

Understand your skills landscape to better prepare changing talent needs



The challenges

What skills make up my current workforce?
Are we able to keep up with the changing market and industry?

Are there opportunities to effectively redeploy talent internally?

Am I investing in the right learning and development resources?

How can I create more visibility into performance expectations to empower employees for progression?

Am I hiring for the right skills?

The opportunity

A skills library can provide an inclusive view of the skills represented in your workforce today based on the future-looking requirements of each job.

For employees, skills libraries create visibility into current and future skill requirements for personal learning and development and help set a foundation for successful performance.



For the organization, libraries enable clarity around shared and unique skills across jobs, informing workforce planning, staffing models, talent acquisition, and learning and development strategies and programs.



Customizable Skills Library

Our customizable skills library can:

- ✓ Include **skill characteristics** such as categorization, skill type, and description to provide a clear skills framework
- ✓ **Map individual skills** to specific job levels and roles, and **proficiency level** details, for job-relevant skills
- ✓ Identify critical skills that are **unique to specific roles** or that **span across multiple jobs** or business areas for increased organizational agility preparedness
- ✓ Incorporate **trends in workforce skills and capabilities** to capture key future-oriented skills
- ✓ Upload to various **HRIS systems** for seamless governance and employee ease-of-access



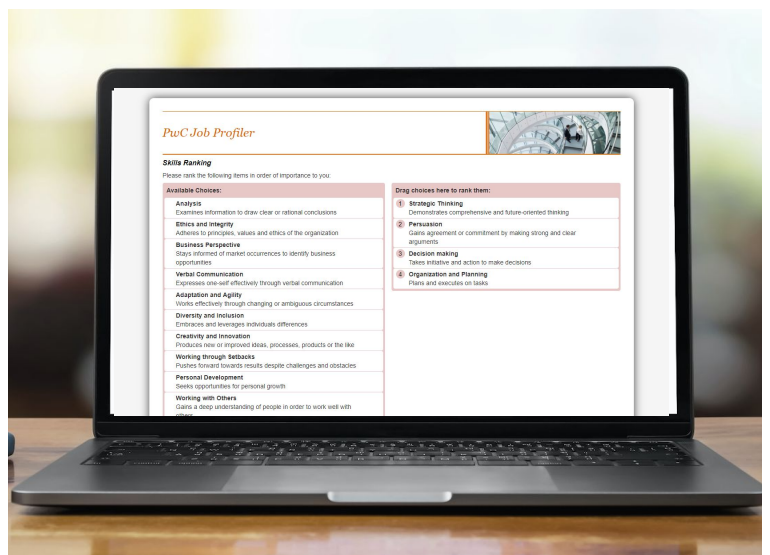
The solution



Job Profiler, our online survey tool, can be used to validate skills by identifying which are most important, most frequently used, and highest ranking according to employees based on their specific role.



The results from the Job Profiler - which are compiled, analyzed, and reported at the aggregate level by PwC - help create a robust skills library.



Why PwC?



Subject matter experience

PwC brings deep experience in I/O psychology, organizational development and applied experience to help tackle complex organizational challenges.



Proven approaches, customized

We help customize approaches to meet clients' unique needs and goals, incorporating proven approaches and methodologies to solutions and roadmaps that connect talent architecture to talent management approaches.



Advanced technologies

Our technologies allow for greater involvement, faster results, and deeper analysis. The Job Profiler helps clients accelerate and validate the identification of job-specific critical skills, knowledge and abilities.



Benchmarking Data

This allows for client-specific customization informed through a robust data set across industries, organizational size, and functions. We have access to benchmarks across industries and organizational type, size, and geography.



Nik Shah, Principal, People Analytics Leader
nik.shah@pwc.com | (202) 297-2584



© 2020 PwC. All rights reserved. PwC refers to the US member firm, and may sometimes refer to the PwC network. Each member firm is a separate legal entity. Please see www.pwc.com/structure for further details. This content is for general information purposes only, and should not be used as a substitute for consultation with professional advisors