



Introducing Skills Library

Mercer Skills Edge solution



Build the foundation for a skills-first strategy

Incorporate skills into your talent strategy fast with the Skills Library

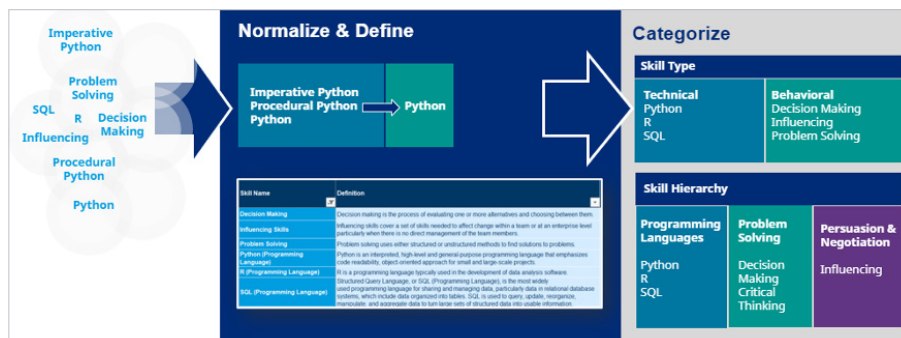
Does your organization have the skills you need to succeed? Are you looking to define your skill requirements and better identify and fill skill gaps?

Don't waste time digging through data or trying to create your own custom taxonomy. Skills Library maps thousands of unique skills to the Mercer Job Library, making it the fastest way for our clients to build a skills-inclusive job architecture. Don't have your jobs mapped to the Mercer Job Library? Our AI-driven job matching tool suggests the best matches for your job titles to get you started quickly.

- ➔ Our Skills Library is a skills taxonomy based on market data and curated by experts — enabling you to eliminate guesswork and build the foundation to support a skills-first strategy.
- ➔ An integrated, data-driven framework helps you deploy skills-based solutions for recruiting, talent assessments and career pathing.
- ➔ Our global skill taxonomy is updated regularly with new and emerging skills, trend insights, and proprietary skill definitions and categorizations.

Develop a skills taxonomy

Identify critical skills in an easy, effective way. With Skills Library, you can quickly and efficiently develop a skills taxonomy mapped to jobs in your organization.



Example use case:

Let's say you are having difficulty finding talent for your key engineering roles. You need someone who is skilled in MATLAB, has experience in Spacecraft, and is an expert innovator. Search for the required skills in Skills Library to identify adjacent roles and enable internal mobility to fill key talent gaps.

welcome to brighter

What's included?

The skills in Skills Library span a variety of traditional categories — such as competencies, qualifications, certifications, technical and behavioral skills, and more — so you can define roles using the criteria for success on the job. In addition to skills by Sub Family, Specialization, and Job, you also have access to proprietary skill definitions, categorizations, and at the Job level, suggested proficiency ranges.

How does the Skills Library work?

We curate our Skills Library using Mercer's intellectual capital in job architecture best practices, job, and industry expertise.

We obtain key skills information using large-scale data collection that targets millions of online job profiles and descriptions.

We update the Skills Library routinely throughout the year, adding new and emerging skills, modifying existing skills and removing obsolete skills.

Choose to view a summary of skills across multiple Jobs, Specializations or Sub Families. Drill deeper into the detailed skill taxonomy to view recommended proficiency ranges for each mapped skill at the job level:

Systems Software Engineering (High Tech) - Specialist Professional (P4) Add to My Library Reports

Skills Summary • Technical Skills • Behavioral Skills • Qualifications

Agile Methodology, Debugging, Troubleshooting (Problem Solving), Automation, Code Review, Linux, Scrum (Software Development), Unit Testing, CI/CD, Software Development Life Cycle, C++ (Programming Language), Amazon Web Services, SQL (Programming Language), C# (Programming Language), Docker (Software), Application Programming Interface (API), Kubernetes, Go (Programming Language), JIRA, Python (Programming Language), Java (Programming Language), C (Programming Language), Embedded Systems, Algorithms, Embedded Software, Git (Version Control System), CompTIA Security+, Strategic Thinking, Workflow Management

Software Development Test Engineering (High Tech) - Specialist Professional (P4) Add to My Library Reports

Skills Summary (in rank order grouped by Skill Source) • Technical Skills • Behavioral Skills • Qualifications

↑ Skill Rank	↑ Skill Source	↑ Skill Name	↑ Recommended Proficiency Range	↑ Skill Sub-Category	↑ Skill Category	↑ Skill Major Category
1	Sub-family	Agile Methodology	Intermediate-Advanced	Project Management	Business Planning and Risk Management	Knowledge
2	Sub-family	Debugging	Intermediate-Advanced	Software Testing and Quality	Technology Design and Development	Design and Development
3	Sub-family	Troubleshooting (Problem Solving)	Intermediate-Advanced	Critical Thinking	Problem Solving	Design and Development
4	Sub-family	Linux	Intermediate-Advanced	Operating Systems	Technology Use, Monitoring and	Knowledge

Benefits of adopting a skills-based approach:

-  Flexible, agile workforce
 -  Increased employee engagement and productivity
 -  Reduced turnover

-  Robust internal talent marketplace
 -  More effective, efficient hiring processes
 -  Optimized compensation packages

Contact your Mercer consultant or visit [website](#) to learn more about our Skills Library and related solutions, Skills Pricer and Skills Map.