

ORACLE

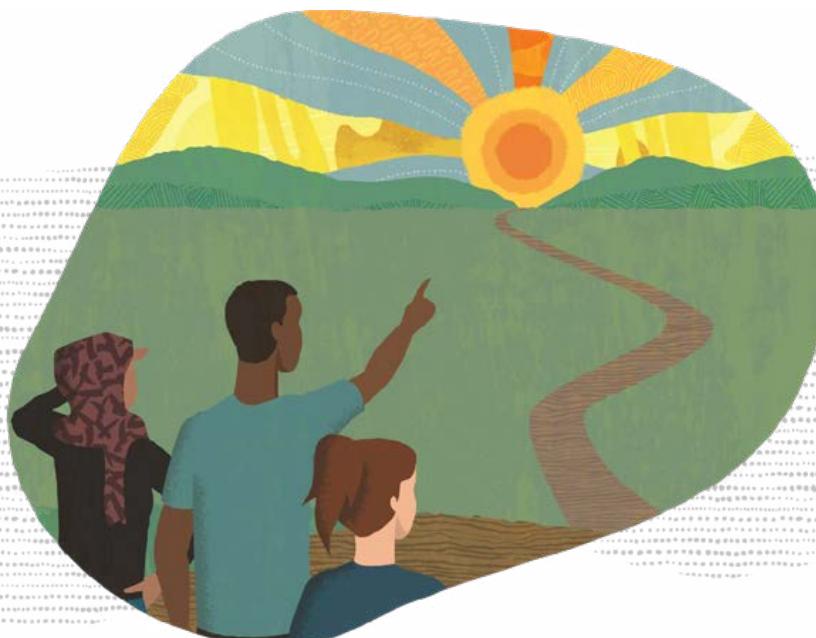
Help employees regain control of their futures



Introduction

After feeling lonely and disconnected for the past year due to changes caused by the pandemic, the global workforce is ready to regain control of their futures. Employees have had the opportunity to stop and reflect, asking themselves “What do I really want?”. They’re re-evaluating previous held beliefs and redefining new priorities as they embrace a renewed sense of optimism for their future. However, shifting workforce dynamics have also caused individuals to ask themselves and their employer another question – “Where do I start?”.

As workers look to make changes, HR leaders can meet them where they are and where they want to be by providing an experience that employees need and expect. As workers look to make changes amid the Great Resignation, HR leaders cannot overlook a strong employee experience that the workforce requires. Now is the time to listen to employees and act as they ask their employer and technology to help them grow their careers.



The latest AI@Work study, conducted by Oracle and Workplace Intelligence, found that



83%

of people want to make career changes over the next year.

The results from more than 14,000 employees, managers, HR leaders, and C-level executives across 13 countries reveal that employee career growth and development needs to be a top priority for HR and the organizations they support. In fact, 87% of respondents believe their company should be doing more to listen to the needs of their workforce. It's clear that employees are ready to make big changes and our research shows that it's occurring in three key areas:

1. Redefining and realigning new priorities

The changing nature of the workplace caused people to pause and reassess their personal and professional priorities. 88% of survey respondents have found that their meaning of success has changed with work-life balance, mental health, and flexibility becoming their top priorities. However, 85% are not satisfied with their employer's support. Before employees can move forward, they need to have the right experience to align their new priorities with future career interests.



2. Reflecting on what career opportunities makes sense

Although we see a majority of people with a newly defined meaning of success and motivated to make changes, three-quarters of respondents feel “stuck” professionally. People face major obstacles such as not knowing what career change makes sense for them or even where to start. If organizations can’t provide employees with career progression paths and a clear understanding of what can come next, workers will undoubtedly leave in search of companies that will.

3. Rethinking growth and skill development

With new priorities and career changes, employees around the world are hungry to develop new skills to achieve their goals. In fact, 85% of people want technology to help define their future and over half of respondents are more likely to stay with a company that uses AI to support career growth. These are key findings that HR must reflect on when creating their workforce development strategy.

The results of the study highlight the challenges and importance of employee career growth and development. At Oracle, we are committed to helping our customers and the HR community provide tools that make the work experience better – something we call work made human. As organizations look to adapt to employees’ needs and expectations, we are focused on providing solutions that deliver the guidance, opportunities, and growth that the workforce requires. Below are three key areas where Oracle Cloud HCM can help:



