ORACLE

Talent development in Oracle Fusion Cloud HCM

Preparing people for a world where work, skills, and AI are constantly evolving

Table of contents

AI, talent, and culture: Shaping the future of work

As AI reshapes how work gets done, roles are becoming more fluid, skills are evolving faster, and employees are expected to continuously adapt. Work is no longer defined by static job descriptions but by changing responsibilities, outcomes, and collaboration between people and intelligent technologies. In this environment, talent development plays a critical role in helping organizations and employees keep pace with constant change.

The role of learning and talent development teams has expanded well beyond delivering training and meeting compliance requirements. Today, these teams are essential partners in driving business success—connecting employee growth to strategic priorities, ensuring their workforce has the skills needed to accomplish both current work and future initiatives, and providing the visibility and guidance leaders need to make smarter investment decisions in a rapidly evolving landscape.

With the right insights and tools, talent development teams can drive flexibility, performance, and long-term success, helping their organizations stay agile, resilient, and prepared for what's next.

Connecting skills, people, and technology with AI

Attracting and retaining talent, building new skills, and making work meaningful are top priorities for HR leaders. Achieving these goals requires visibility into how employees are developing and where the business is headed. Technology—especially AI—plays a critical role by delivering timely insights, automating routine activities, and providing guidance exactly when it's needed.

Talent development brings skills, people, and technology together. When organizations invest in talent development, employees see how their development connects directly to meaningful work; they're more engaged, more likely to grow within the organization, and better equipped to contribute to business outcomes. At the same time, leaders gain a clearer understanding of workforce capabilities and skill gaps.

Making the most of AI requires high-quality, connected data across the organization. The more complete and current the data within talent development systems, the more accurate and actionable the insights become, enabling teams to make smarter workforce decisions and develop a more effective HR strategy over time.

Why do good talent strategies fall short?

Even well-intentioned talent strategies often struggle to deliver impact due to disconnected systems and manual processes. When talent technologies aren't integrated, it affects the whole workforce.

Employees face unclear guidance and limited visibility into career opportunities, leading to frustration and disengagement.

Managers and business leaders struggle to support skill development and respond quickly to change because information is scattered and difficult to act on.

HR teams lack the holistic insight needed to guide strategy and deliver a consistent employee experience.

Without a clear connection between skills, development opportunities, and the work employees are expected to perform, organizations find it difficult to prioritize investments and measure progress. To drive meaningful outcomes, talent processes must be unified, making it easier for employees to learn, grow, and contribute, and enabling leaders to act with confidence.

Talent development in Oracle Cloud HCM: A unified approach

Driving real impact for people and the business requires solutions that work together seamlessly. Oracle Cloud HCM brings growth, learning, and career advancement into a unified experience that supports employees, managers, and HR teams at every stage of the talent journey.

Talent development in Oracle Cloud HCM is powered by four connected solutions.

Oracle Grow

Oracle Grow is the experience layer where employees begin their development journey. It connects data from across Oracle Cloud HCM to deliver AI-driven growth plans and personalized opportunities, guiding employees to the next step in their careers.

Oracle Learning

Oracle Learning delivers personalized training and learning recommendations, powered by AI. Employees can build new skills quickly for their current role, future opportunities, or personal development goals.

Oracle Opportunity Marketplace

Opportunity Marketplace helps enable internal mobility by surfacing gigs, projects, open roles, and learning opportunities. AI finds opportunities for employees that align with their skills and interests, making career exploration more accessible and actionable.

Oracle Dynamic Skills

Dynamic Skills brings together AI-powered insights about people, roles, skills, and work. Leaders and HR can understand their organization's talent capabilities, identify gaps, and guide strategy, all with up-to-date data.

These aren't just standalone tools. Together, the talent development solutions in Oracle Cloud HCM deliver a unified experience for everyone—employees, leaders, and HR teams.

How Oracle's talent development solutions drive impact

Elevating employee performance

Oracle's talent development solutions help employees succeed by delivering timely, relevant support—especially when priorities shift or new challenges arise. Instead of waiting for scheduled training, employees receive real-time guidance as AI identifies urgent skill needs and recommends the most appropriate learning resources.

