

Best Practices to Leverage Skills Mapping

Skills mapping empowers organizations to better **understand, develop, and deploy** employee capabilities. Skills mapping supports talent growth, retention, and internal mobility.

Three Best Practices

1 Adopt an Internal-First Mindset

Look inward first. Use skills profiles to identify current employees with adjacent capabilities who can be upskilled for new opportunities –saving time and hiring costs.

2 Empower Ongoing Skill Growth

Provide visibility into the skills employees already have and the ones they need. Support this with hands-on opportunities and clear pathways to growth.

3 Encourage Manager Visibility Across Teams

Use skills data to help managers compare talent across departments, encouraging collaboration and opening doors to cross-functional growth.

Why it Matters

Unlock Internal Talent



Reveal hidden strengths and reduce over-reliance on external hiring.

Support Retention & Mobility



Help employees visualize their growth path by aligning skills to advancement opportunities.

Enable Strategic Workforce Planning



Use real-time insights to plan for future roles and develop talent from within.