1. Aligning career goals with new priorities

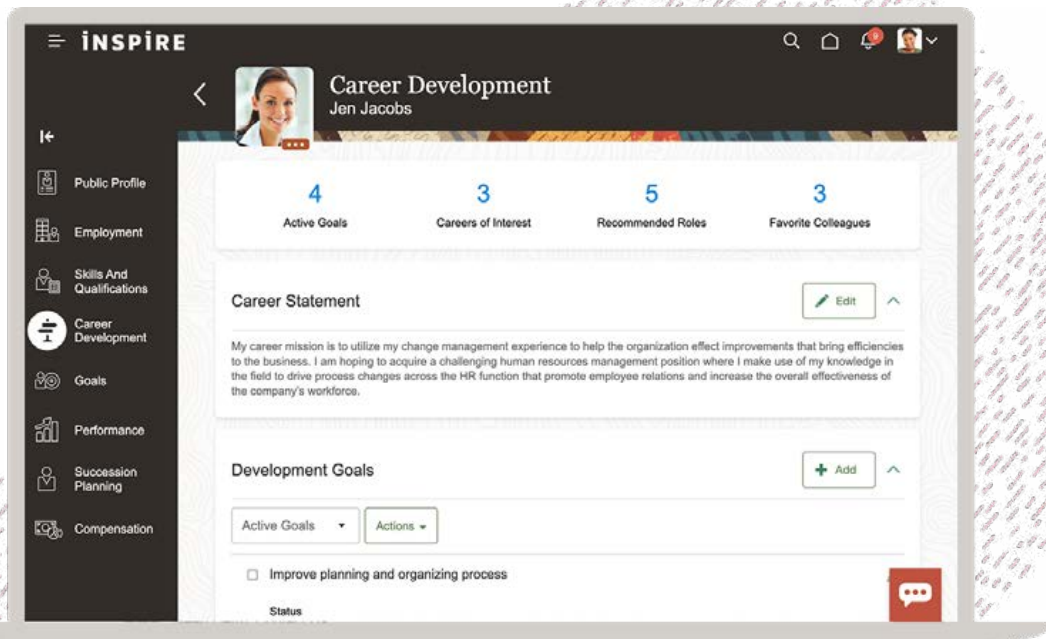
Employees have paused and reflected on what truly matters to them and found a new meaning of success. Now, individuals are looking to understand how they can align their new priorities with their career interests, but they cannot do this on their own. They also need ongoing support from their workplace community, whether it be continuous feedback or AI-driven suggested actions to stay on track.

Oracle Career Development

Employees who do not have a clear sense of how their new priorities align with the organization may leave to find those opportunities elsewhere. To empower workers and help them regain control of their career destinies, Oracle Career Development can help identify or review recommended career opportunities to see if they align with their new career goals. Visibility into their current competency levels, such as their strengths and gaps, can help employees build a development plan to close any gaps and prepare for future desired roles.

With Oracle Career Development you can:

- Explore and review recommended roles
- Understand strengths and gaps for careers of interest
- Build and maintain a development plan to achieve future or current career goals

