

How to accelerate the pay-for-skills conversation in your organization?

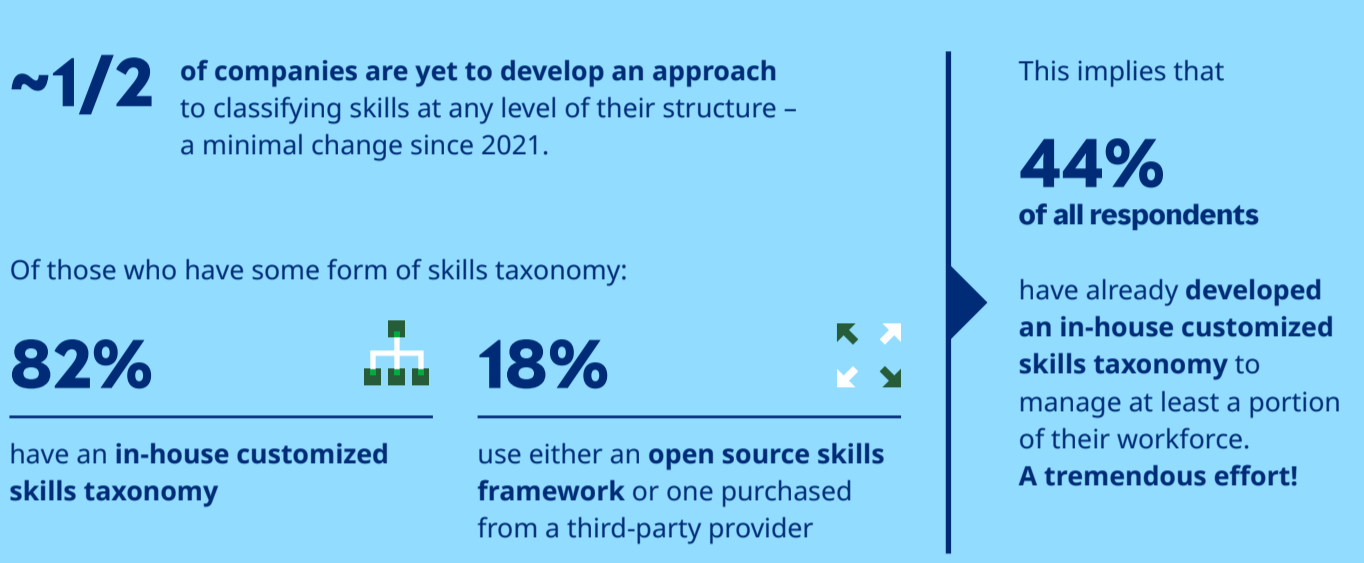


Start with these five key questions:

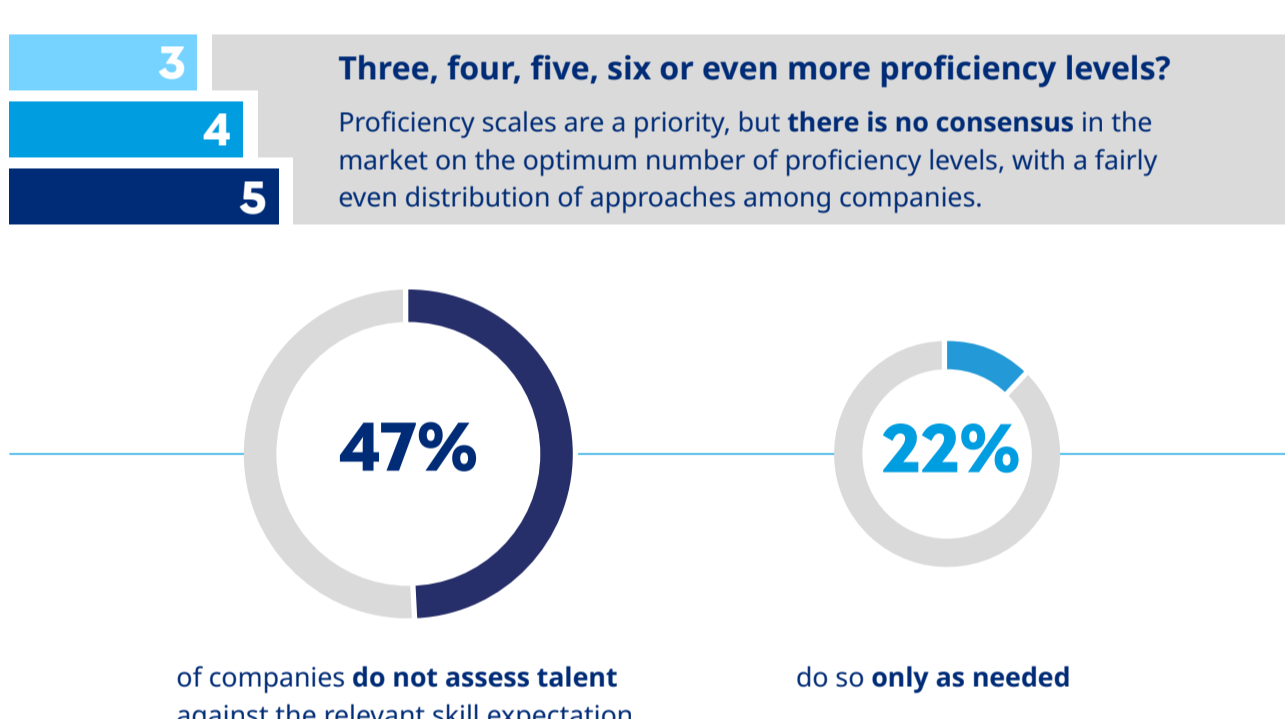
1) What do we aim to achieve through skills-based pay?



