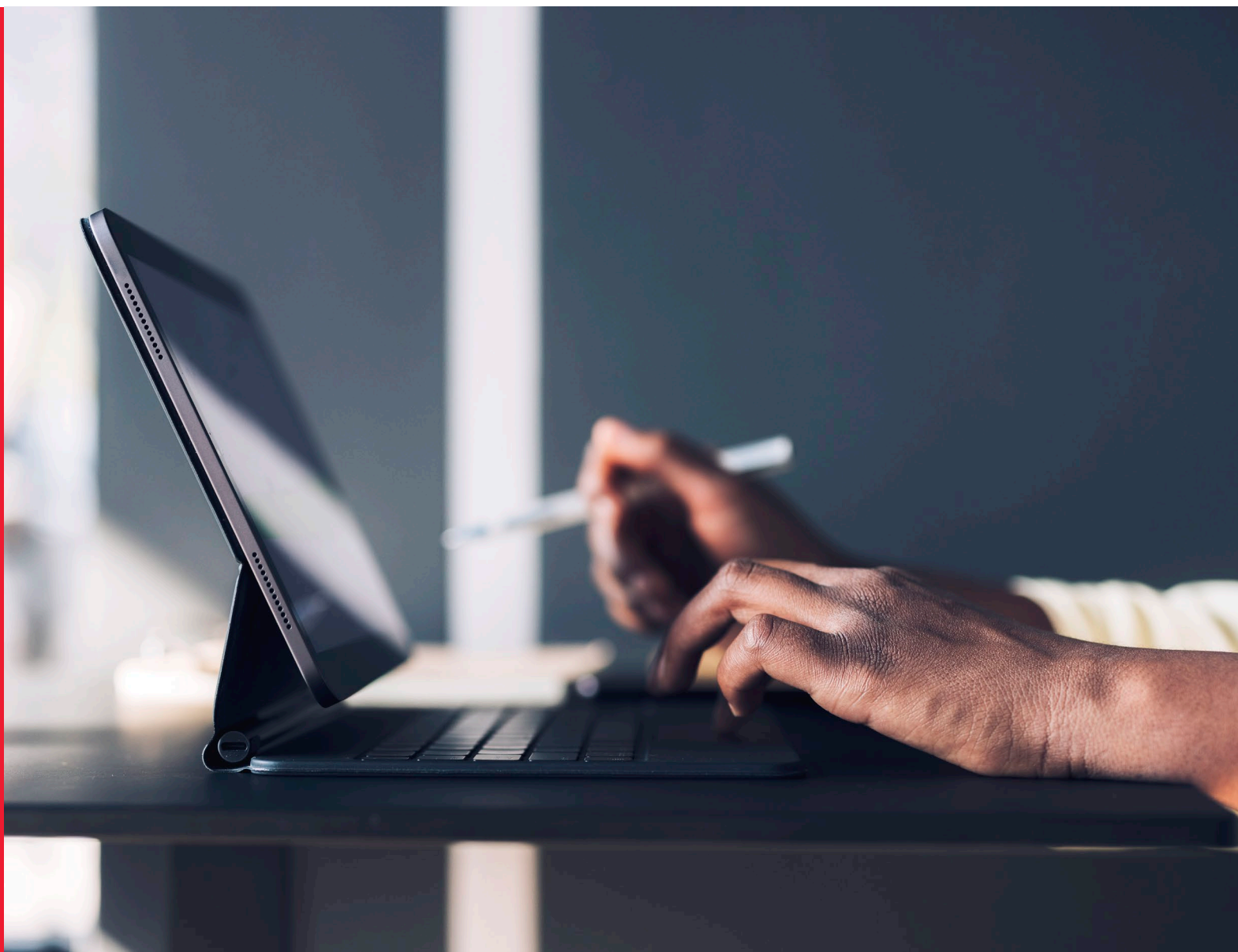




Aon SkillsGraph Connector

Integration With Workday



The Aon Workday Solution

Our Value Proposition

Aon's SkillsGraph Connector enables you to unlock a skill-based market-driven talent management philosophy by:

- Providing access to **proprietary mapping** of Aon (Radford/McLagan) taxonomy to Workday skills cloud
- Giving the ability to **govern and maintain** a market validated skills taxonomy
- **Automating processes** to link skills to job profiles and job architecture
- **Embedding skills** across Workday applications
- Accelerating the journey to **skills focused strategies** for recruitment, assessment, talent management, compensation and rewards
- Increasing alignment between your workforce's capabilities and your company's ever-changing needs.



We can 'live in the platform' when there is a single source for all human capital data and talent processes.





The Aon Workday Partnership

An End-to-End Digitally Enabled People Solution Backed by Data

1

All of the critical actions and activities that are related to our talent can be enabled in a single, streamlined platform (Workday).



2

Jobs are assessed and mapped consistently across the global organization allowing better decision for our people, our business and our customers.



3

Skills are aligned to jobs within a flexible framework to accommodate the evolution of skills over time.



Learning happens in one system.

4

Rewards programs represent internal and external markets to ensure equity and competitiveness and easily visible in Workday.



5

Managers have relevant human capital data at their finger tips so they can make good people decisions and find the right skills for the right roles.



Understanding Radford's Universal Skills Taxonomy

Radford's **Universal Skills Taxonomy** is a comprehensive and dynamic library of the most demanded skills for each role according to Radford Job Classifications. Using a data-driven approach utilizing skills extracted from responsibilities and qualifications in the global job posting database, the top skills for each profession are mapped to Radford Job Codes.

- **2,000+ unique skills** recorded compatible with the Workday skills cloud
- Sweeping coverage of survey participants to with 7 out of 10 companies represented in the data supporting the UST
- Over 12 million job listings posted in 2022
- Nearly 400 job codes represented

