

Critical Skills-Based Content Framework for SuccessFactors



Skills & Competencies Made Simple

A Foundational Resource for Swift Deployment of SuccessFactors Talent Management Applications

Unlock the power of your workforce with **Skills and Competencies Made Simple (SCMS™)**! Our innovative solution seamlessly integrates with SuccessFactors Talent Management Applications and blends AI-driven insights with real-time workforce management, empowering you to optimize your team's potential like never before. SCMS empowers companies to dynamically update job roles, skills, and competencies, driving talent development and anticipating future skill demands. This strategic approach optimizes workforce deployment and facilitates data-driven decisions that significantly enhance agility and organizational performance.

Streamlined Talent Management Processes:

- Pre-curated skills and competencies mapped to jobs and categorized by job frameworks to allow for industry-specific sets of data that can be used across various talent management processes.
- Enable HR to help employees understand their career paths and development opportunities within the organization.
- Streamline workforce planning with AI driven automation of job roles and skills.



Improved Employee Development and Engagement

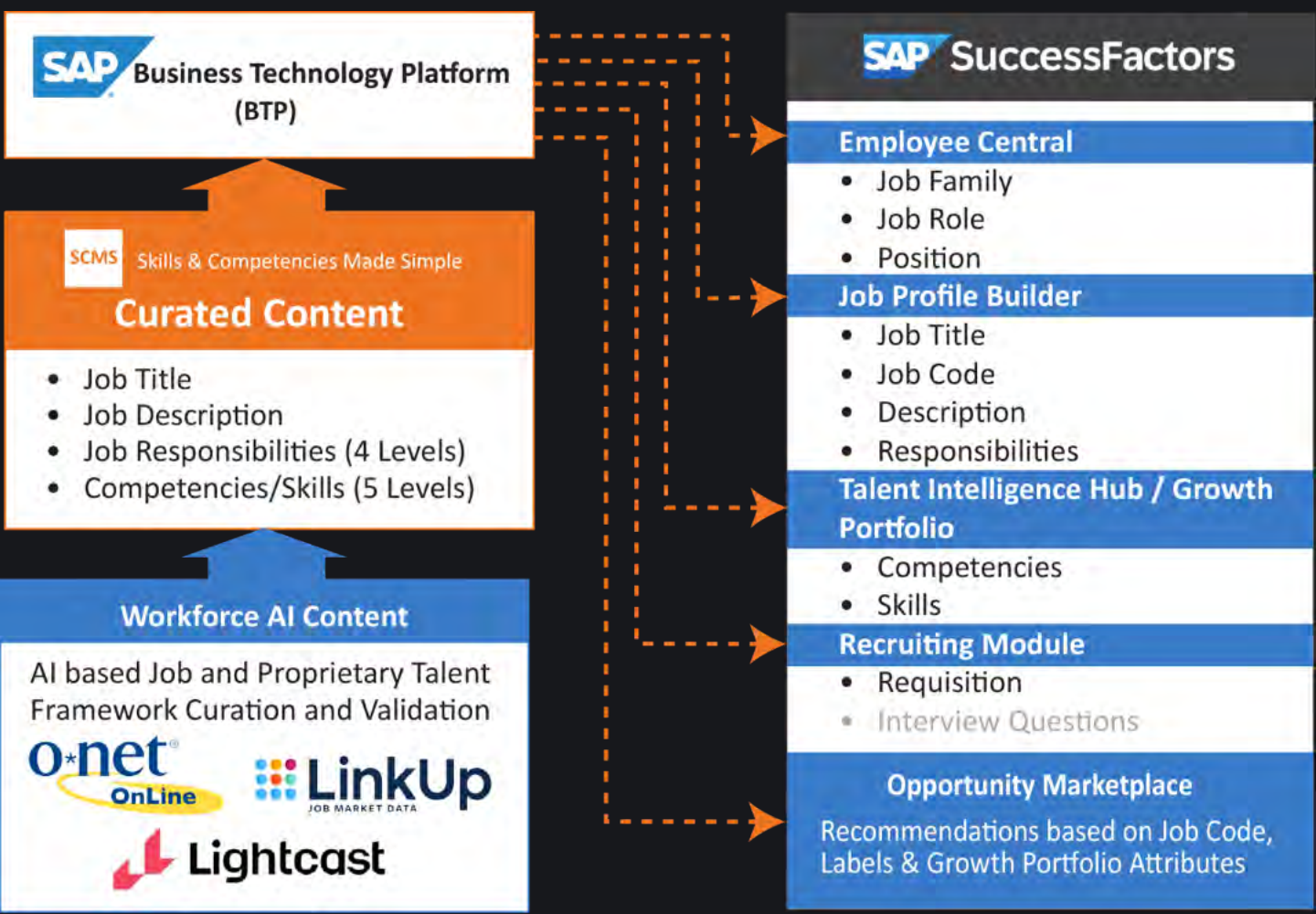
- Rapid Re-Skilling and Upskilling that enables organizations to quickly respond to changing market demands by identifying and promoting the development of critical skills and competencies.
- Better Job Matching to help in defining job requirements and matching candidates more accurately to roles based on their skills, reducing time to fill vacancies.
- Onboard New hires more effectively with clear expectations of the skills and competencies they need to develop to succeed in their roles.

Enhanced Organizational Performance

- Localized Competency Frameworks tailored to support different languages, cultures, and regions, making it suitable for global organizations with diverse workforces.
- Comprehensive Insights provides a standardized set of skills and competencies that improve the quality of talent data, enabling more sophisticated reporting and analytics.
- Consistency across the organization that provides a common language for skills and competencies, ensuring uniformity in performance appraisals, promotions, and training programs.



Skills & Competencies Made Simple (SCMS™) for SuccessFactors Talent Intelligence Hub (TIH) and Opportunity Marketplace (OMP)



Solution Framework

Skills & Competencies Made Simple provides curated content by utilizing advanced AI agents and machine learning models to improve HR efficiency, align organizations with labor market trends, and assist employees in their career development. This approach ensures that your talent management resources remain relevant and responsive to current market demands. Enabling them to:

- Reduce the time to build job profiles, significantly allowing for faster role deployment and supporting business growth with agility.
- Align new roles with business needs and ensure their workforce is positioned to support growth and innovation initiatives.
- Accurately forecast employee career progression and talent development to align with actual career opportunities within the organization.