

2020 White Paper Competition

*Market Scarcity Index: Understanding Skill Scarcity to Support Skills Planning
and Compensation Strategy*

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We developed a Machine Learning-based approach to understand what is the supply level or scarcity of a skill in the external marketplace, leveraging both internal data and external market data. Various data points have been applied in order to derive this market scarcity index (MSI). This data insight has now been leveraged by our enterprise programs supporting both enterprise and employee skill planning and compensation strategy.