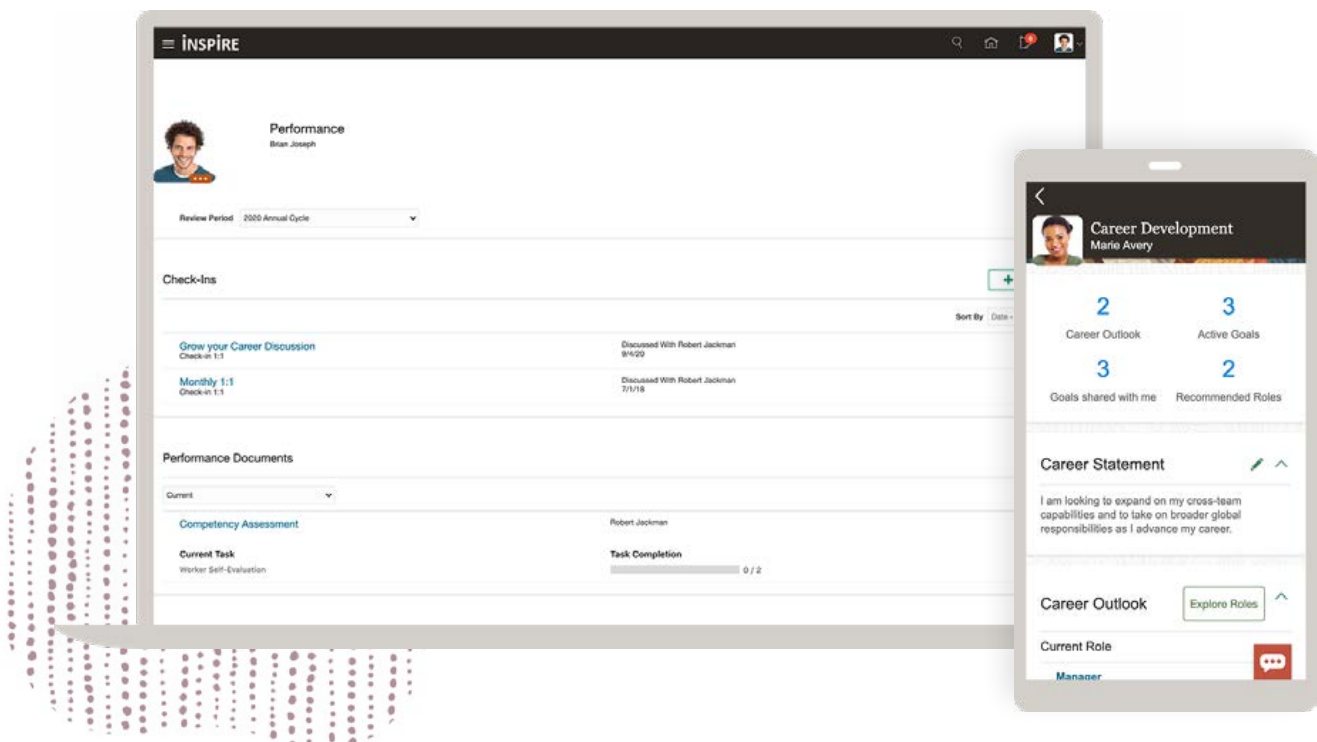


Oracle Performance Management

To help employees stay on track with their career goals, it's important for HR and the organization to provide continuous support. To help, Oracle Performance Management facilitates ongoing conversations between individuals and their managers and coworkers. Employees can informally ask for feedback from their teammates through the Oracle Digital Assistant or create regular check-ins for continuous one-on-one coaching. With encouragement from their community, they can feel supported while working towards their new career aspirations.

With Oracle Performance Management you can:

- Create regular performance check-ins using a smartphone or other device
- Capture formal and informal feedback from multiple sources
- Enable ongoing conversations between employees, managers, and coworkers

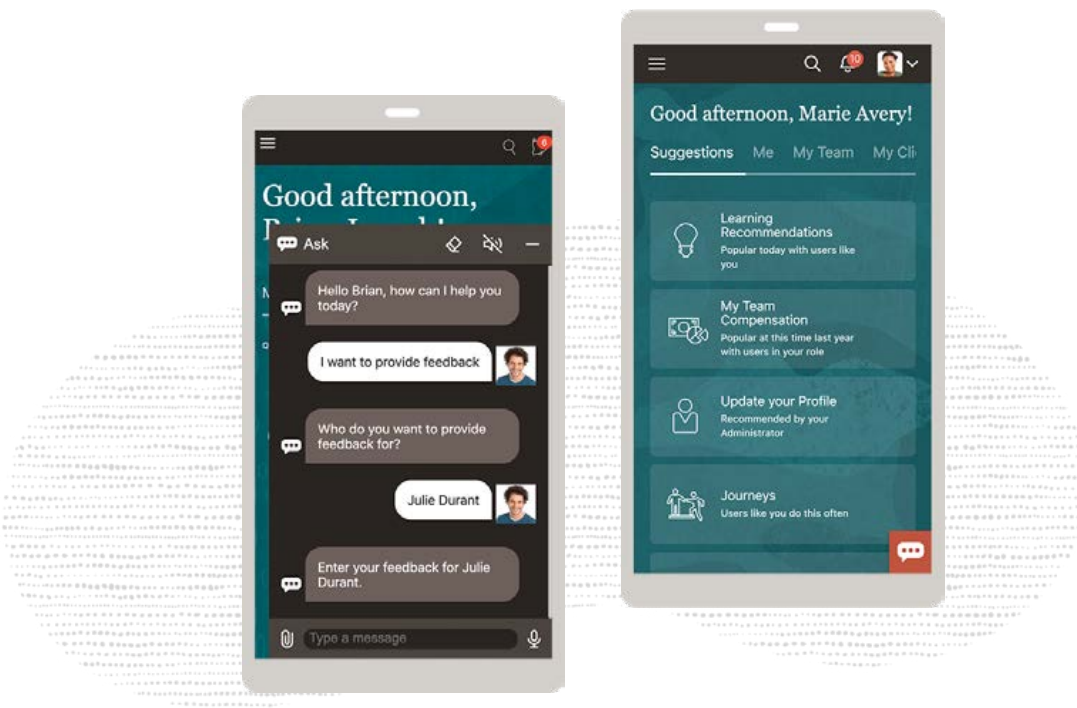


Oracle Digital Assistant and Suggestions

When trying to make big changes, some employees may find it difficult to know where to start. Oracle Digital Assistant and Suggestions help your employees access the information they need through whichever channel they choose – whether it be SMS, Slack, Microsoft Teams, Facebook Messenger, WeChat, or WhatsApp. They can simply ask Oracle Digital Assistant any question and be directed to resources they can leverage to handle big changes. Additionally, AI-driven suggested actions such as relevant Journeys or finding mentors can help guide them in the right direction.

