



PR Newswire

United Business Media

June 8, 2016
TalentSky, Inc.

TalentSky Announces First Standardized Work Skills Library

— Built with IBM Smarter Workforce, Database Contains Over 10,000 Skills —

REDWOOD CITY, Calif., June 8, 2016 /PRNewswire/ — TalentSky today announced a critical advancement in its mission to close the skills gap and re-define employer/employee communication in the Digital Age: the first standardized work Skills Library. Built with collaboration of IBM Smarter Workforce, the Skills Library is a comprehensive database of more than 10,000 skills representing the global workforce. The Skills Library advances the employment system to one that represents global skill demand for all workers to follow.

The foundation of the Skills Library was created through licensing of selected elements of IBM Smarter Workforce Talent Frameworks. Building on this foundation, TalentSky collaborated with leaders from global employers across numerous industries to distill their employment demand into the individual skills that lead to success in those roles. TalentSky continues this approach with each new enterprise user of its professional skill development platform, enhancing the library's relevance for a broad spectrum of workers. The Skills Library is an ongoing initiative that will continue to develop through skills submissions by its user community. Any TalentSky user can suggest a new skill addition for the library; all submissions are held for moderation until reviewed by TalentSky to maintain quality and to ensure proper categorization within the Library.

“The Digital Age has changed employment demand faster than ever before. New skills are constantly emerging, and the legacy method of job descriptions and resumes does not provide the insights needed for workers to keep up,” said Rick Devine, CEO of TalentSky. “The TalentSky user showcases individual work achievements and experiences and the quality use of skills within them. Our enterprise customers are able to enhance employee engagement by gaining insights into the skill development of their workforce while employees are better able to navigate all the changes, and prepare for new opportunities.”

TalentSky's Skills Library comes in response to the pressing demand of CHROs worldwide, who are “struggling to establish the infrastructure they need to balance talent supply and demand,” according to *Working Beyond Borders: Insights from the Global Chief Human Resource Officer Study*, published by IBM and based on input from over 700 CHROs worldwide. The two most urgent infrastructure issues, cited by 51% and 50% of these CHRO respondents, respectively, are the need for a common skills taxonomy and for analytics that highlight the quantity and availability of specific skills within the talent supply chain.

The Skills Library not only captures the skills in use by workers of all levels across thousands of roles and functions, but categorizes skills across four main categories: *Core Competencies* are the activities done on a daily basis that make up the core responsibilities of a role. *Domain Expertise* is the area of knowledge around a specific subject matter that provides further context to a core competency. *Target Markets* are the audiences served, including industries, geographic areas, and demographic groups. *Tools* are anything used on a regular basis to accomplish a task, from physical tools and technologies to methodologies and processes.

“Current systems for assessing the skills an employee needs to be successful in specific roles are outdated and inadequate,” said Foot Locker, Inc. CHRO Paulette Alviti, an early adopter of the TalentSky platform. “Beyond that, it's a massive undertaking for a global organization to update job descriptions, keep track of employee development, and to stay on top of current talent and future needs. TalentSky's skills-based system ensures that visibility into our company needs and our workforce will always be there.”

To access the TalentSky Skills Library, develop a skill-based work profile, or explore the skills associated with particular companies or roles, visit www.talentsky.com.

About TalentSky, Inc.

TalentSky (www.talentsky.com) is a professional network that helps people manage their careers in the Digital Age. It represents a breakthrough in skills visibility, giving enterprise customers a tool for enhancing employee engagement within their organizations. Bringing together a first-of-its-kind comprehensive skills library with the power of user-suggested, professionally curated content, TalentSky additionally provides employers with internal up-skilling visibility and insight into internal and external talent. Individual users are able to showcase their ongoing skill use and gain insight into the skills they need for new opportunities. TalentSky is headquartered in Redwood City, CA.

SOURCE:

<http://www.prnewswire.com/news-releases/talentsky-announces-first-standardized-work-skills-library-300280232.html>