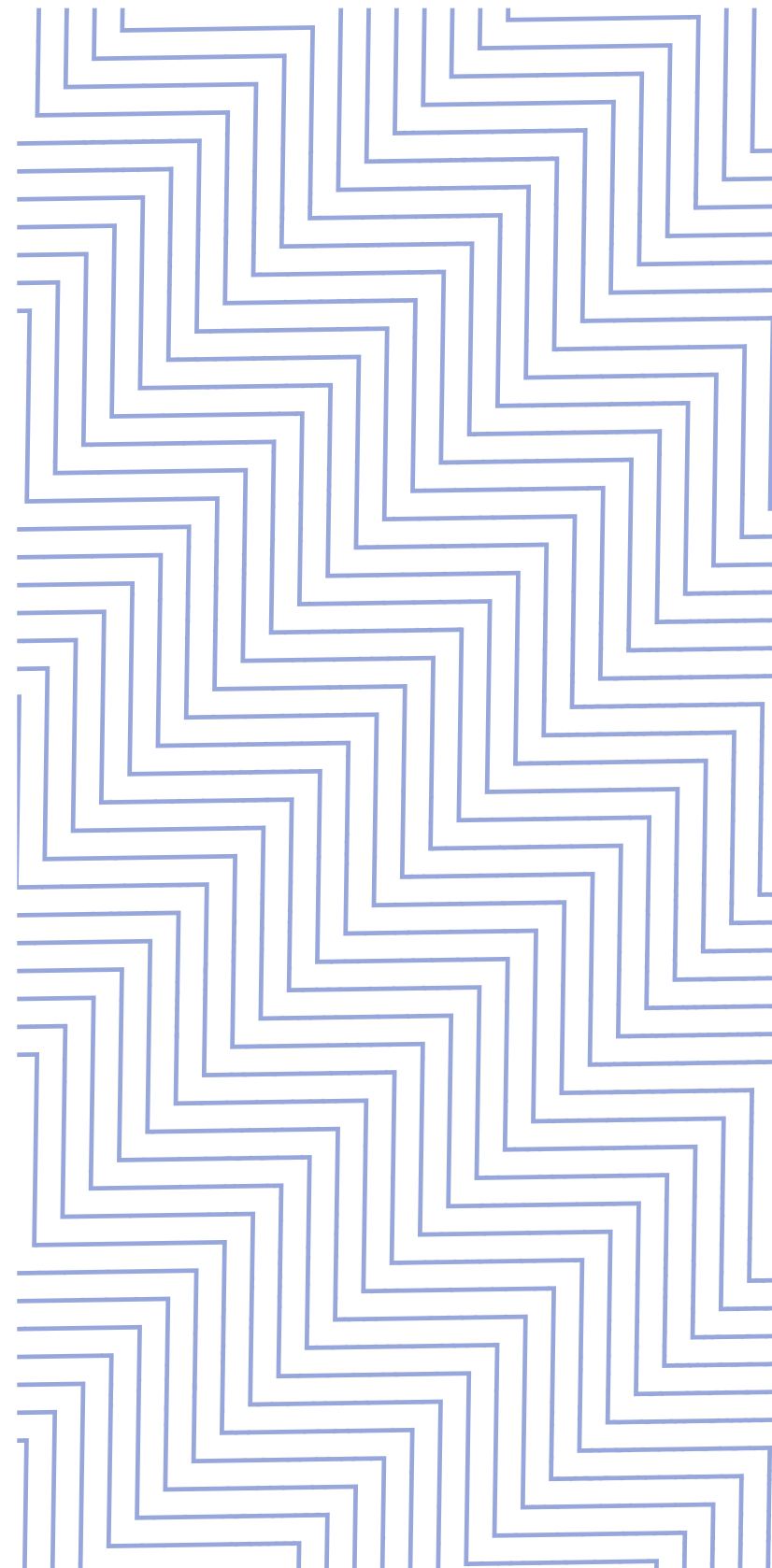




See how Skills Intelligence empowers workforce agility

Why Skills Matter?





Why Skills Visibility is Now Non-Negotiable

The accelerating pace of AI, automation, and digital transformation is reshaping workforce dynamics, shortening skill lifecycles, and redefining job roles at an unprecedented rate. Organizations now face a critical challenge: without clear, real-time visibility into workforce capabilities, strategic decisions around hiring, upskilling, and internal mobility become difficult.

Why Skill Discovery Is Crucial in the AI Age

Skills are always in motion—shaped by new projects, certifications, emerging technologies, and day-to-day work. Employees constantly add technical know-how, functional expertise, and soft skills, but this information is scattered across different systems & formats.

Because skills evolve so quickly, it's hard for organizations to maintain a clear, up-to-date view of their workforce's real capabilities. The challenge is not just volume—it's the fragmented, messy nature of skill data across resumes, project records, learning platforms, and feedback channels. Without skill discovery, the true picture stays hidden.

Real-time skill discovery, powered by AI and smarter data integration, is now key for making sure the right people and skills are always ready—no matter how fast things change.

Developments in Skills-Based Talent Practices

Organizations are increasingly adopting skills-based talent strategies to stay agile in a rapidly changing market. By evaluating candidates on what they can do rather than their credentials, companies access a wider talent pool and reduce hiring mismatches. This approach aligns workforce capabilities with evolving business needs, improving adaptability and operational efficiency. Advanced talent platforms now support continuous skills assessment, helping employers spot gaps and target learning needs in real time.

