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Oracle Dynamic Skills

Part of Oracle Fusion Cloud HCM



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

Today's HR leaders are operating in an era where technology, talent, and culture are intersecting at unprecedented speed. Artificial intelligence and automation are reshaping every aspect of how organizations attract, develop, and engage their people. Meanwhile, the workforce is evolving—employees are seeking meaningful work, continuous growth, and a sense of belonging. HR is no longer just about managing people; it's about enabling purpose and driving performance using a modern, agile approach.

Against this backdrop, organizations face a pivotal challenge: how to align rapid technological advancements with the ever-changing needs and aspirations of their workforce. To succeed, HR must harness innovative tools and strategies that foster adaptability and resilience. The ability to dynamically identify, develop, and deploy skills is now a critical differentiator, empowering businesses to thrive amid uncertainty, fuel employee engagement, and build a culture that's ready for the future.



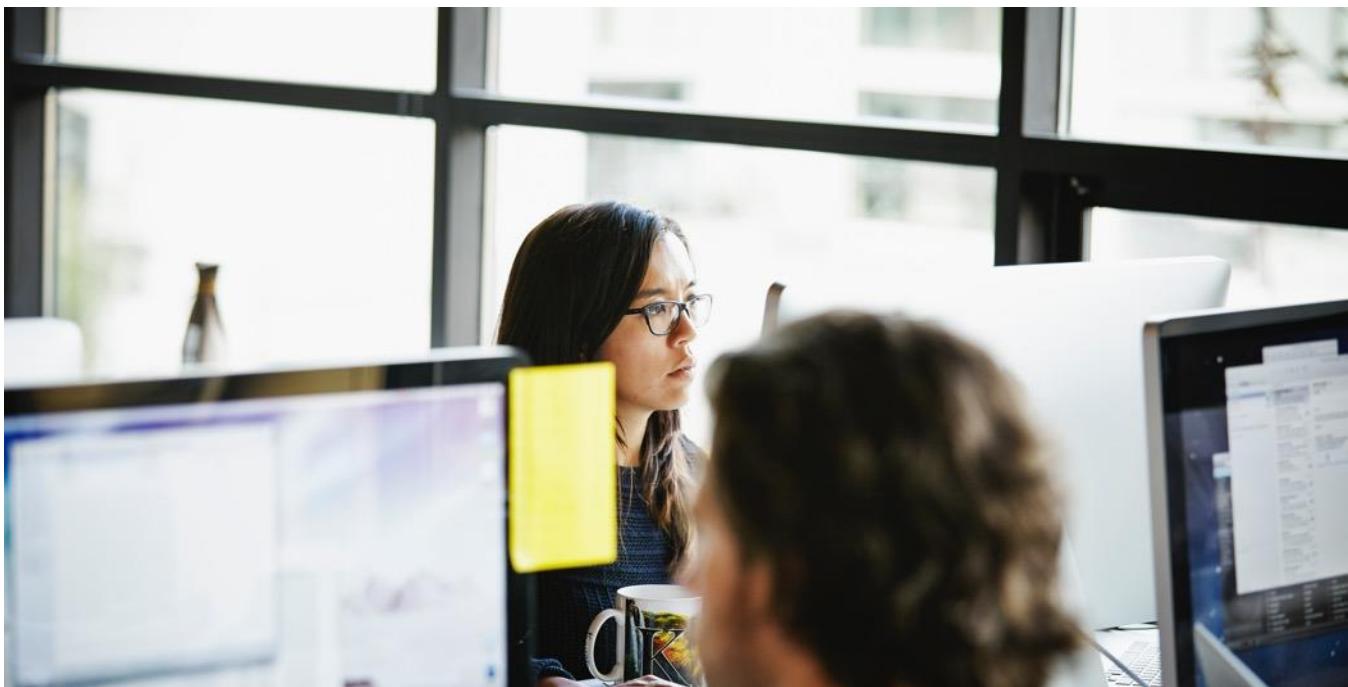
The ongoing skills gap: HR's pressing priority

While the convergence of AI, talent, and culture presents new opportunities, it also shines a spotlight on an enduring issue for HR teams: the skills gap. Despite years of awareness and investment, most organizations still struggle to align workforce capabilities with rapidly shifting business needs.

