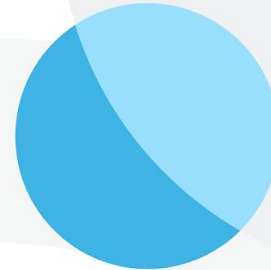# Workday Live

at Workday Elevate

London
133 Houndsditch,
Liverpool Street,

24 May 2023

workday.

The Talent Challenge

Safe Harbor Statement

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Richard Doherty

Senior Director, Product Marketing

Filip Gilbert

Managing Director - HR platform lead Europe and Global Workday GTM lead
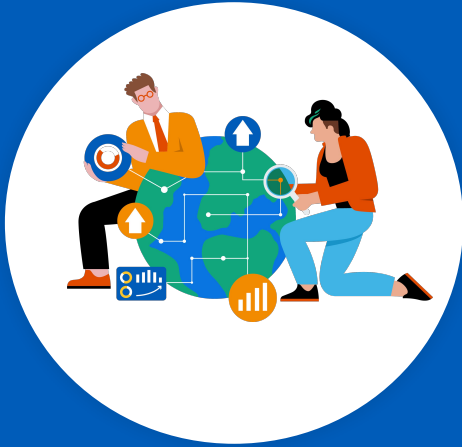
Agenda

- Introduction

- Accenture & The Talent Challenge

- Demonstration

- Close

The Talent Challenge

Organisations need insights into the **skills that exist** within their organisation and **skills needed** for future growth

Skills are Imperative

87%

of organizations have skills gaps or expect to have skills gaps in the next few years.[1]
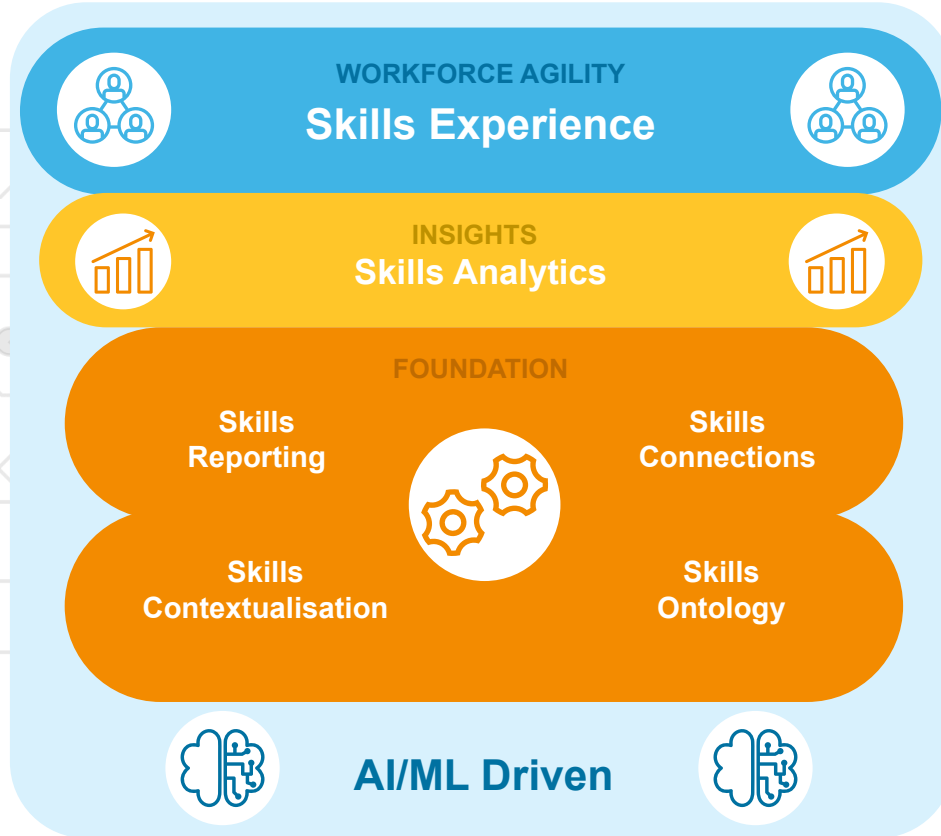
77%

of workers are ready to learn new skills or completely retrain.[2]

40%

of HR leaders can't build skills solutions fast enough to meet needs.[3]

Skills Intelligence Foundation

Workday Skills Momentum

Workday Skills Cloud Foundation

2014 / 2015

Identified Acquisition (2014)

Skipflag Acquisition (2015)

Skills Graph

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31 customers

2018

Workday Skills Cloud Launched

Rallyteam Acquisition

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282 customers

2019

Skills Verification

Skills Search

Skills Gaps

Skills Inference

Skills Suggestions

Skills Sources

Skills Endorsements

---

685 customers

2020

Skill Translations

Suggested Skills / Jobs for Candidates

People Experience

Recommended Learning Based on Skills Interest

Skills Match Analysis

Talent Marketplace

Skills Tag in Learning

1086 customers

2021

Skill Translations

Critical Skills

Career Hub

Learning Experience

Candidate Skills Match

Skill Level

1550+ customers

Today

Skill Translations

Skill Level Self Assessment

Import 3rd party Skills, Skill Sources and Skill Level

Suggested Skills on Job Profile

Convert Synonymous Skills

Deprecate Workday Skills Cloud Skills

Disable Worker Crowdsourced Skills

Customer Success

1550+ customers
Today

1086 customers
2021

685 customers
2020

282 customers
2019

31 customers
2018

Workday Skills Cloud Foundation
2014 / 2015

In conversation with Accenture

Filip Gilbert

Accenture's journey to become a skills-driven organisation

Needed to rethink our approach to skills and skilling

Skills architecture was rigid, provided limited objective measures, and lacked a single source of truth on skills

Scalable and trusted skills infrastructure

Built a global skills taxonomy, centralized skills database, and flexible governance model by leveraging a human + technology approach

Advanced skill measurement and analytics

Designed proprietary skill proficiency algorithms using predictive analytics to measure skills proficiencies real-time

Skills-Driven Organisation

Skills, intelligent matching, and data-driven insights now drive Accenture's talent practices across recruiting, talent marketplace, learning, and performance

740k
Employees with individualised skill profiles

200k
People hired through skills-driven model

8,000
Skills in global skills library, organised into 380+ Specialisations

93%
Accuracy of algorithms

Skills.Accenture.Com

Thank you