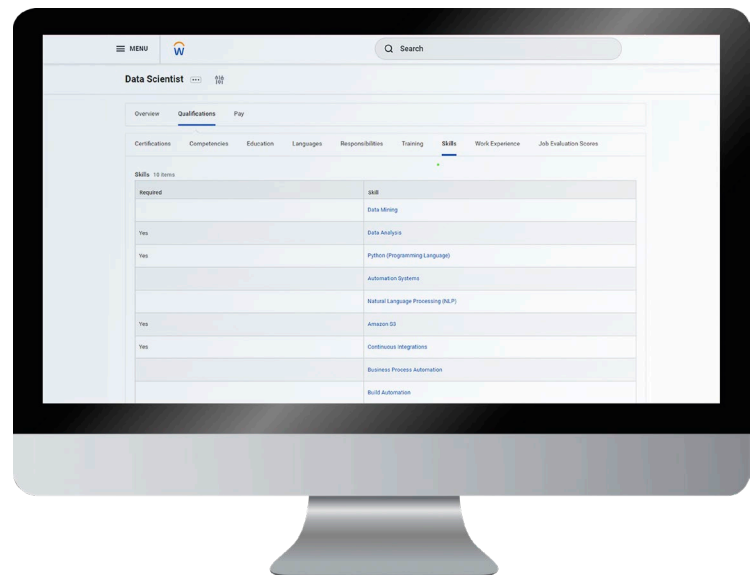




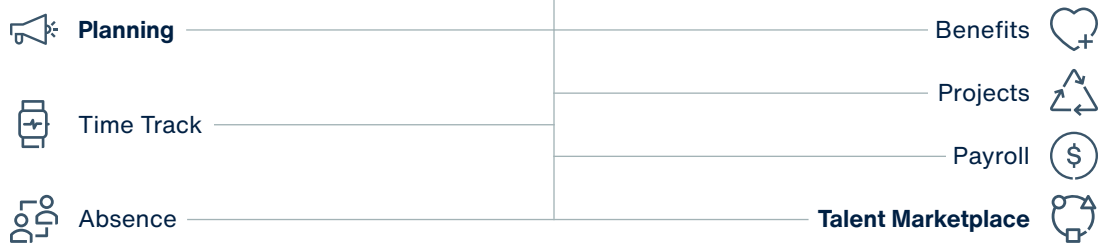
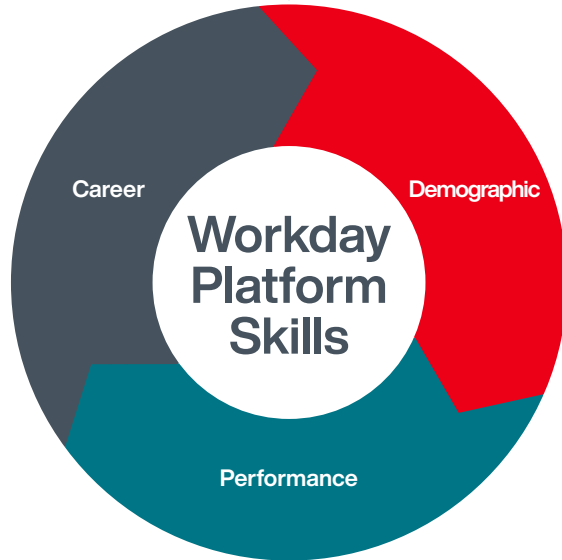
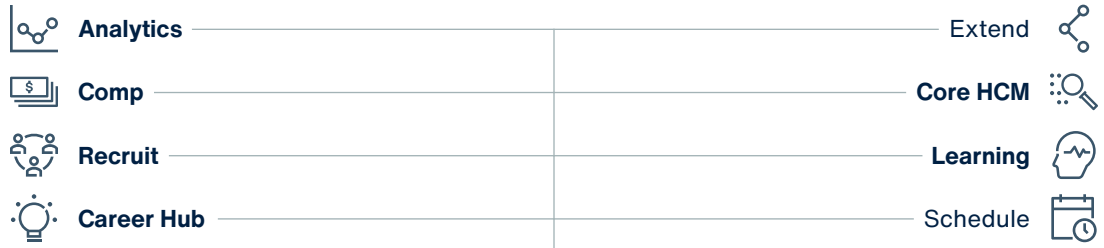
Aon SkillsGraph Connector

Designed to seamlessly integrate with your existing Workday environment. The connector will reference our SkillsGraph mapping to Aon's compensation surveys and automatically load this data onto your Workday job profiles.

This streamline delivery allows organizations to redirect focus on leveraging these insights and effectively navigate the evolving skills landscape to make informed talent management decisions.



Integrating Skills Across the Workday Platform



Skills Validation Surveys

An Optional Approach to Validation at Scale

Why do we need to validate skills?

- It is an opportunity to get feedback from stakeholders on the skills aligned to job profiles
- Validation is evidence of job relatedness — important when skills are used for hiring, promotion, performance, or pay

Who should rate skills?

- Most commonly people who directly manage individuals in a given job profile
- Other raters may include previous incumbents, high performers, or subject matter experts

Typical questions for skills validation

- Is a given skill sufficiently important for performing the job?
- Does someone need to have the skill upon entry to the job?
- If there is training or time to develop the skill?
- What level of proficiency is needed for the job and/or upon entry?

After skills validation survey

- Skills that managers rate as not important can be dropped
- Proficiency levels for each skill in each job identified
- Aon will provide complete documentation of the validation analysis and results





Contact us

To learn more about
Aon SkillsGraph Connector:
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About

Aon plc (NYSE: AON) exists to shape decisions for the better — to protect and enrich the lives of people around the world. Our colleagues provide our clients in over 120 countries and sovereignties with advice and solutions that give them the clarity and confidence to make better decisions to protect and grow their business.

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