With Oracle Digital Assistant you can:

- Chat with Oracle Digital Assistant through SMS, Slack, Microsoft Teams, Facebook Messenger, WhatsApp, or WeChat
- Support employees with quick access to receive feedback, access Journeys, find mentors
- Provide consistent and secure access to the HCM experience via the digital assistant





2. Navigating and explore new opportunities

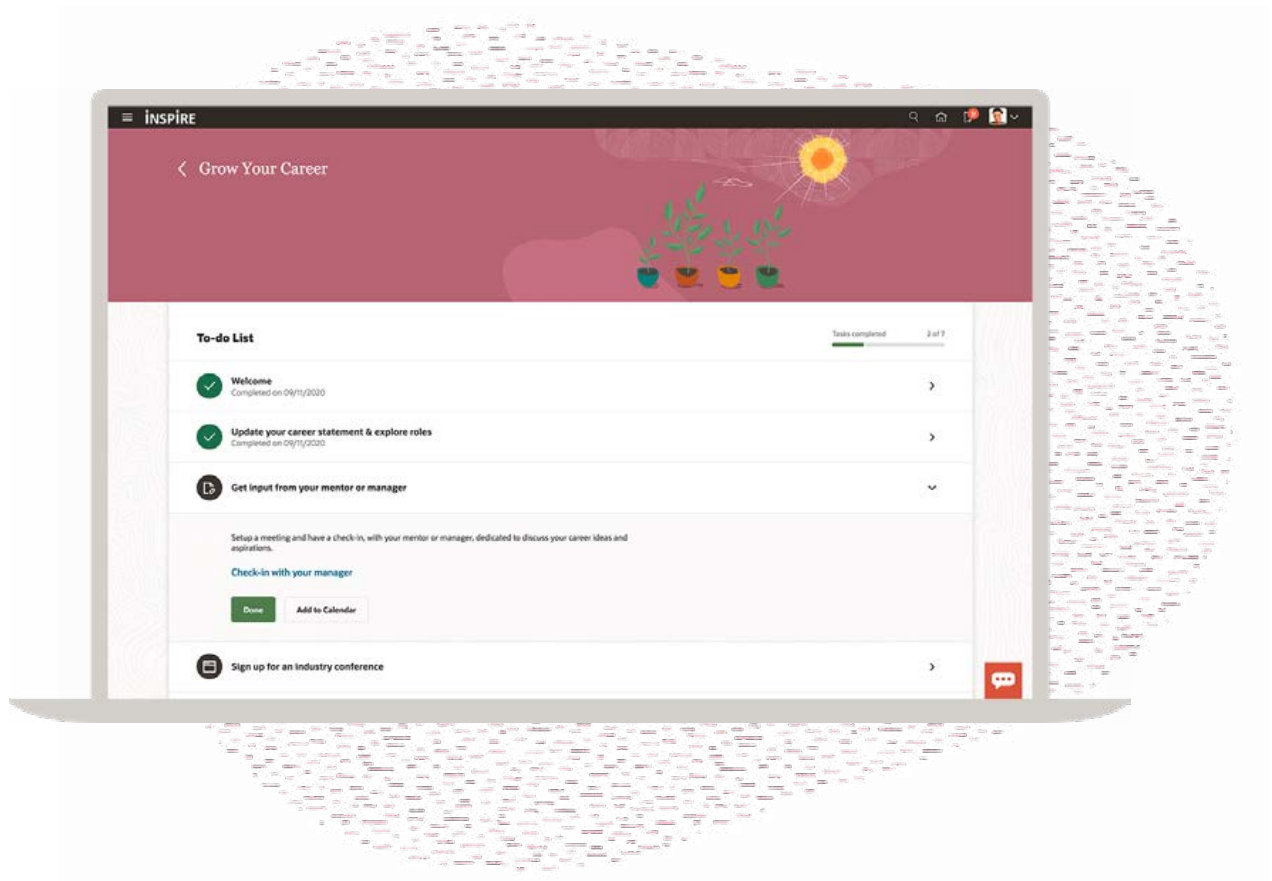
Although individuals are highly motivated to make big changes in their career, they may feel stuck at their organization without the proper guidance or understanding of what open opportunities are available to them. As working dynamics have become increasingly distanced and employees are more isolated, they need ways to stay connected into their workplace community to find mentors and feel like a valued member of the business. When equipped with the right tools, HR can help guide these individuals who are eager for change.

Oracle Journeys

Sometimes, the hardest part of adapting to change is knowing where to start. With Oracle Journeys, HR can help guide their employees through big changes by providing step-by-step instructions that can include check-ins with managers, learning courses, and videos. They can create, configure, and share paths for employees to follow as they make their way through different transitions. Having a helping hand through any big change creates connection with employees and builds a sense of trust so they feel confident as they navigate career changes.

