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SKILLS TAXONOMY FOR ORACLE RECRUITING

WHAT SHOULD YOU LOOK FOR?

Skills are the new currency of the workplace. The fiercer the race to build a skilled and competitive team becomes, the more critical it becomes for the companies to track the employees' competencies. The best approach to do so is via skills taxonomy.
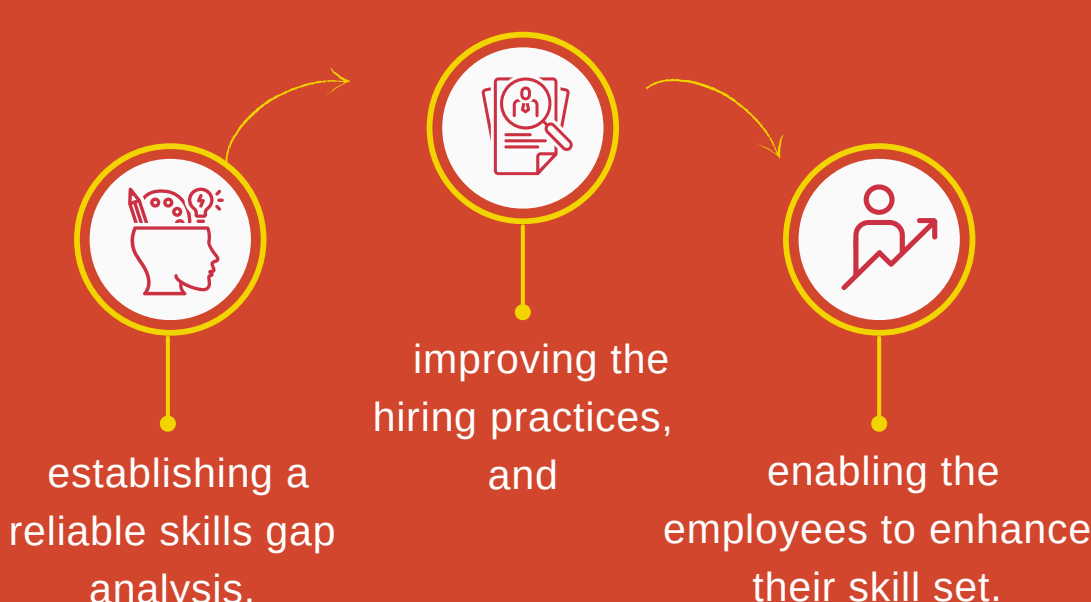
DOES THE QUALITY OF *Taxonomy* MATTER?

TAXONOMY CAN GET STALE FAST

A company requires a reliable and advanced skills taxonomy since it becomes a foundation for a recruiter to assess candidate skills and make quality hiring decisions.

AN ENHANCED SKILLS VOCABULARY IS THE FIRST STEP TOWARDS

establishing a reliable skills gap analysis,

improving the hiring practices, and

enabling the employees to enhance their skill set.

WHAT AN ORACLE COMPANY SHOULD LOOK FOR IN A TAXONOMY?

1 One size fits all solutions

2 A taxonomy for Job titles to skills

3 A taxonomy that is added every two weeks

4 A taxonomy that has over 18 million different values

5 A formatted name for the skill, so no candidate misses out

6 The parsing output & search output that is tailor-made

7 An option to modify the taxonomy, which is proprietary to the company

8 A general list of skills and skills aliases to a single normalized skill (Skills to Skill)

9 A general list job titles and job title aliases to a single normalized job title (Job Titles to Job Title)

10 An ATS that can parse the resume, normalize the numerous terms there could be for skills to one standardized term & load that into the database

11 An enhanced alias search to fetch out the candidates who have the skills regardless of whether or not they've used the same name

12 A mature taxonomy that gives the recruiter access to a list of skills & makes candidates searchable in the database

AI recruitment software taxonomy can help with skills-based hiring. Apply skills and competencies taxonomy and understand the skills gap within the company!

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AICPA SOC

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Available on **ORACLE** Cloud Marketplace

salesforce available on AppExchange