



Skills: The new language of the modern workforce

 **Cornerstone**

People do the work. Skills pay the bills.

Consolidating your organization's HR tech ecosystem can be challenging. Most systems don't speak the same language. You're bound to lose something in translation, and then both the organization and your people suffer. Skill Graph can be your universal translator. Let it create skill connections between your organization, tech, and people, translating human potential into organizational achievement.

Skills are the common link between our HR systems and our people. As an adaptable AI skills framework, Skills Graph automatically maps and connects skills to content, roles, people, and more. Your organization can then quickly identify the skills required for every position, form targeted career paths, and recommend the training your people want and need to be successful for the organization and themselves.

Say good-bye to archaic skills and competency management and irrelevant skill libraries. Hello, Skills Graph.

Skills Graph



Instantaneous skills landscape

Maps skills to roles across specializations, industries, languages, and geographies in a single view



Skills proximity

Understands the minute connections between various skills to show you whose experience makes them an excellent fit for a new position

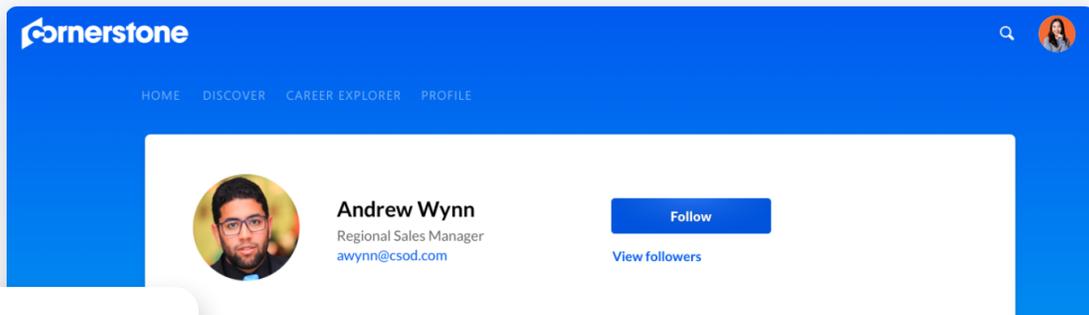


Dynamic and evolving

Monitors the marketplace for new and emerging skills and maps them onto relevant roles

Know exactly where to invest your time to ensure you have the right competitive skills

Skills Graph is an AI platform leveraged within every Cornerstone and Saba product. It helps you drive better outcomes, no matter the products you use or your organization's strategic goals.



Skills Graph only needs a job title, industry, and specialization to build a complete skills map and advancement strategy for any of your people.

Following Skills People

Skills Being Developed

- UX Research
- UX Design
- Public Speaking
- Product Analytics
- Storytelling
- Self Marketing

Skills

These are their confirmed skills.

- User Experience
- UX Design
- UX Research
- Sketch
- Power
- Qualtrics
- Amplitude
- Adobe Illustrator
- Adobe Photoshop

The more data the Skills Graph has – performance ratings, learning preferences, past trainings, etc. – the more powerful its (and your) understanding of your people becomes.

Help employees understand the skills they need for their current and next role

Having the common language of Skills Graph gives you a better understanding of what skills will help you be more accurate with the people you choose for roles, projects, gigs, and opportunities.

Provide a broader range of potential opportunities to employees and form customized career paths automatically.

Develop your understanding beyond just what skills gaps you need to fill to include the adjacent skills that can fill those gaps and which of your people have them.

The image displays a screenshot of the Cornerstone Skills Graph interface. The main view shows a user profile for Sophie Cruz, a Solutions Consultant, with a navigation menu including Activity, Following, Skills, People, and Preferences. The 'Skills I am Developing' section lists skills like Business Strategy, Leadership, Public Speaking, Storytelling, and Analytics. Below that, 'Suggested Skills' includes Communication, Collaboration, Sales Process, Cloud, OKRs, and Analytics. A 'My Skills' section is partially visible at the bottom.

An inset window titled 'Skills > Details' provides a closer look at the 'Business Process' skill. It includes a definition: 'Processes which an organisation applies to improve efficiency, set new objectives and reach goals in a profitable and timely manner.' It shows Sophie Cruz's profile with 'Added' and 'In Development' buttons. A 'Ratings' section features a progress bar from Beginner to Expert, with a dot indicating the user's current level (Manager). The 'Featured Trainings' section lists a training titled 'UX: Infinite Scrolling vs. Pagination' related to UX Design.

Systematic automation for connecting skills to content

Skills Graph scans the content in any Cornerstone or Saba system to understand the relevant skills needed and automatically connects users to the appropriate learning content.

The image displays a user interface for a job listing. At the top, there is a navigation bar with a 'Back to Profile' button. Below it, a large orange banner features an illustration of a person pointing at a screen with various icons. The text on the banner reads: 'Discover a new way to learn and develop your career' and 'While focusing on the skills that matter to you most'. There are two buttons: 'Get Started' and 'Skip'.