With Oracle Journeys you can:

- Create, tailor, and deliver step-by-step guidance to walk individuals through events such as finding a mentor or learning courses
- Give workers the information they need exactly when they need it
- Make employees' voices heard by listening to pulse surveys and questionnaires

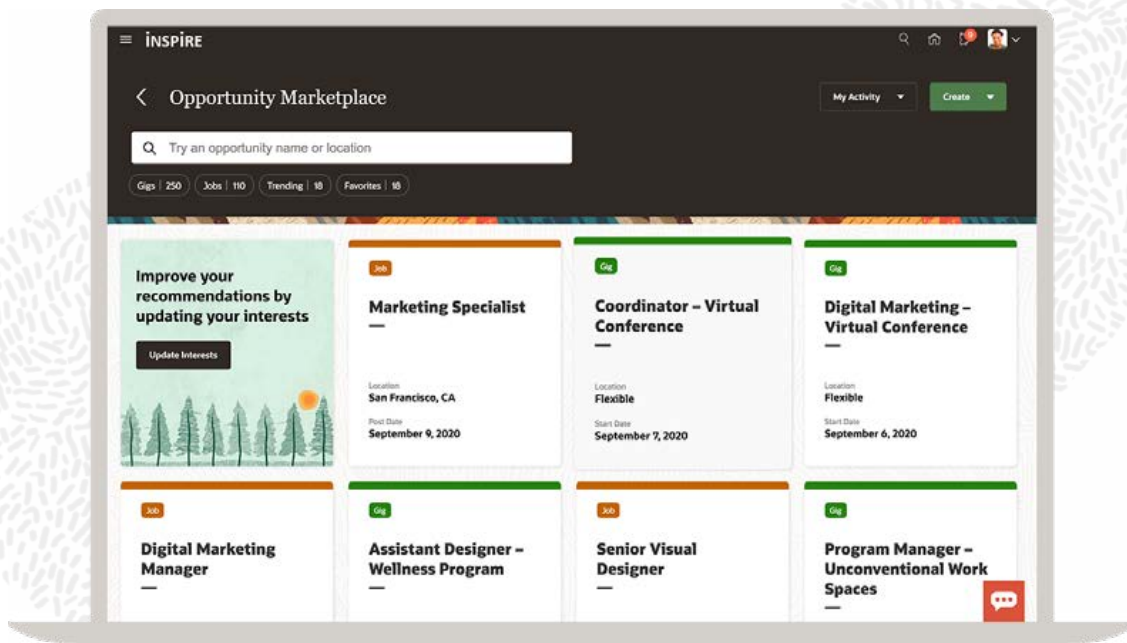


Oracle Opportunity Marketplace

Providing transparency into open roles in the organization is crucial to growing and retaining top talent. By combining job postings and internal gigs in one place, Opportunity Marketplace provides workers with a one-stop shop for career mobility within the organization. With visibility into new roles and projects through non-traditional networks and teams across the organization, individuals are provided more ways to develop their skills and grow their career. Those who take on short term gig opportunities can connect with leaders and mentors across the company and grow their network.

With Oracle Opportunity Marketplace you can:

- Provide an open marketplace where all employees have a chance to contribute and gain new experiences
- Help employees improve their own career mobility by expanding beyond their traditional role
- Expose workers to leaders throughout the organization to grow their network