For example, if someone needs to learn a newly introduced application or process, their current responsibilities, skills, and recent feedback are analyzed to deliver targeted training and learning paths immediately. This approach ensures employees can quickly develop the skills they need to manage current tasks and adapt to fast-changing priorities.
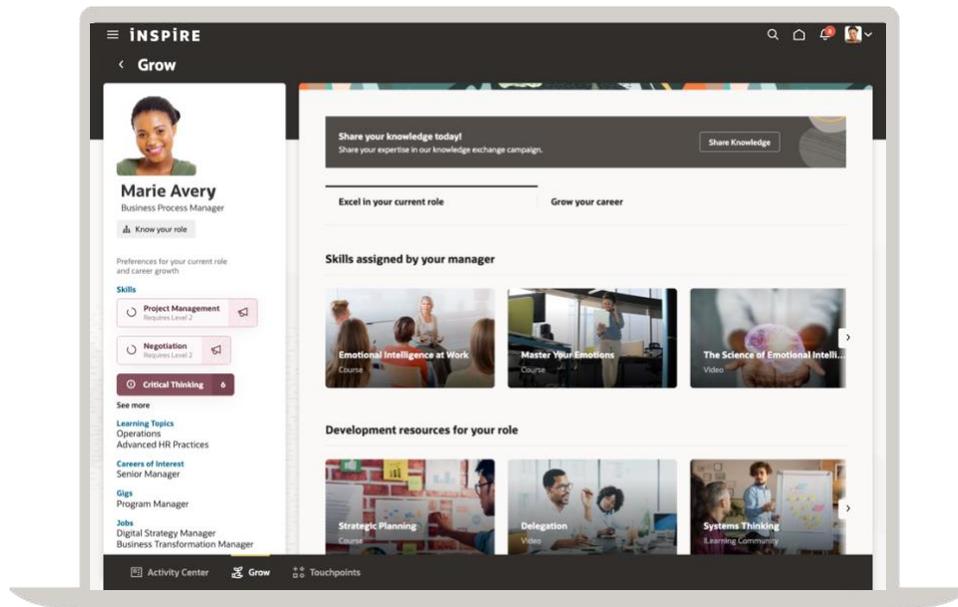
With Oracle's talent development solutions, you can

- **Quickly build new skills for current needs:** Personalized recommendations suggest relevant courses and learning paths to help employees address urgent skill gaps.
- **Act on feedback when it matters most:** Responsive training surfaces just-in-time resources following feedback or check-ins so employees can address growth areas as they arise.
- **Stay current as requirements change:** On-demand training ensures employees are always up to date with the latest compliance and policy standards.

Upskilling employees in their current role

Growth at work often means taking on new projects, extra responsibilities, or building confidence in everyday tasks. The talent development capabilities in Oracle Cloud HCM make it easy for employees to upskill where it matters most, ensuring continuous progress at any stage.

Employees gain clear insight into expectations and skill gaps, guided by feedback from HR, managers, and leadership. Business leaders have more control to develop the skills their teams need to achieve strategic outcomes. Learning and development opportunities are delivered directly within the flow of work through tools employees use every day, such as Slack and Teams, making development seamless and practical.
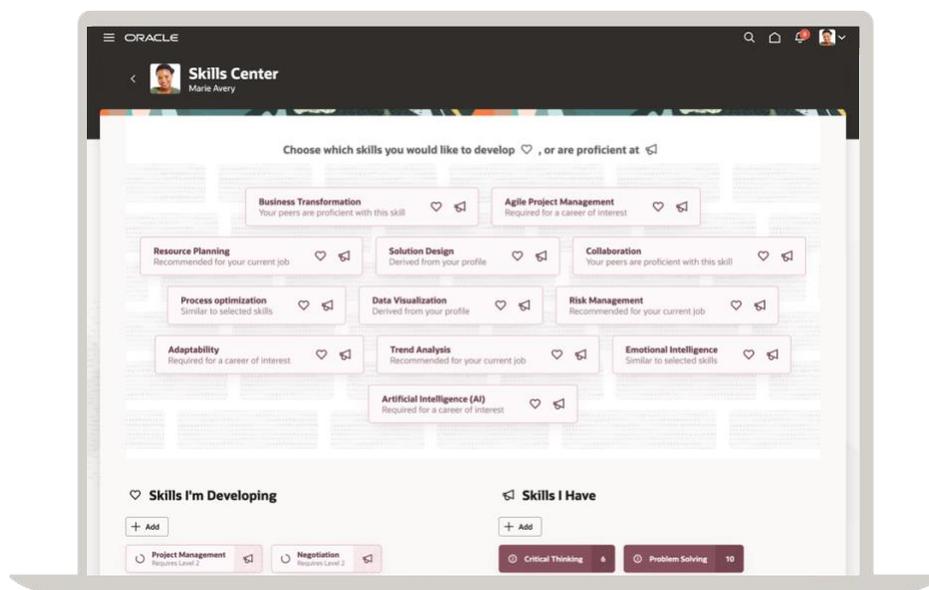
With Oracle's talent development solutions, you can

- **Gain clarity into role expectations:** Employees can quickly identify and address important skill gaps so they're ready to meet expectations before formal reviews.

