

Oracle Grow Training

Agenda

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- Implementation steps
- Use Cases-Employee screen
- Use Cases-Line Manager screen
- Demo
- Q&A

Introduction

What is Oracle Grow?

Oracle Grow, part of the Oracle ME employee platform, leverages skills and talent data.

It is also used to empower employees, business leaders, and HR to uncover and develop the skills they need for organizational agility and success.

It also help individuals accelerate growth with a visual of their career and development progress. A single, hyper-personalized experience unifying learning, skills development, and talent mobility opportunities.

Why should we use Oracle Grow?

Employees can use Grow to develop their skills, get learning recommendations that are optimal for their current role and the role they aspire to grow into.

We can learn about the career paths an employee can pursue and the requirements for each within the organization.

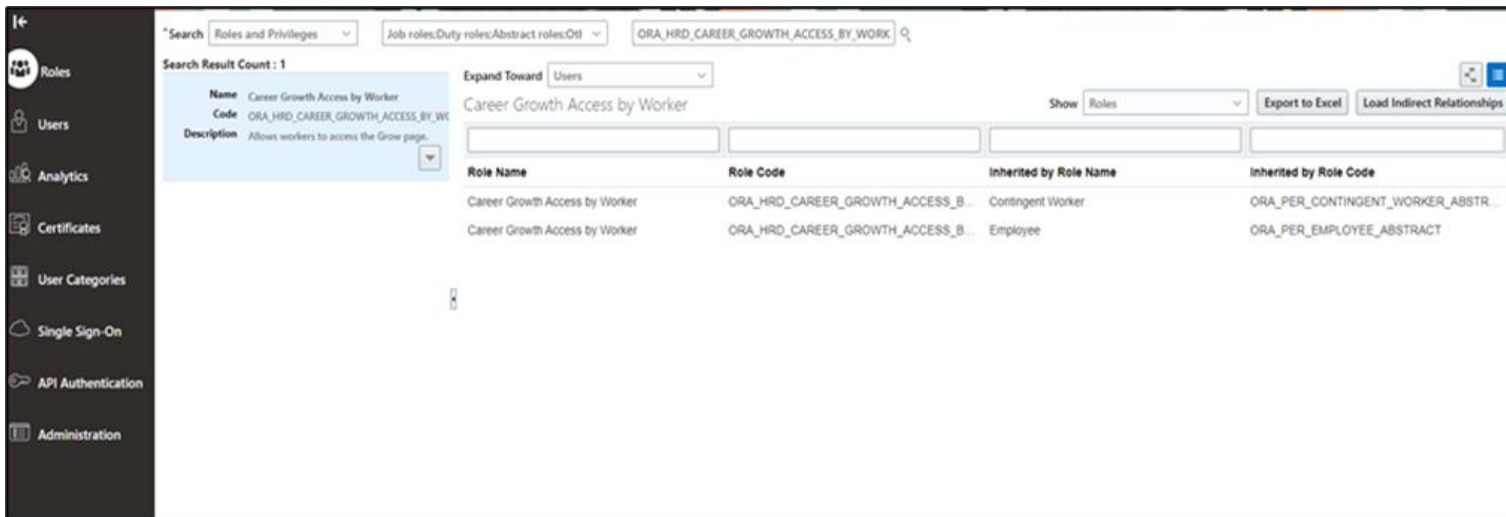
Implementation steps:

To implement Oracle Grow, you need one of these abstract roles with the Career Growth Access Worker duty,

Navigation: Tools -> Security Console -> Roles.

Search for ORA_HRD_CAREER_GROWTH_ACCESS_BY_WORKER_DUTY, assigned to you:

- Contingent Worker, ORA_PER_CONTINGENT_WORKER_ABSTRACT
- Employee, ORA_PER_EMPLOYEE_ABSTRACT



The screenshot displays the Oracle Security Console interface. The search bar at the top contains the text 'ORA_HRD_CAREER_GROWTH_ACCESS_BY_WORKER'. Below the search bar, the search result count is 1. The search result is a role named 'Career Growth Access by Worker' with the code 'ORA_HRD_CAREER_GROWTH_ACCESS_BY_WK' and the description 'Allows workers to access the Grow page.'. The role is expanded to show its details, including a table of inherited roles.

Role Name	Role Code	Inherited by Role Name	Inherited by Role Code
Career Growth Access by Worker	ORA_HRD_CAREER_GROWTH_ACCESS_B...	Contingent Worker	ORA_PER_CONTINGENT_WORKER_ABSTR...
Career Growth Access by Worker	ORA_HRD_CAREER_GROWTH_ACCESS_B...	Employee	ORA_PER_EMPLOYEE_ABSTRACT

Configuring Products for Grow Features

- To display data in each section in Grow, some administrator and employee self-service tasks must be completed.
- There are some initial, one-time setup tasks that an administrator needs to complete for each of the following products.

1. Journeys
2. Career Development
3. Learning
4. Connections
5. Opportunity Marketplace

Navigation:

Profile -> Setup and Maintenance -> Global Search -> Manage Administrator Profile Values

The screenshot shows the 'Manage Administrator Profile Values' interface. At the top right, there are buttons for 'Save', 'Save and Close', and 'Cancel'. Below the title, there is a search section for 'Profile Option' with input fields for 'Profile Option Code' (highlighted with a red box), 'Profile Display Name', 'Category', 'Application', and 'Module'. There are 'Search' and 'Reset' buttons. The 'Search Results' section shows 'Search Results : Profile Options' with a 'View' dropdown and a table with columns: Profile Option Code, Profile Display Name, Application, Module, Start Date, End Date, and Description. Below this, there is a section for 'Profile Option: Profile Values' with an 'Actions' dropdown, a 'View' dropdown, and a table with columns: Profile Level, Product Name, User Name, and Profile Value. The table currently displays 'No data to display.'

Employee Login

Skills :

Skills in Oracle Grow is essential for enhancing personalized learning and career development. It provides learning recommendations based on the skills you add in the Skills Center.

Learning Topics:

Get relevant learning recommendations on the Oracle Grow page.

Employees can follow learning topics for Oracle Grow to get course suggestions that help them master the topics they're interested in.

In Recommended Learnings we can view the learning that are recommended by the peers/connection.

Employee Login

Careers of Interest:

Careers of interest helps you to search for careers in the Explore Careers page to find a career you're interested in so that you can add it.

We can add one or more careers of interest to your profile.

It also helps you to apply on Open Jobs in a position that you are interested in.

Connections:

Can Connect with Peers who are popular among your Co-Workers.

There you can Suggest/Recommend courses or skills to them based on their interest.

See people's interests and expertise to discover what you have in common with them.

Line Manager Login

Team Skills Center:

Monitor Team Members progress in Learnings/Courses in Team Skills Center.

Assign Core Skills to multiple employee's at once based on the requirement level.

Can view an executive summary of your team's skill development progress based on their role requirements and your organizational objectives. The statistics available to you are:

- Employee view showing skill strength across your team members

- Skill view showing skill spread across your team members

- Skill detail, when you view a skill, showing the strength of your team members with that specific skill

Demo

Q&A

Thanks!

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