

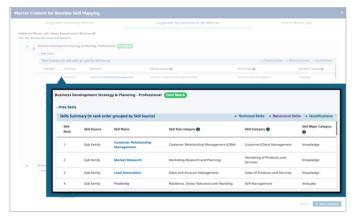
# Map skills directly to your job catalog, leveraging Mercer's proprietary Al and best-in-class Skills Library data

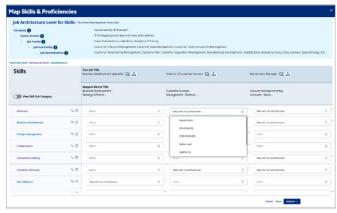
Do you know what skills are relevant to your jobs in the market? Do you want to leverage best-in-class skills data to design your organization's unique job and skills library?

**Skills Map** is a workflow solution, underpinned by the Skills Library, that empowers you to quickly map skills and related proficiency levels to your job architecture.

### **Al-powered skill mapping**

Skills Map utilizes proprietary AI to scan your records and recommend mappings to Skills Library specializations and jobs. This mapping is an immediate crosswalk from your job catalog to our expert-curated skills taxonomy and recommended proficiency levels to use as a baseline for customizing skills to your job architecture.





## **How does Skills Map work?**

The user-driven workflow is highlighted below in five easy steps and can be applied at one or more elements of your job architecture. Using a multi-level architecture streamlines the skill validation process through cascading skills from higher levels (e.g., sub-family) to lower levels (e.g., specialized job).

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Upload your job architecture elements that you wish to assign skills to and instantly receive skill mapping recommendations using our proprietary AI-matching model

Drag and drop or upload a file with your records to see instant skill mapping recommendations based on Mercer's extensive job matching intelligence. If you've participated in Mercer's compensation surveys, you can also choose to use previously submitted job matches as an immediate crosswalk to a baseline of skills.

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#### Customize the skills mapped to your records

Use our intuitive workflow to validate Mercer skills to your defined architecture and/or create brand new skills unique to your organization.

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#### Assign proficiency levels to skills

Optionally assign an ideal proficiency level to each skill utilizing your organization's custom proficiency framework or leveraging Mercer's recommended scale.

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#### Coordinate with internal stakeholders for validation

Using the built-in review and approval workflow, coordinate directly in the application to confirm approved skill requirements for each record.



#### Integrate your mapped skill data

Utilize your new skill mappings in your HR tech stack to activate your skills-powered architecture.

#### Example use case: you're planning to expand your technology teams

You need to know what skills are most relevant to jobs similar to yours in the market so you can make sure they are included in your job descriptions, postings, and internal mobility discussions. You also need help determining proficiency levels for the skills at each level and might need to somehow categorize different skills to allow substitution. Mercer Skills Map facilitates mapping skills to your jobs so that managers can make informed hiring and talent management decisions that drive business forward.

## Benefits of mapping skills and proficiencies to your job architecture include:



Flexible, agile workforce



Reduced turnover



Robust internal talent marketplace



More effective, efficient hiring processes



Optimized compensation packages

Contact your Mercer consultant or visit the <u>website</u> to learn more about our Skills Map and related solutions, Skills Library and Skills Pricer.