

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.

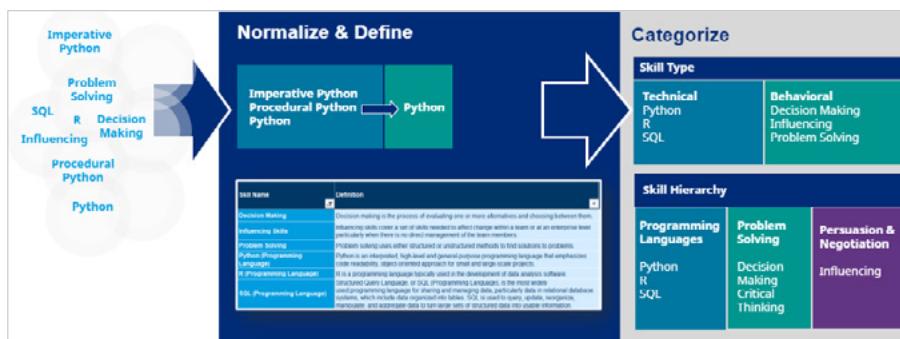
→ Our Skills Library is a skills taxonomy based on market data and curated by experts — enabling you to eliminate guesswork and build the foundation to support a skills-first strategy.

→ 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 region-specific expectations — so you can define roles using the criteria for success on the job. In addition to skills by job, you also have access to proprietary skill definitions, categorizations, and 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 or drill into the detailed skill taxonomy and recommended proficiency range for each mapped skill:

Customer Experience Operations - Experienced Para-Professional (S2)

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Skills Summary (In Rank Order)

Organizational Skills, Resourcefulness, Selling Techniques, Decision Making, Interpersonal Communications, Self-Motivation, Writing, Time Management, Multitasking, Detail Oriented, Troubleshooting (Problem Solving), Invoicing, Social Media Management, Knowledge-Based Systems

Customer Experience Operations - Entry Professional (P1)

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Skills Summary (In Rank Order)

Customer Advocacy, Invoicing, Detail Oriented, Customer Relationship Management, Prioritization, Enthusiasm, Writing, Multitasking, Troubleshooting (Problem Solving), Time Management, Salesforce, Self-Motivation, Presentations, Selling Techniques, Interpersonal Communications, Verbal Communication Skills, Influencing Skills

Customer Experience Operations - Experienced Para-Professional (S2)

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Skills Summary (In Rank Order)

Skill Rank	Skill Name	Recommended Proficiency Range	Skill Sub-Category	Skill Category	Skill Major Category
1	Organizational Skills	Awareness-Developing	Initiative	Self-Management	Attitudes
2	Resourcefulness	Awareness-Developing	Creative Thinking	Problem Solving	Design and Development
3	Selling Techniques	Awareness-Developing	Sales and Account Management	Sales of Products and Services	Knowledge
4	Decision Making	Awareness-Developing	Critical Thinking	Problem Solving	Design and Development
5	Interpersonal Communications	Awareness Developing	Active Listening, Communication and Information Exchange	Leadership and Social Influence	Attitudes

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.