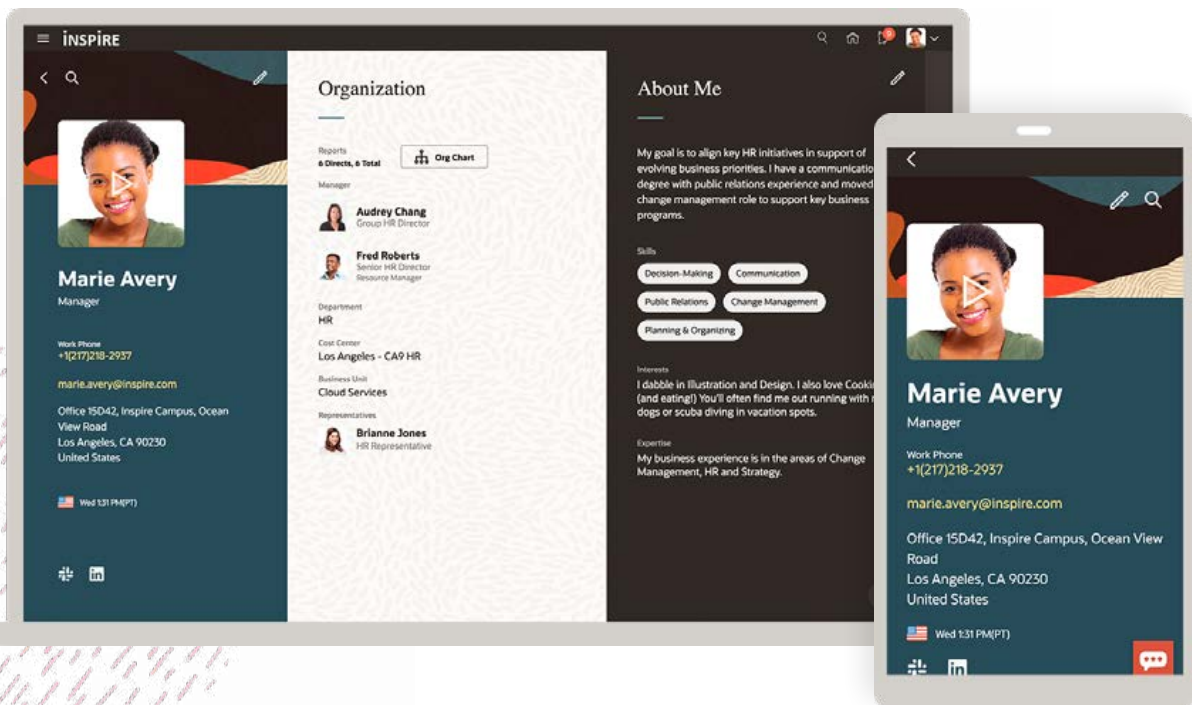


Oracle Connections

With many organizations becoming increasingly dispersed, it's more important than ever to be able to interact with colleagues - and get to know them - in new and interesting ways. With the intro videos available through Connections, workers can quickly share experience, and a little bit about themselves, so colleagues know exactly how to say their name, their interests, their experience and anything else they want to share. Easy to record and upload, these intro videos help employees quickly learn more about their teammates or uncover a potential new mentor.

With Oracle Connections employees can:

- Share quick insights about themselves and build their internal brand
- Provide updates on their role, their location, their pronouns, and unique talents
- Feel more connected when they understand their organization and their co-workers better and can network with people with common expertise and interests





3. Supporting growth and skill development

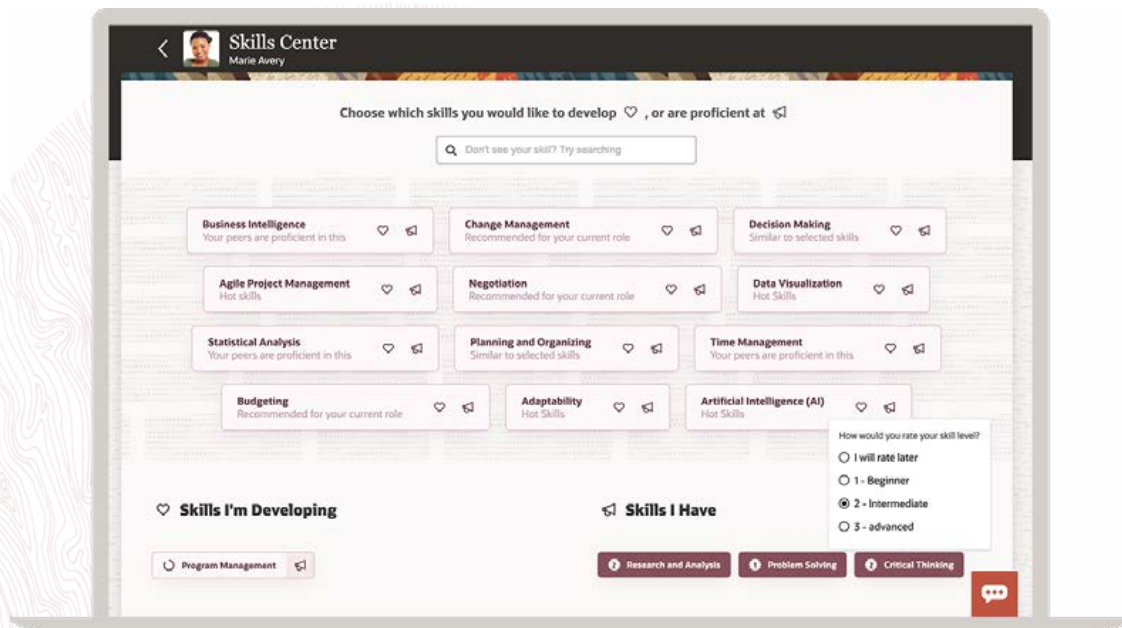
With new priorities and career changes come new skills to learn and employees around the world want technology to help support their development. Workers today expect an experience that is personalized to them with recommended skills to develop, learning courses that are relevant to their career aspirations, or mentors that can help guide them through transitions.

Oracle Dynamic Skills

Employees are hungry for new skills and are looking to their organizations, and technology, to help. Oracle Dynamic Skills supports them by providing recommended skills to focus on to help achieve their career goals and aspirations. They can also review recommended learning, development, and careers that are most suitable based on their skillset.

