

Introducing Skills Map



Mercer Skills Edge solution

Map skills directly to your jobs, leveraging Mercer's best-in-class Skills Library data and insights

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 jobs.

AI-powered skill mapping

Skills Map utilizes proprietary AI to scan your jobs and recommend mappings to Skills Library 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 jobs.

Incorporate skills into your talent strategy fast with the Skills Map solution



10,000+ jobs



4,000+ skills

| Home | Upload jobs | Map jobs | Map Skills |
|--|------------------|----------|------------|
| Results 177 jobs | | | |
| You can match or unmatch your jobs to Mercer jobs and select jobs for map skills from this page. | | | |
| Search your job titles by keyword | | | |
| Your Job Title | Job Match Status | Actions | |
| Business Support Specialist | Suggested | [Icons] | |
| Auto Remarketing Specialist | Suggested | [Icons] | |
| Bankruptcy Specialist | No Suggested | [Icons] | |
| AP Accountant | Suggested | [Icons] | |
| Branch Manager Senior | Suggested | [Icons] | |
| Business Acquisition MGR | Suggested | [Icons] | |
| HR Project Manager | No Suggested | [Icons] | |

| Map Skills & Proficiencies | | | | | |
|--|---|-----------------------------|-----------------------|---------------|-----------------------|
| Results 15 jobs selected | | | | | |
| This view shows all skills associated with the Mercer jobs that have been mapped to your jobs. To map proficiencies to skills selected for these jobs, select the appropriate proficiency level in the dropdown next to the relevant skill and under the relevant job. You can choose one of five proficiency levels, or you can choose to remove that skill from the job (Do Not Match) or match the skill with no proficiency level (Match with no proficiency). | | | | | |
| Skills | Client job title: Business Support Specialist | Auto Remarketing Specialist | Bankruptcy Specialist | AP Accountant | Branch Manager Senior |
| Presentations | Intermediate | Advanced | Advanced | Expert | Do not match |
| Customer Advocacy | Awareness | Intermediate | Expert | Advanced | Do not match |
| Upselling | Developing | Intermediate | Advanced | Do not match | Do not match |
| Influencing Skills | Advanced | Intermediate | Expert | Expert | Do not match |
| Cross Selling | Match with no proficiency | Advanced | Expert | Advanced | Do not match |
| Change Management | Do not match | Advanced | Expert | Advanced | Do not match |
| Customer Lifecycle Management | Do not match | Awareness | Do not match | Advanced | Do not match |

welcome to brighter

How does Skills Map work?

The user-driven workflow can be summarized in five easy steps:

- 1. Upload your jobs and instantly receive skill mapping recommendations using our proprietary AI-matching model**

Drag and drop or upload a file with your jobs to get instant skill mapping recommendations based on our matching intelligence. If you've participated in Mercer's compensation surveys, you can use the job matches as an immediate crosswalk to a skills baseline.
- 2. Customize the skills mapped to your jobs**

Use our intuitive workflow to remove and add Mercer skills to your jobs and/or create brand new skills unique to your organization.
- 3. Assign proficiency levels to the skills, for each job**

You can also optionally assign an ideal proficiency level to each skill on a job.
- 4. Coordinate with internal stakeholders for validation**

Using the built-in review and approval workflow and commenting feature, coordinate directly in the application to come to agreement on the final approved skill configuration for each job.
- 5. Export your mapped data**

Utilize your new skill mappings in your HR tech stack to elevate your skills-first organization strategies.

Coming soon!

Skills map will be expanding org-specific configuration options, enhancing options for organizing job and skill data, including adjacencies, and offering more data-driven insights through dashboards.



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 [website](#) to learn more about our Skills Map and related solutions, Skills Library and Skills Pricer.