

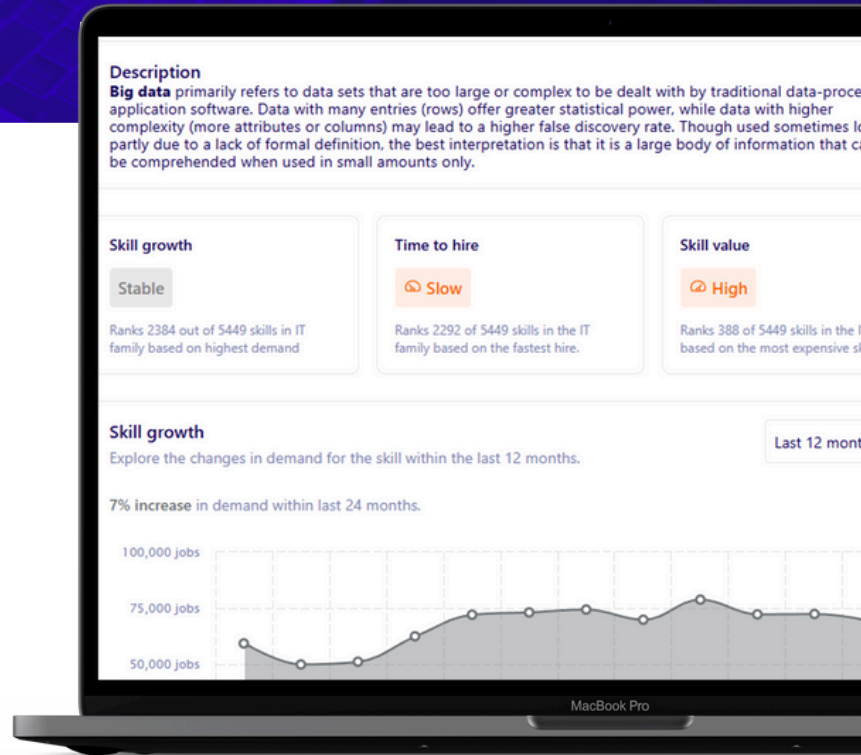
Job & Skills Architecture

Support workforce transformation with a solid skills framework

Organizations can no longer rely on outdated processes to manage talent and growth in today's rapidly evolving job market. Enter **job and skills architecture** — a strategic approach to organizing roles based on responsibilities, skills, and qualifications. More than just a framework, job and skills architecture equips organizations to:

- ✓ Define clear career paths
- ✓ Align roles with market trends
- ✓ Future-proof their workforce

By embracing this methodology, forward-thinking organizations can attract top talent and empower employees with a transparent roadmap to career success, keeping them agile in a dynamic marketplace.



With Job and Skills Architecture, you can:

- Consolidate and transform an existing system of unorganized records, via bidirectional API, into comprehensive job and skill profiles.
- Manage job families and employee skillsets to prepare your workforce for upcoming challenges and opportunities.
- Incorporate labor market insights into your taxonomies to thrive in an evolving job market.



