Cornerstone Skills Graph
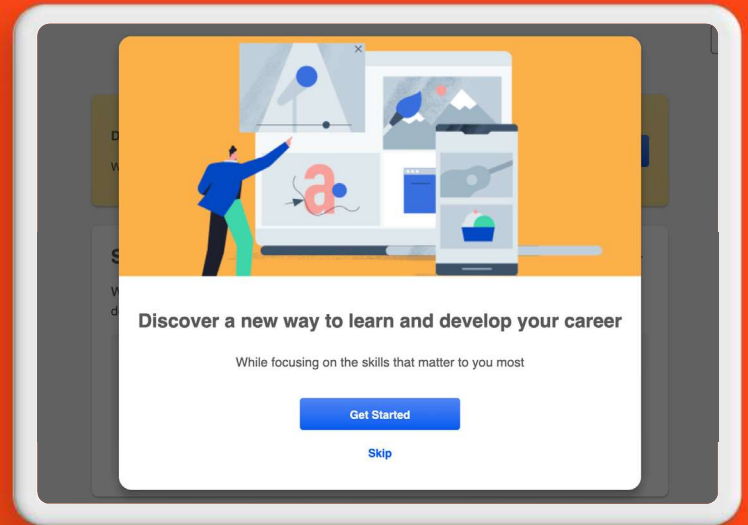
What you need to get started with Cornerstone Skills Graph

Cornerstone Skills Graph is the best way to put skills at the center of your talent strategy. Regardless of which Cornerstone product you have, you can use its intelligent ontology of over 51,000 skills across 250M roles works to better your workforce. It's a core element of each employee profile.

With Cornerstone Skills Graph, you can

- ✦ Build a **custom skills library** tailored to your organization
- ✦ Create intelligent **Skill Profiles** for every employee
- ✦ **Report on employee skills**, strengths, and gaps
- ✦ **Suggest learning content** based on goals, interests, and skill gaps
- ✦ Identify crucial **skills for every role** in your organization
- ✦ Surface growth **opportunities** for development and career progression

Cornerstone Skills Graph supported languages

- • Chinese (simplified)
- • Dutch
- • English (UK)
- • English (US)
- • French
- • German
- • Hindi
- • Italian
- • Japanese
- • Korean
- • Polish
- • Portuguese
- • Russian
- • Spanish
- • Swedish
- • Thai

cornerstone

Rolling out Skills Graph

Getting started with Cornerstone Skills Graph is simple. If you've defined the roles, titles, or job architecture at your organization, the **Skills Library Builder** can automatically create a custom repository of around 2,000–4,000 skills relevant to your organization. This Skills Library serves as the foundation for your skills strategy.

Next, you'll unlock **Skills Profiles** for each of your people. These profiles allow them to self-identify additional skills they have and ones they want to develop. This ownership over their skills engages employees in the skills program, improves your skills data, and gives them visibility into how skills affect their development. The Skills Wizard will automatically guide your employees through the setup so they can build a strong Skills Profile.

Then you can set up templates and mechanisms for feedback to measure your workforce's **skill proficiencies**. You can use these proficiencies to establish self-rating, peer rating, manager rating, or 360-degree feedback templates. You can also set these ratings to public or private depending on your use case and paired with rating scales unique to your organization's programs and culture.

Keeping AI ethical

Cornerstone Skills Graph has artificial intelligence and machine learning at its core, with "ethical AI" at the center of its decision-making. Its machine-learning platform mitigates implicit bias by stripping out demographic data and other markers that could infer socioeconomic status, race, ethnicity, gender identity, or any other traits that could cause unwanted bias.

Keeping you and your people secure

We recognize that keeping your people data secure is of the utmost importance. Cornerstone leverages the same security, privacy, and hosting standards trusted by IT teams worldwide. Likewise, we regularly audit our solutions for accessibility compliance, including Section 508 and WCAG.

Requirements for a successful Cornerstone Skills Graph implementation

✦ **Organizational and executive buy-in** make sure your organization is on board with the benefits of Skills Graph

✦ **Descriptive job titles or position OUs** that are descriptive enough for Skills Graph to detect relevant capabilities (e.g., "Project Manager" instead of "PM")

✦ **Learning content metadata** elements like title, description, and subject are complete enough for Skills Graph to detect relevant skills

✦ **Job architecture, organizational units,** or some other ingrained method of organizing roles into relevant groupings (departments, teams, geographies, etc.)

Start building your future ready workforce

Get a Demo

 cornerstone