With Oracle Dynamic Skills you can:

- Review skills recommendations directly in alignment with individual career goals and aspirations
- Deliver recommendations in talent processes including recruiting, performance, and more
- Make it easy for employees to track progress towards career goals and take action to further development

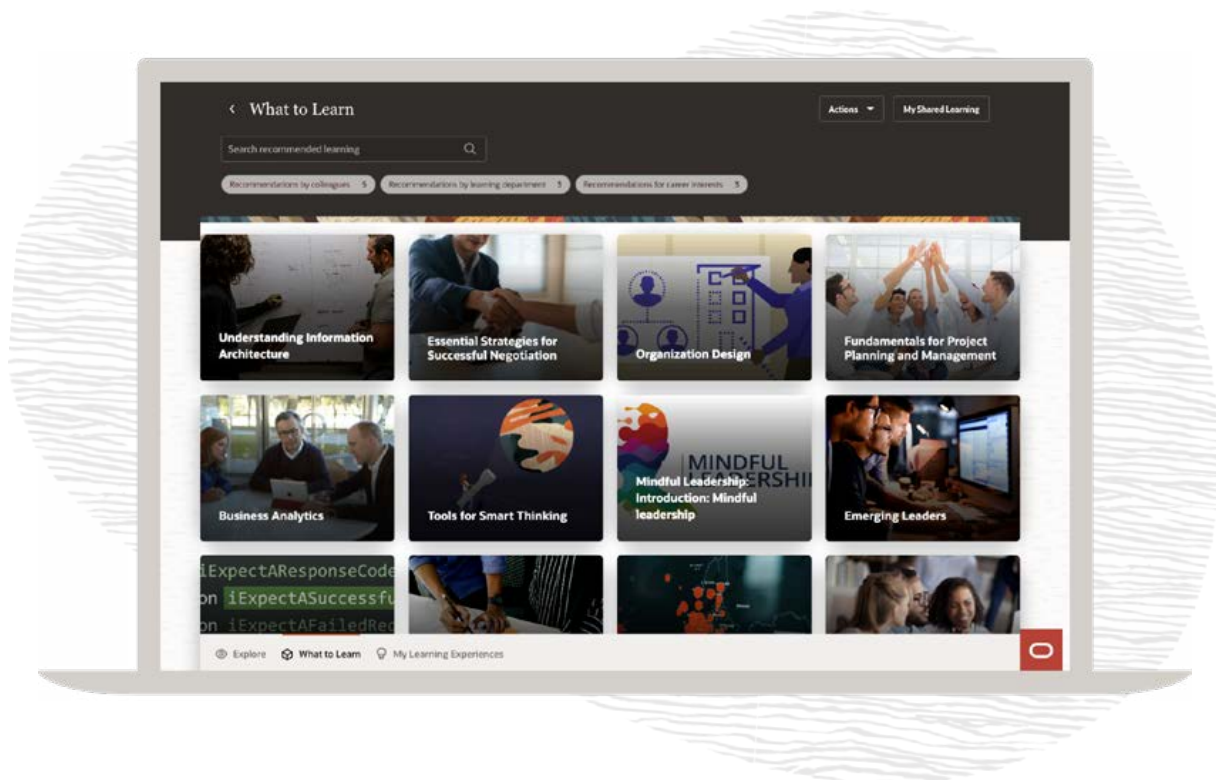


Oracle Learning

Managing employees with different career interests and goals makes it critical for HR to provide a learning experience that is personalized to their workforce. With learning recommendations from Oracle Learning that are based on various criteria like learning engagement history, current role, career goals, or desired skills, workers can develop the most relevant skills for current and future roles. Individuals can demonstrate their learned skills and help the greater organization by sharing their best practices by publishing their own videos or learning journeys. Having access to recommended courses, embedded learning into the talent lifecycle, and learning communities helps employees feel confident that they are developing the right skills to achieve their career goals and aspirations.

With Oracle Learning you can:

- Review recommendations based on various criteria such as current role or career goals
- Encourage peer to peer learning and collaboration through discussion forums, communities, and sharing and rating content
- Embed learning into the talent lifecycle