63% of employers cite skills gaps in the labor market as the leading barrier to transformation.¹

This isn't a new challenge, but its impact is intensifying as technology and business strategies—particularly those related to workforce development and organizational agility—continue to evolve. Bridging the skills gap requires fresh thinking and adaptive solutions that move beyond traditional approaches. By embracing dynamic, data-driven talent strategies, HR leaders can better identify emerging needs, grow internal talent, and keep their organizations competitive and resilient in a world of constant change.

¹ "The Future of Jobs Report 2025," World Economic Forum, January 2, 2025



Different tools, same roadblocks: Why skills remain elusive

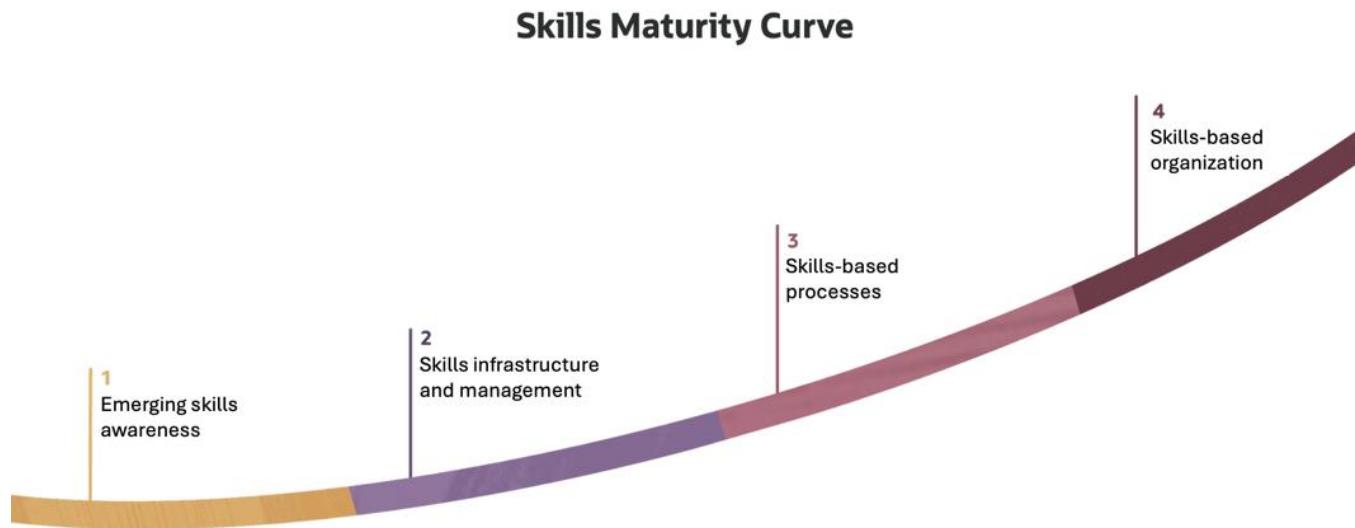
Despite remarkable advances in HR technology, many organizations remain caught in a cycle of familiar frustrations when it comes to managing their workforce's skills. The central questions persist: Where should we begin? And who truly owns the skills agenda? Even with robust programs in place, leaders often struggle to measure impact, demonstrate value, and—perhaps most critically—accurately assess the skills they have versus the ones they need to stay competitive. Teams often end up turning to a patchwork of tools and approaches across departments, from learning management systems and recruiting platforms to spreadsheets and siloed skills libraries.

This fragmented approach often leads to incomplete data, misaligned priorities, and missed opportunities to drive real business agility and growth. But the reality is that technology alone can't fix long-standing challenges around ownership, alignment, and access to actionable insights. Until organizations move beyond piecemeal solutions and embrace a holistic, unified approach, they risk repeating the same mistakes and getting the same disappointing results.

As we consider what's next, it's time to ask, Where are we really on our journey toward mature, effective skills management—and what will it take to get us there?