Skills-first models also support future readiness by mapping new roles and preparing talent pipelines for emerging functions. They foster fairer hiring by focusing on demonstrated abilities, which helps reduce bias and strengthen inclusion. By promoting ongoing learning and internal mobility, these strategies boost retention and equip employees to take on fresh challenges.



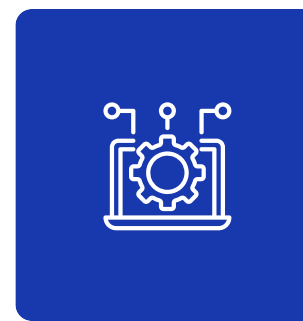
Industry Adoption

Across sectors, companies are shifting decisively toward skills-first hiring: in 2024, 81 % of employers worldwide reported using skills-based hiring practices—up from 56 % in 2022—underscoring that demonstrated competencies now drive recruitment strategies more than formal credentials. Leading organizations such as Walmart, Google, and IBM eliminated degree requirements for many roles in 2024, choosing to assess candidates on proven abilities rather than university diplomas. Job postings are increasingly listing specific skill requirements instead of academic qualifications, signaling a broader redefinition of roles around demonstrable abilities.

Early results from these shifts are already materializing. Firms building career frameworks around defined skills experience higher employee retention rates and enhanced workforce agility, enabling more rapid adaptation to market shifts. Organizations have noted smoother internal mobility, as employees transition more seamlessly into roles matching their evolving competencies, while improved retention and reduced attrition contribute to lower turnover costs and stronger bench depth. Moreover, workforce agility benefits are amplified by clear skills taxonomies that facilitate targeted development pathways and real-time talent redeployment during market fluctuations.

Current Gaps in Skills Visibility

Despite growing adoption of skills-first practices, many organizations still face core challenges. Across engagements ranging from Fortune 500 pilots to fast-growing digital specialists, we saw these recurring pain points emerge:



Fragmented skill data

Skills are scattered across HRMS, project management tools, and learning platforms, leading to stale or incomplete profiles.



Rising specialization costs

As multi-skilled roles command premiums, organizations struggle to identify & cultivate niche expertise quickly enough to protect margins.



Manual workflows

Demand capture, candidate matching, and forecasting often rely on spreadsheets and email, resulting in low first-pass accuracy and slow cycle times.



Governance gaps

Maintaining an up-to-date, centralized skill taxonomy is resource-intensive, hindering cross-functional mobility and accurate capacity planning.



Skills-based Talent Transformation

The rapid decline in skill relevancy—half of all current skills will become outdated within three years—highlights the critical need for robust skills visibility. A skill-based foundation provides clarity and agility, empowering organizations to unify skill data into comprehensive taxonomies and ontologies. This foundation supports proactive skill development, predictive talent planning, and strategic workforce alignment.

Addressing these challenges requires comprehensive, integrated talent frameworks, built on deep domain expertise and insights gained through extensive industry engagement.

Prismforce's AI-powered platform operationalizes this skills-based foundation and tackles these bottlenecks end-to-end through

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Agentic AI - Powering Fast, Intelligent Talent Decisions

Search & Summary Agent for conversational search and on-demand profile summaries.

Profile Update Agent that guides employees to refresh skills via Teams chat.

Demand Capture Agent to converse about new role requirements, validate JDs, and suggest refinements.

Interview Assist Agent for AI-led initial screening (voice/video) and structured candidate evaluation.

Search & Match Agent to dialogue with potential internal candidates—gathering preferences or missing details before match scoring

Prismforce Key Skills Platform Solutions



SkillPrism

Turns scattered skill data into one clear, up-to-date view so teams see capabilities and act with confidence.

IntelliPrism

Streamlines demand-to-allocation so teams raise clear requests, see best-fit internal matches, and close roles faster.

Career & LearnPrism

Makes growth paths clear, surfaces the skills to build, and delivers the learning to close gaps—keeping profiles up to date as people progress.

SelectPrism

Automates candidate screening and interviews so hiring teams decide faster and more fairly.

Proven Industry Impact

Companies leveraging these capabilities report tangible outcomes

25–30%

Faster role fulfillment

2x

Improvement in skill
visibility

5 million+

Skills added across
20+ organizations

6%

Uplift in resource
utilization

Higher employee retention due
to clear and transparent career
growth opportunities

Enhanced utilization through
improved workforce planning
and reduced bench time

Recognitions & Analyst Mentions



Avasant Tech Innovators Program

Prismforce was selected as one of Avasant's Tech Innovators, reflecting our differentiated AI-driven talent supply-chain capabilities



Everest Group Skills Intelligence Peak Matrix

Featured as a Major Contender in the Skills Intelligence Platforms PEAK Matrix® Assessment 2025 by Everest Group



HFS Research Hot Tech Digest

Named among HFS's "Top Tech Firms to Watch" for innovation in talent management and skills intelligence

Conclusion

In an era defined by rapid skill disruption and evolving workforce needs, organizations must urgently adopt skill-based foundations. Integrating real-time skill intelligence with predictive talent planning and personalized development pathways equips businesses to thrive amidst ongoing change. Ultimately, the ability to clearly see and strategically deploy skills is no longer optional—it is a critical driver of sustained organizational success.