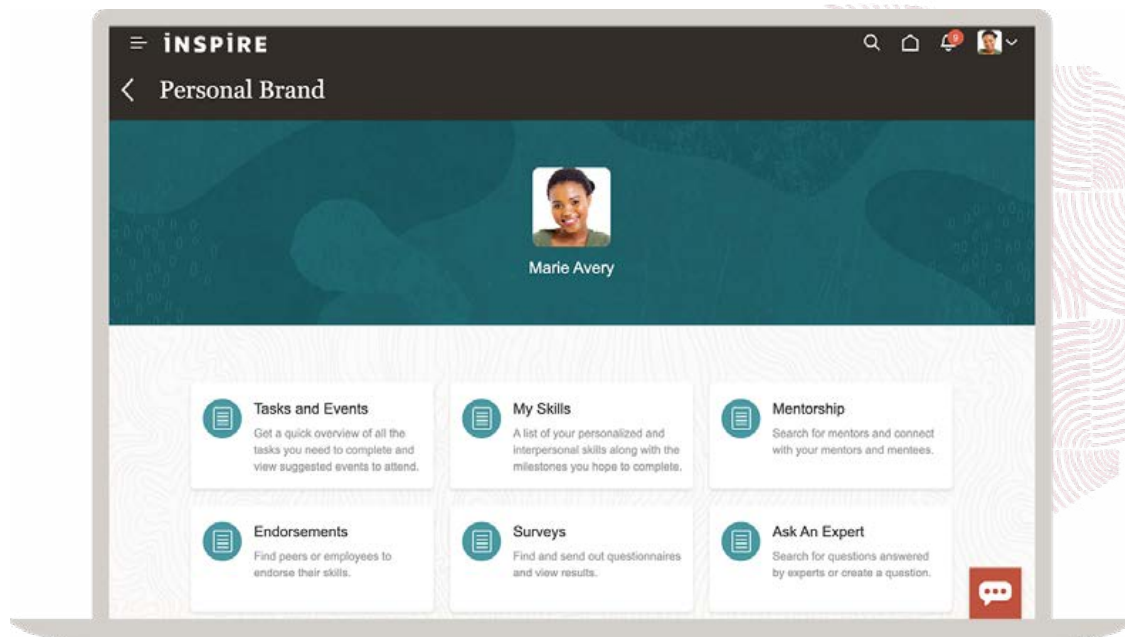


Oracle Work Life

Providing access to mentorship recommendations through Oracle Work Life can help employees not only further develop or fine tune skills, but also feel supported with resources throughout the organization. By interacting with mentors, individuals can develop their personal brand, learn to navigate career changes, and receive endorsements that demonstrate their knowledge which may be useful for future projects or in their next opportunity within the organization.

With Oracle Work Life you can:

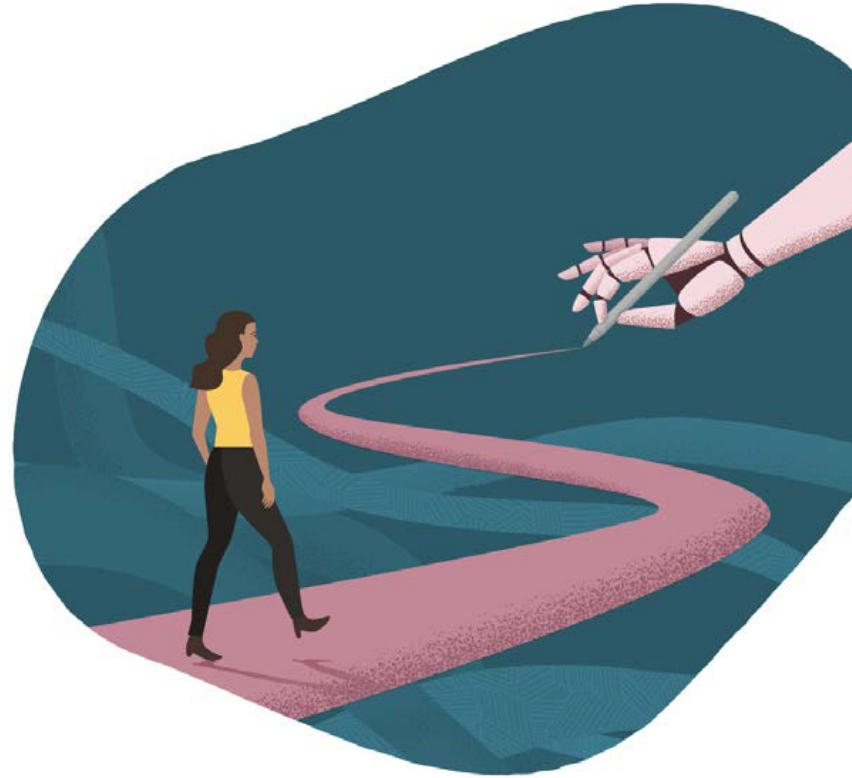
- **Align individual motivations with company goals**
- **Provide mentorship recommendations**
- **Help employees develop their personal brand**



Conclusion

As workers redefine career goals, explore new opportunities, and expand their skillsets, the AI@Work study shows us that organizations must prioritize the growth and development of their employees. Forgoing a focus on providing support and guidance for career development opportunities can result in a negative impact on the business where employee satisfaction and retention can plummet.

To prevent these outcomes, there are some key actions that HR can take today to make a difference. Aligning redefined priorities with career goals, providing guidance when navigating new opportunities, and supporting continuous development are foundational to addressing this challenge. It is also important to recognize that each of these areas can be supported by technology, in a way that is personalized and easy for employees to access, and scalable for HR to deliver in a consistent fashion.




**We are here for you as you adapt to employees' needs and expectations.
Learn more about the AI@Work study and how Oracle can help.**

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