Climbing the skills maturity curve: From awareness to impact

The skills maturity curve offers a practical framework for understanding where your organization stands on the journey to becoming truly skills-based. Most enterprises today are in the “emerging skills awareness” stage—they recognize skills as key business drivers but are still hampered by fragmented processes and disconnected data. Their skills information is often scattered across learning systems, recruiting tools, and spreadsheets, making it difficult to get a clear, actionable view of their workforce’s capabilities. This lack of a unified infrastructure not only limits visibility but also forces HR leaders into a reactive mode, unable to confidently plan for the future or swiftly address changing business needs.

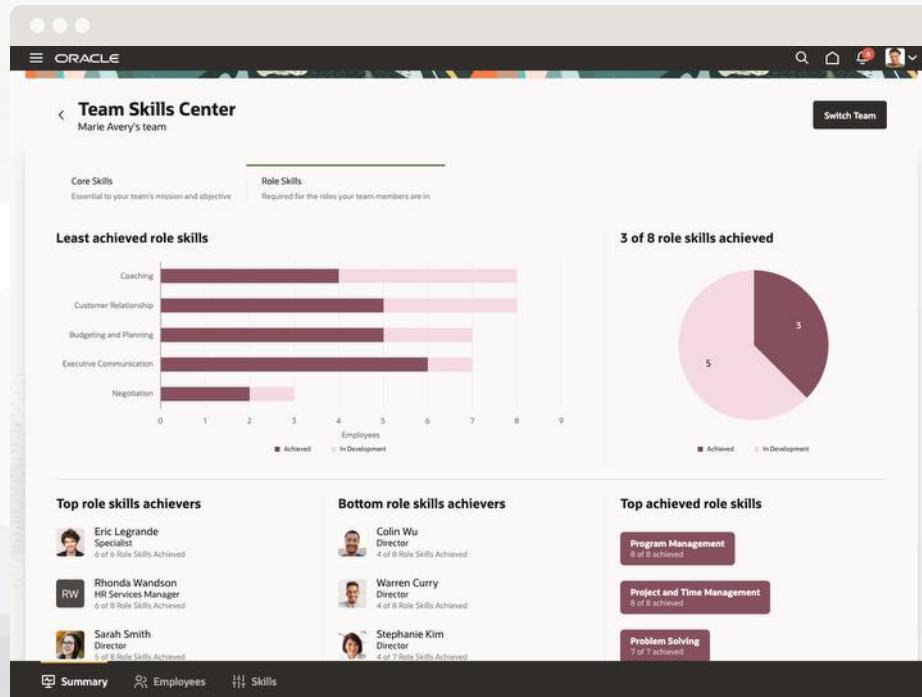


Moving up the maturity curve unlocks transformative possibilities. By establishing a robust, integrated skills infrastructure, organizations can create a shared skills language that connects HR, business leaders, and employees. This foundational shift supports real-time, AI-driven insights, enabling skills-informed hiring, internal mobility, targeted upskilling, long-term talent planning, and other critical activities.

As you reflect on your own organization, ask yourself, Are you still navigating the challenges of the awareness stage, or have you begun to lay the groundwork for a dynamic, skills-based future? The path forward starts with taking deliberate steps to build the right infrastructure, one that will empower your people and your business to reach new heights.

Oracle Dynamic Skills

Oracle Dynamic Skills is a comprehensive solution that gives your organization the tools to become truly skills-based. It leverages embedded AI to help you jump-start and continuously evolve your skills strategy, no matter where you are on the maturity curve.



With Oracle Dynamic Skills, you can build and manage a tailored skills library that's always current by drawing from business needs, job data, and employee activity across your workforce. The solution unifies skills, people, and work data in a single place, delivering real-time, enterprise-wide insights to help your team make smarter decisions about hiring, upskilling, workforce planning, and internal mobility.