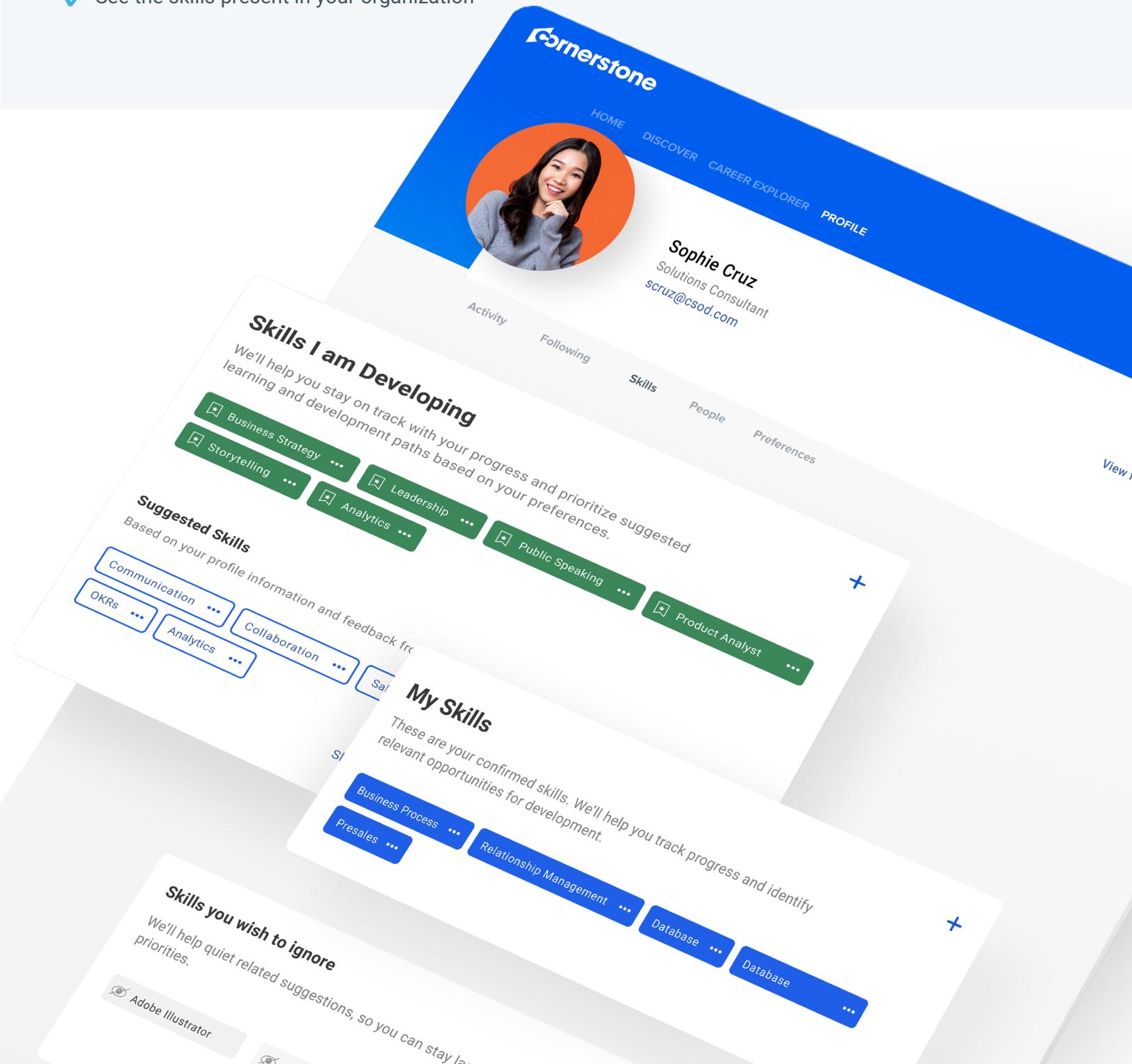
Below the banner, the job title 'Senior Solution Consultant' is displayed. Underneath, there is a section titled 'What the role will involve:' followed by a list of responsibilities: 'Demo product solutions to customer prospects.', 'Occasional on-site support where required.', 'Provide troubleshooting assistance to end-users.', 'Build strong customer relationships', and 'Prioritize support requests accordingly in a dynamically changing environment.' A 'Show more' link is provided.

The next section is 'How you match', which includes a '98% match' score and a progress bar. Below this, there are sections for 'Skills you enjoy' (SQL, Product Discovery, Troubleshooting), 'Matching Skills' (Ticket Management, MS Excel, Product Discovery, Customer Knowledge, Product Knowledge), and 'Add missing skills' (Technical Support, Business Analysis, Customer Relationships).

Two callout boxes provide additional context: one on the right states 'Scans the web and the market to understand how skills are changing', and one on the left states 'Identifies the presence of new skills and what specific roles they support'.

With Skills Graph

- ✓ Understand the full capabilities of every individual
- ✓ Connect employees to the right resources for their skill needs
- ✓ Advance employees' career goals
- ✓ See the skills present in your organization
- ✓ Create a unified, actionable library
- ✓ Import taxonomies your organization has developed
- ✓ Maintain employee skill assessment, progress, and interest with personal Skills Profiles





Skills Graph is infused into the entire employee experience

RECRUITING ...

LEARNING ...

CAREERS ...

PERFORMANCE ...

CORNERSTONE XPLOR ...

HR ...

SABA CLOUD ...

TALENTLINK ...

CONTENT ANYTIME ...

Know exactly where and how to invest in your talent

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