

Introducing Skills Library

Mercer Skills-Edge Suite



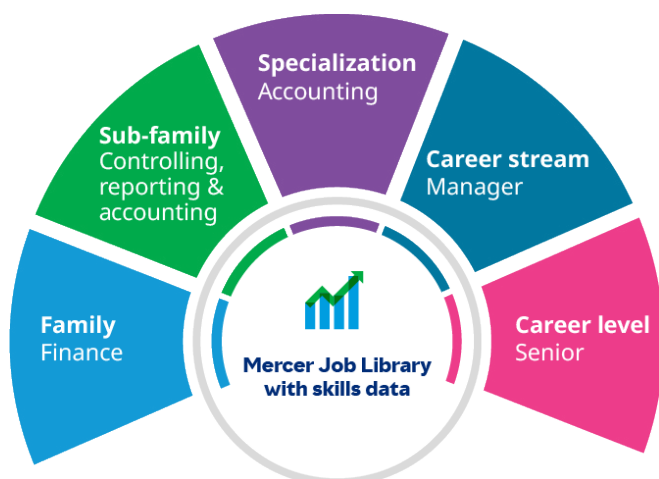
Lay the groundwork for skills-based decision-making

Incorporate skills into your talent strategy fast with the Skills Library

Do you have the skills you need to succeed? Are you looking to understand your skills requirements and current bench strength?

Don't waste time digging through data or trying to create your own custom taxonomy. Skills Library maps 2,600 unique skills to over 5,300 jobs in our Jobs Library, making it the fastest way for Mercer Job Library users to incorporate skills into their strategy. Not a Mercer Jobs Library client? Our team of experts can match your jobs to our Library to get you started quickly.

- ➔ The Skills Library offers a **skills taxonomy based on market data** — the first step in adding skills to your organization's pay strategy. We update our Skills Library regularly throughout the year so you can stay up to date on new and emerging skills, see how skills are changing and learn which skills are becoming obsolete.
- ➔ An **integrated, data-driven framework** helps you deploy skills-based solutions for recruiting, talent assessments, and career pathing.
- ➔ Skills are mapped to a **global job taxonomy** — the Skills Library includes globally applicable data, allowing you to implement a skills framework across your entire organization quickly.



Develop a skills taxonomy

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

Example use case:

Let's say you're seeking to fill a cost accounting role. You need someone who is skilled in accounting, is an excellent communicator, has experience with budgeting, is familiar with variance analysis, and holds a specific certification for a particular country.

Search for the skills associated with the role (highlighted above) in the Skills Library to help you develop the right skills taxonomy and uncover other relevant skills for the position.

welcome to brighter

What's included?

The skills span a variety of traditional categories — such as competencies, qualifications, certifications, hard and soft skills, and region-specific needs — so you can define roles by using the criteria for success on the job.

How does the Skills Library work?

We curate our Skills Library using a variety of supply and demand sources for talent data.






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.

Skills are structured in two Mercer Job Library arrangements that are orientated around type of work and organizational level:

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© 2021 Mercer LLC. All rights reserved.		2021 Global Version 2 Job Detail			
Job Family	Job Title	Skill	Skill Type	Skill Rank	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Business Intelligence	Hard Skill	1	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Tableau (Business Intelligence Software)	Hard Skill	2	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Dashboard	Hard Skill	3	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Decision Making	Soft Skill	4	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	SQL (Programming Language)	Hard Skill	5	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Data Warehousing	Hard Skill	6	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Influencing Skills	Soft Skill	7	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Innovation	Hard Skill	8	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Key Performance Indicators (KPIs)	Hard Skill	9	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Governance	Hard Skill	10	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Python (Programming Language)	Hard Skill	11	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	R (Programming Language)	Hard Skill	12	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Strategic Planning	Hard Skill	13	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Infrastructure	Hard Skill	14	
Data Analytics/Warehousing, & Business Intelligence	Head of Data Analytics/Warehousing & Business Intelligence - Senior Manager II (M5)	Data Modeling	Hard Skill	15	

Benefits of adopting a skills-based approach:

-  Flexible, agile workforce
-  Robust internal talent marketplace
-  Increased employee engagement and productivity
-  More effective, efficient hiring processes
-  Reduced turnover
-  Optimized compensation packages

Contact your Mercer consultant or visit imercer.com/skills to learn more about our Skills Library and related solutions, Skills Pricer and Skills Pay Planner.