- **Develop skills your peers are developing:** Oracle Cloud HCM surfaces trending skills among colleagues in similar roles, helping employees stay ahead in their development.

- **Learn in the flow of work:** Relevant training and resources are seamlessly delivered through the tools employees already use every day.

Driving career mobility and retention

Oracle's talent development solutions empower employees to see a clear future with your organization by making career growth possible at every stage. The journey starts with identifying career paths tailored to each individual's current skills and experience. Employees then receive clear, actionable steps that show them exactly how to advance.

To help them keep moving forward and build the skills they need for their next role, employees gain access to the resources that matter—such as targeted learning, hands-on projects, and mentorship opportunities. This comprehensive, supportive approach ensures employees always know their options, next steps, and how to prepare for new opportunities, building both confidence and loyalty.
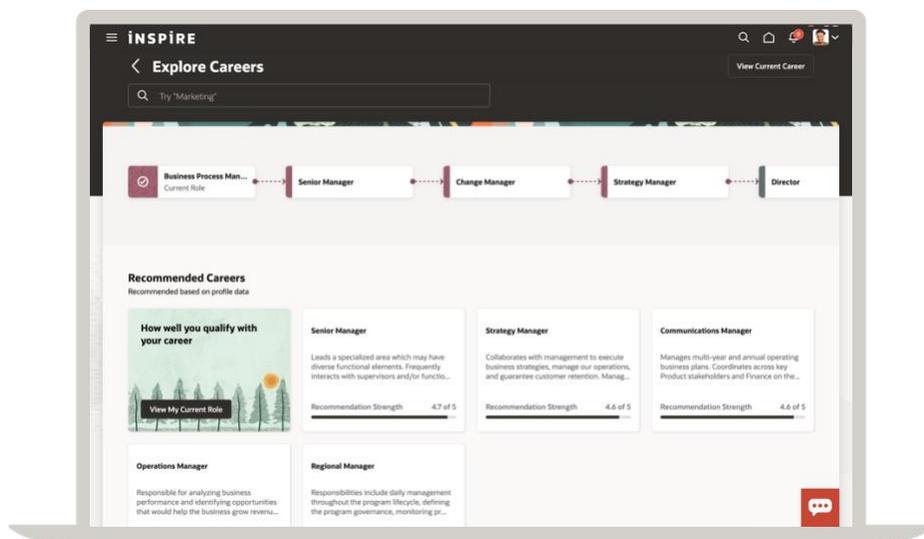
With Oracle's talent development solutions, you can

- **Chart career paths with personalized insights:** Tailored recommendations help employees uncover career opportunities that fit where they are now and where they want to go.

- **Guide career advancement with clear steps:** AI-driven guidance provides specific actions employees can take to reach their next career goal.

- **Access development resources for advancement:** Employees are connected with learning, assignments, and mentorship to build skills for the future.

Drive performance and potential

With Oracle Cloud HCM, organizations can unlock both individual and business growth through a unified approach to talent development. By bringing together performance, development, and career conversations, you can support progress at every stage of the employee journey. This isn't just positive for employees and managers—it's transformative for talent and learning professionals, who become true partners in driving success.

At the center of talent development in Oracle Cloud HCM is trust, built through consistent, transparent, and meaningful engagement. This foundation allows for more actionable feedback, personalized development, and strategic career planning—all powered by real-time insights. With this holistic approach, your organization can track growth, recognize achievements, and help every employee realize their career potential, ensuring your workforce is equipped and motivated for both today and tomorrow.

[Learn more about Oracle Grow](#)

[Learn more about Oracle Learning](#)

[Learn more about Oracle Opportunity Marketplace](#)

[Learn more about Oracle Dynamic Skills](#)

Connect with us

Call **+1.800.ORACLE1** or visit oracle.com. Outside North America, find your local office at: **oracle.com/contact**.