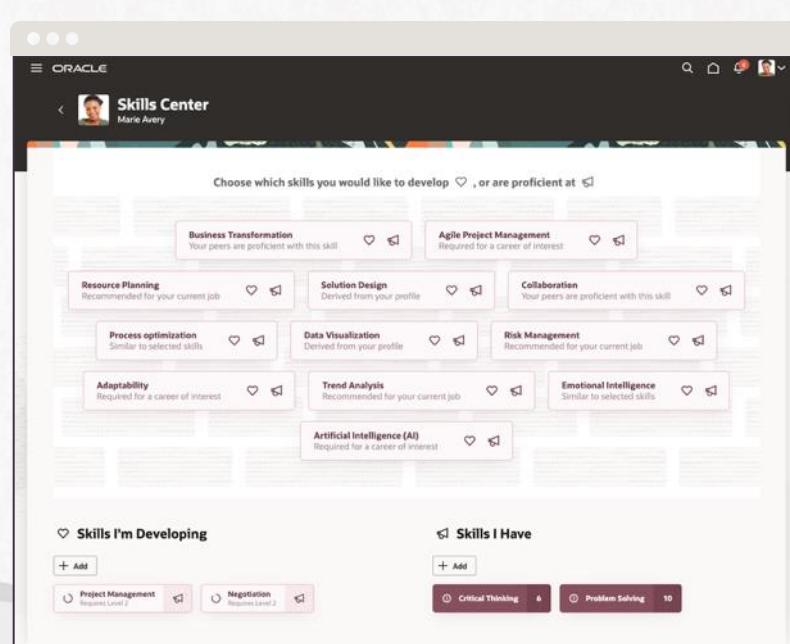
By providing unified infrastructure, intelligence, and applications, Oracle Dynamic Skills gives you the capabilities you need to make skills the foundation of your HR strategy and build a future-ready workforce.

Put Oracle Dynamic Skills AI to work

Organizations often struggle to move beyond the initial stages of skills maturity because building and maintaining a comprehensive, current skills infrastructure can be overwhelming. Oracle Dynamic Skills removes this barrier by using powerful AI to help automate the toughest parts of workforce skills management. The solution's AI capabilities help you quickly curate and enrich a dynamic skills library, keep data up to date across your workforce, and align competencies without the manual effort that stalls so many initiatives.

Here's how Oracle Dynamic Skills AI helps with the hard stuff:

- Builds and updates your skills library automatically, using predictive AI to help tag jobs and people with relevant skills
- Keeps employee profiles up to date and connected by continuously enriching them with new project, learning, and experience data
- Leverage AI to help align skills across your workforce and job architecture
- Connects employees with new opportunities by matching their skills to open roles, projects, and career paths
- Minimizes manual maintenance and data entry, allowing HR and business leaders to focus on strategy rather than operational upkeep