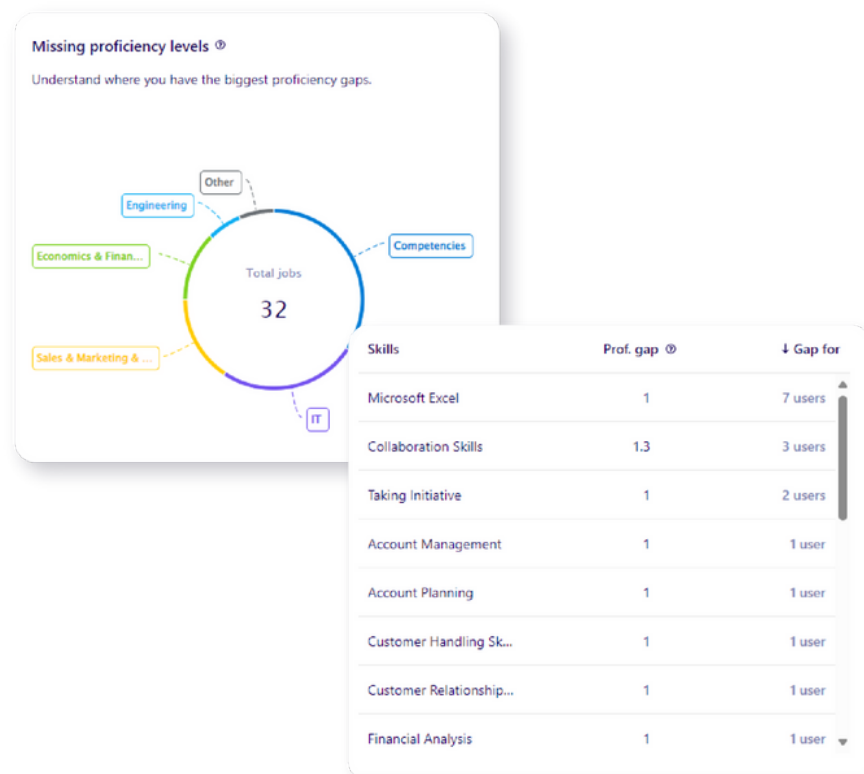
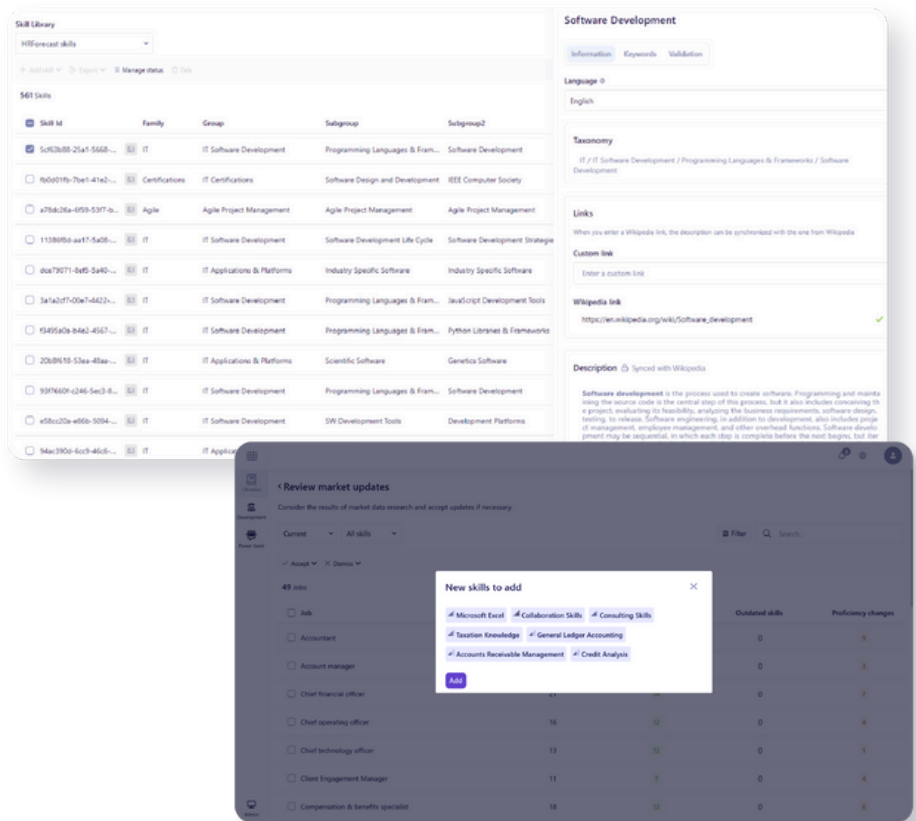
Answer such questions as:

- Which roles are likely to grow in importance due to technological advancements?
- Which job profiles can be deprioritized to save costs?
- What are the blind spots in our skill architecture and how can we optimize them?

