle Cloud HCM

As you adapt to today's pace of change, your people and their skills are at the center of your organization's success. Oracle Cloud HCM helps you understand, connect, and grow the skills needed to move your business forward, while providing greater agility, innovation, and operational efficiency through one complete cloud for HR.

[Learn more](#)