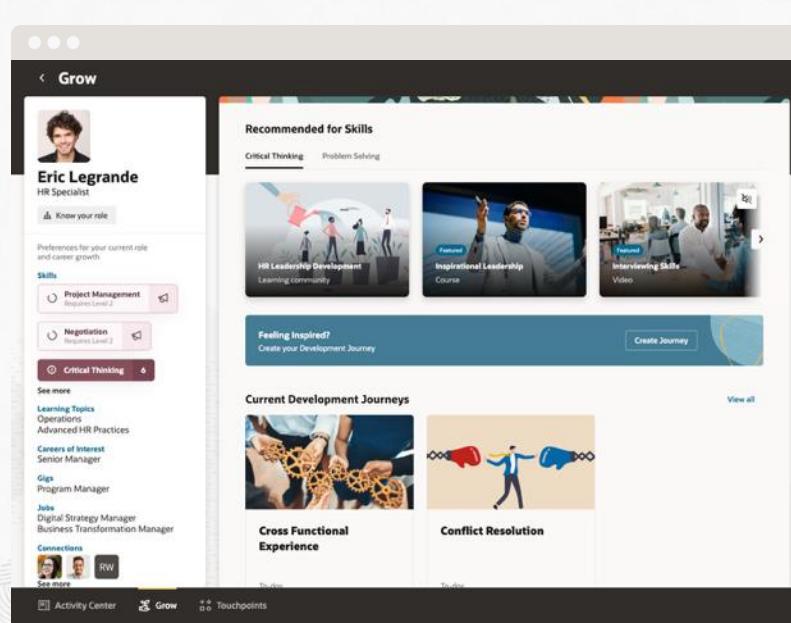


Start small, win early, and scale with confidence

Becoming a skills-based organization doesn't require a massive, immediate companywide transformation. Oracle Dynamic Skills is designed to let you start small by tackling your most urgent talent challenges first—whether they include closing a critical skills gap, enhancing your recruiting with the right skills data, or boosting internal mobility for high-demand roles. This targeted, phased approach helps your organization generate early wins, gain meaningful momentum, and build confidence to bolster broader change, all without overwhelming your teams.

Here's how Oracle Dynamic Skills can help deliver quick wins and immediate value:

- Helps you establish a consistent approach to skills across your organization and understand and capture your employees' skills
- Helps recruiting teams identify skills to add to requisitions and job descriptions and provides candidates with AI-recommended skill suggestions
- Provides employees with recommendations for the most relevant development opportunities, which automatically adapt to changes in an individual's role
- Equips leaders with a summary dashboard and drill-down options to help them understand their organization's skills landscape
- Helps employees expand their career growth possibilities by making it easy to discover different career options based on their current and developing skills



Lead with clarity and purpose

For HR leaders, the ability to make confident, informed talent decisions is essential for driving organizational success. Oracle Dynamic Skills gives you a real-time, unified view of your workforce, powered by AI-driven insights that go beyond job titles to help uncover the actual skills your people possess and are developing. This level of visibility allows you to maximize employee potential by matching people with opportunities for growth, development, and mobility. With a complete picture of your organization's skills landscape, you can proactively address skills gaps, plan for future needs, and align learning and recruiting efforts with strategic priorities. Managers can review and manage skill development centrally, and employees benefit from personalized guidance on growth opportunities—helping ensure everyone is better prepared for what's next.

Here's how Oracle Dynamic Skills empowers confident leadership:

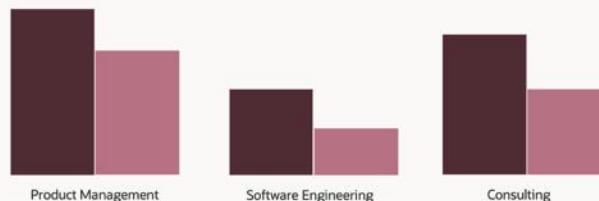
- Instantly surfaces workforce skills and capabilities based on real-time, intelligent data
- Uses AI to automatically infer skills data and update employee profiles across your organization
- Provides analytics that reveal skill trends, gaps, and supply versus demand to help you proactively plan for the future
- Delivers real-time, enterprise-wide visibility, helping you align learning, mobility, and recruiting strategies with business needs
- Provides managers with tools to assign, monitor, and nurture skill development across their teams

Skills Supply vs. Demand

Number of Workers	Number of Required Skills	Number of Developed Skills	Number of Developing Skills
43	43	24	23

Skill Demand Skill Supply

Skills Demand and Supply by Job Family



Think big. Start small. Scale fast.

Oracle Dynamic Skills delivers exactly what your HR team needs to address the persistent challenges of today's rapidly changing workforce landscape. By leveraging embedded AI and unifying your infrastructure, intelligence, and applications, the solution helps to save you valuable time, reduces manual data upkeep, and allows you to replace fragmented efforts with a seamless, cloud-based experience. Continuously enriched, real-time skills data makes it easy to see not only where your talent stands today but also the skills you'll need to build the workforce of tomorrow.

With Oracle Dynamic Skills, you can start where it matters most to your organization, whether that's closing urgent skills gaps, hiring for critical skills, or unlocking internal mobility. You can realize quick wins and scale with confidence as your strategy evolves, knowing that your insights and workforce planning are rooted in data that's always reliable and up to date. Ultimately, Oracle Dynamic Skills transforms the way HR delivers value—empowering your teams to act decisively, drive business outcomes, and lead the journey toward a future-ready, agile organization.

[Learn more about Oracle Dynamic Skills](#)

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