2) What skills do we need to track and how will we incorporate a skills taxonomy into our job architecture?



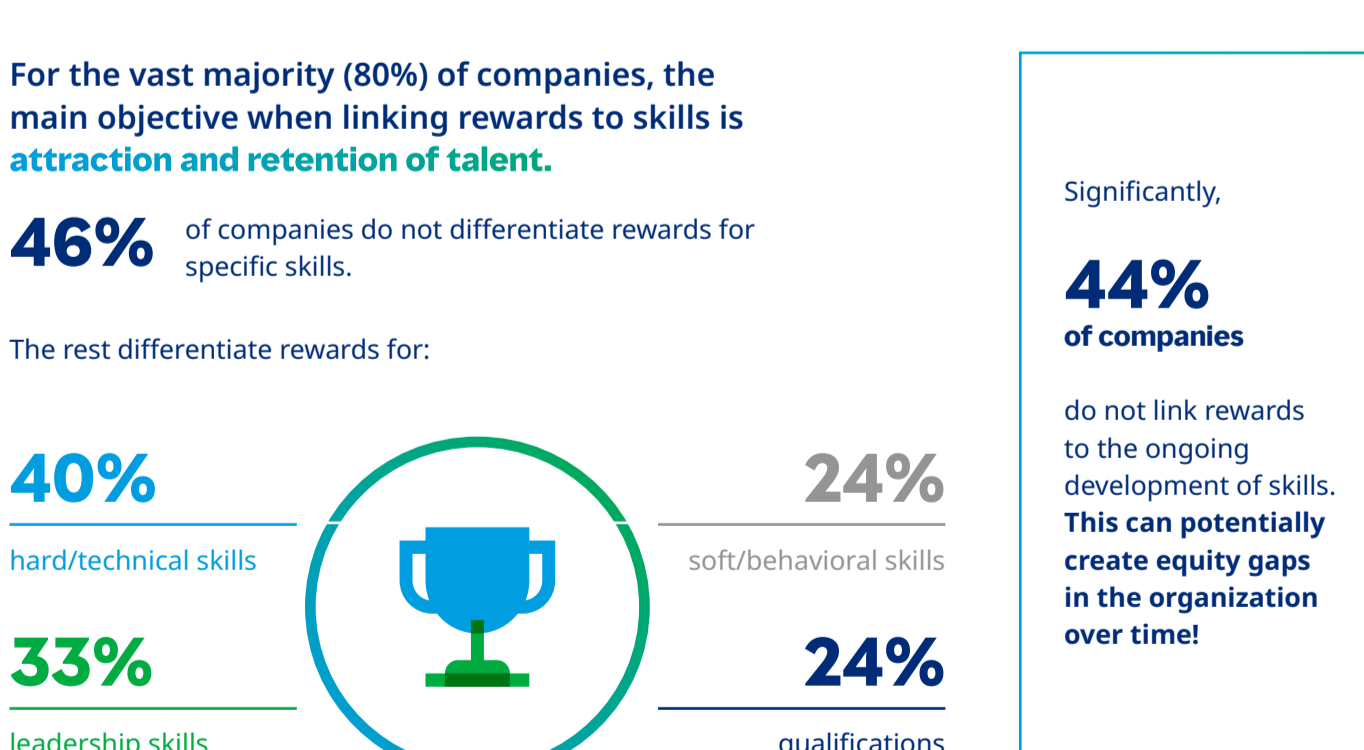
3) What skill proficiency level do we expect for each role?



4) How do we assess the skills that will drive our business forward?



5) How will we reward those with top skills?



Mercer's latest *Pay for Skills* survey report offers insight into how your peers are progressing on the journey to develop skills-based talent practices.

- It highlights the most common approaches to:
- building skills taxonomies,
 - tracking skills (both within an organization and in the market),
 - developing proficiency scales,
 - operationalizing pay-for-skills strategies.

Read the full report to learn more!