Set the stage for an efficient and future-ready workforce

Simplify the creation and management of your global job structure, enhancing clarity and transparency of roles and responsibilities across the organization.

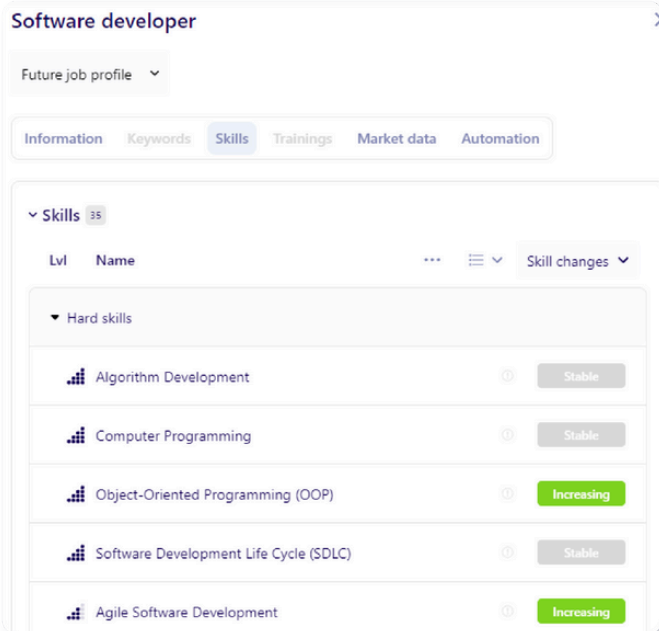
- Build a customized job library for your organization in just 2-4 weeks, aligned with your unique business needs.
- Access 50K+ skills and role descriptions in the TalentNeuron library to clearly define and standardize job profiles.
- Assign every employee a standard job profile using AI-powered role mapping enabling more accurate workforce planning.



Anticipate skills and prepare for tomorrow's workforce

Ensure a future-ready workforce that supports operational efficiency and strategic objectives.

- Identify the percentage of employees whose skills and proficiency levels match the requirements of standard job profiles and job families.
- Analyze missing skills and proficiency gaps by location, specific job profiles, or employees.
- Reduce costs by optimizing succession plans with clear career paths aligned to roles, skills, and requirements.



Stay ahead with automated labor insights

Integrate labor market intelligence into your job and skills taxonomies to guide workforce planning and employee development.

- Benchmark your job architecture against competitors' and stay aligned with industry trends through automated market insights.
- Gain visibility into trending skill values, common skills required per job, salaries for specifically-skilled individuals, and time-to-hire metrics to guide future-focused planning.
- Forecast upskilling and reskilling needs through predictive modeling that considers market shifts, industry trends, and technology advancements.

Need help with your workforce transformation strategy?



Craft and execute transformative strategies with support from TalentNeuron's experts. Our consultants work directly with leadership to provide insights, recommendations, and tailored solutions to drive crucial short and long-term workforce decisions.



2 billion
Candidate Profiles



120 million
Companies



9,000
Universities



5,000
Locations



40,000+
Skills



850 Million+
Salary Data Points



Covers 90%+
of Global GDP

TalentNeuron is the world's leading provider of labor market analytics, delivering high-fidelity talent data on an unmatched global scale. TalentNeuron delivers actionable talent insight for every region of the world covering countries that collectively represent more than 90% of the world's GDP. Through deep investments in machine learning and artificial intelligence, our technology platform ingests and normalizes hundreds of millions of structured and unstructured data points each day, delivering critical talent insights in support of workforce planning, strategic skills analysis, location optimization, DEI tactics, and sourcing strategies for local, regional, and global talent. These insights can be delivered to clients via software as a service, data as a service, or fully custom research efforts from our team of expert data scientists and advisors.

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**Discover how
TalentNeuron's platform,
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offerings, and expert
insights can help your
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