

# Unlock skills and build future capacity



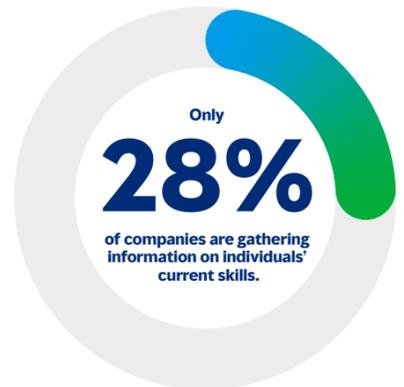
Imagine a world where organizations understand employees' current skills and capabilities — and what employees are capable of doing in the future. Imagine being able to match those skills to business needs at scale and speed. A world that can connect employees to opportunities inside and outside the organization and help deploy, engage, develop and retain employees.

This is no longer an HR aspiration. It's now an attainable business imperative and a competitive advantage in today's economy. This is an internal talent marketplace.

Mercer has teamed up with Eightfold® AI to unlock your workforce's full potential through world-class talent strategy design powered by cutting-edge talent AI.

Insights are enriched by a global metadata set comprising over 1.5 billion talent profiles and

1.4 million unique skills. Continuously refreshed, the platform can deliver real-time insights about each individual's potential, career trajectory, skills, skills adjacencies and more. This enables employers to use an internal talent marketplace to continuously match talent to work while building future skills.



Source: Mercer. 2021 Global Talent Trends Study.

## Five questions to consider when creating a talent marketplace

- 1 Are there pockets of your organization already future-focused or showing reliance on a talent marketplace (whether acknowledged or not) by flowing skills to work opportunities?
- 2 How confident are you in your current talent supply approach, and how successful have your hiring decisions been? Could your efforts be more successful if you relied more on internal talent mobility?
- 3 Given recent events and the scramble to redeploy talent when the pandemic hit your business, what is the cost implication if you fail to build an internal talent marketplace?
- 4 How confident are you in your organization's ability to upskill, reskill or redeploy talent compared to your competitors?
- 5 How compelling is your employee experience in targeting talent populations, and how engaged and empowered is your workforce?

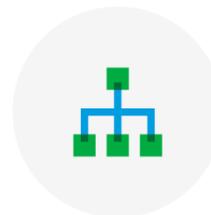
## Five tips for talent marketplace success



**Audit your company's readiness.** Audit your organization's readiness to move toward a skills-based talent marketplace. Evaluate HR processes, skills taxonomies, and employee and manager attitudes.



**Build a culture that focuses on skill development.** Focus on skills as the currency of work versus the jobs people have.



**Establish a robust internal skills data set.** The skills taxonomy needs to be applied at every level of the organization.



**Know that the business drives the skills.** Although HR may provide strategic input and support to enable execution, the driver of the skills in demand comes from what your business needs.



**Don't let perfection get in the way of progress.** Top companies are benefiting from partial or uneven adoption of talent marketplaces while committing to continuous improvement and expansion.

To learn more, read "Spotlight on the Internal Talent Marketplace."