



Introducing Skills Pricer

Mercer Skills-Edge Suite



Reward the critical skills that are driving impact in your organization

Skills Pricer is a self-service web application that reports which skills influence the pay of a selected job. Through this skills-based market approach, you can determine which skills are **most valuable** to your organization in attracting and retaining in-demand talent.

Our interactive platform facilitates the exploration of **how critical skills impact pay**. Skills Pricer uses machine learning to report **pay premiums, market demand and relative importance for the most crucial skills by job**.

Mercer's proprietary algorithm uses our Total Remuneration Surveys, the world's most robust salary data source, alongside real-time labor demand data, to provide pricing and **guidance on which skills are most valuable to your organization** when rewarding, attracting, retaining, and upskilling talent.



How does Skills Pricer work?



Skills Pricer uses machine learning and industry-leading data sources to analyze which crucial skills drive pay premiums, the premium value for each skill, and relevance and demand information for a job.



Human-curated by rewards experts and utilizing advanced analytics, Skills Pricer delivers reliable and respected data to use in acquisition, retention, compensation and development strategies.

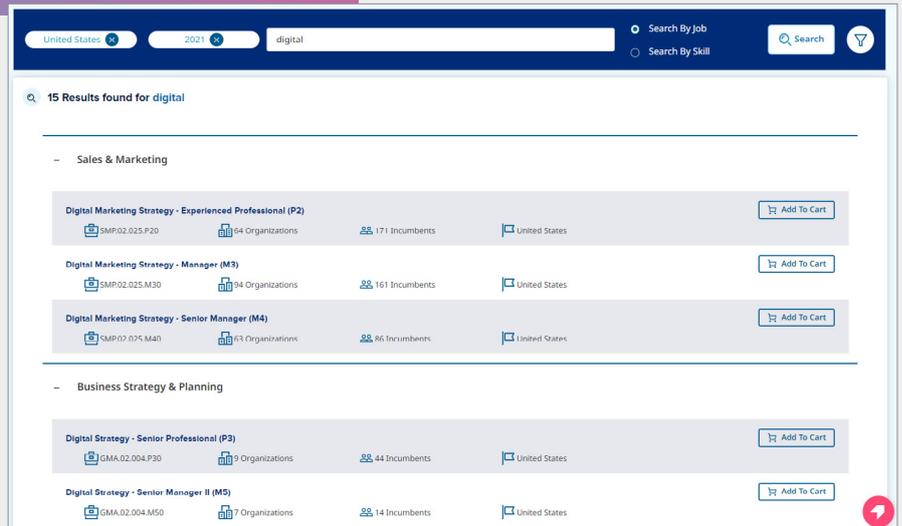


Skills Pricer provides a viewpoint on the criticality and scarcity of each skill to each job.

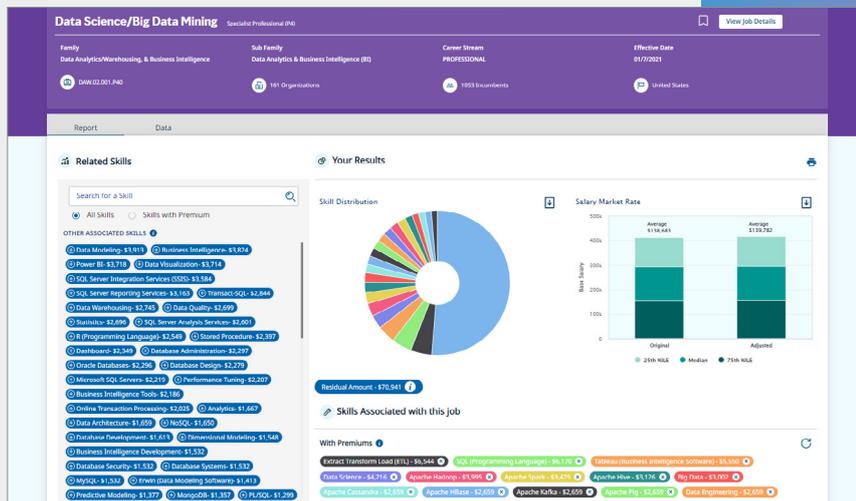
welcome to brighter

Skills Pricer in three steps

1. Draws on the comprehensive Mercer Skills Library to map globally-consistent jobs to the skills that drive pay
2. Maps the premium for each skill by combining criticality and market data
3. Delivers dynamic data sets to an interactive web-based dashboard



Skills Pricer in action



1. Search via job or skill keyword and select job
2. View market base pay and skills premium information
3. Adjust which skills are included based on your organization's roles or individuals
4. Gain insights into the impact your curated skill profile has on pay

Why use Skills Pricer?

- ➔ Attract and retain key talent by using **skill premium information to drive pay review decisions**
- ➔ Understand the **potential impact of incorporating skills** before factoring them into your total rewards strategy
- ➔ Implement simple best practice processes that introduce managers and HR professionals to **skills as a decision factor**

Skills Pricer: Sample use cases

Understanding the value of skills is essential in the talent management lifecycle:

- Recruitment teams can review pay premiums, market demand, and skill relevance to adjust offers for candidates who exhibit critical skills.
- HR teams can evolve foundational job architecture and career paths to include skills and enable a more flexible talent marketplace.
- Compensation teams can use the data to ensure competitive pay plans and retention of key talent via skills-based pay adjustments and bonuses.

Contact your Mercer consultant or visit [imercer.com/skills](https://www.mercer.com/skills) to learn more about Mercer Skills Pricer and related solutions, Mercer Skills Pay Planner and Mercer Skills Library.