



The Skills Intelligence Imperative

Is Your Workforce Future-Ready for the AI Era?

The Skills Challenge in the AI Era

Why Skills Are Now the Currency of Growth and Agility

The rise of AI is fundamentally changing the nature of work. As automation and digital technologies reshape industries at breakneck speed, the shelf-life of technical expertise is shrinking. **30–40% of today's skills will become obsolete within the next two to three years**, while nearly a third of roles are being fundamentally redefined by AI.

Success now depends on more than knowing what you have today. Organizations must anticipate the capabilities they'll need tomorrow. Leading enterprises are moving beyond static operating models toward **Skills-first strategies**—where building an agile workforce, driven by continuous learning and evolving skills, becomes the cornerstone of future-ready performance and adaptability.

The Shift Is Clear:

Organizations can no longer rely on yesterday's expertise—they must proactively prepare their workforce for tomorrow's demands by:

- **Seeing the skills they have today**

Real-time visibility into workforce capabilities

- **Understanding future skill needs**

Forecasting the impact of AI on skills and roles

- **Bridging the gap**

Driving continuous, personalized learning and upskilling

This skills-centric approach ensures your people—and your business—aren't just prepared for what's next, but actively shaping it.



The Risks of Poor Workforce Visibility and Planning

What's at Stake Without a Clear View of Skills

Many organizations are making workforce decisions without a reliable view of skills—resulting in inefficiencies, higher costs, and missed opportunities. Without a structured approach to Skills, enterprises are left guessing how to align talent with evolving business needs.

Common Challenges

Challenge	Impact
Low Skill Visibility	Poor planning, missed growth
Fragmented, Outdated Data	Inefficiencies, rework
Reactive Talent Planning	Delayed hiring, higher costs
Limited Internal Mobility	Attrition, disengagement
Misaligned Learning & Development	Wasted investments, poor ROI

- **80% of leaders say skills gaps are the #1 threat to growth.**
- **By 2030, these gaps could cost \$8.5 trillion in lost revenue globally.**

Moving from Guesswork to Precision with Skills Intelligence

How Data-Driven Skills Intelligence Transforms Workforce Planning

To navigate these risks and build a future-ready workforce, organizations need **Skills Intelligence**—a data-driven approach to continuously gathering, analyzing, and applying real-time insights about workforce skills.

Skills Intelligence connects fragmented data, identifies skills adjacencies, predicts future needs, and powers smarter, more agile talent decisions. This enables organizations to:

- Establish a single source of truth for workforce skills
- Continuously map current and future skill needs
- Enable proactive workforce planning and internal mobility
- Personalize learning journeys aligned to business priorities

Core Components of Skills Intelligence

- ▶ **Skills Data Inventory:** A unified, continuously updated repository of workforce skills
- ▶ **Skills Taxonomy:** Structured categorization of skills across the organization
- ▶ **Skills Ontology:** Mapping relationships and adjacencies to guide upskilling
- ▶ **AI & Machine Learning:** Automated analysis to identify trends, gaps, and future needs

By transforming static data into actionable insights, Skills Intelligence helps organizations optimize resource allocation and future-proof their workforce strategies.



Introducing SkillPrism

Skills That Fuel a Future-Ready
Workforce

SkillPrism: Operationalizing Skills Intelligence at Scale

From Static Data to Dynamic Workforce Intelligence

SkillPrism by Prismforce is an AI-powered platform purpose-built for tech and IT services organizations to transform fragmented skills data into dynamic, actionable workforce intelligence.

SkillPrism seamlessly integrates with enterprise systems—HR, project management, and learning platforms—to continuously discover, validate, and enrich skills data using Prismforce’s vertical-trained AI. The result: a unified, real-time view of workforce capabilities that drives smarter, faster, and more proactive talent decisions.

With SkillPrism, organizations can confidently plan, manage, and develop talent based on validated capabilities—anticipating future needs, closing skill gaps, and aligning workforce strategies with evolving business priorities.

Key Capabilities of SkillPrism

Capability

Benefit

Unified Skill Visibility

Real-time skill profiles for every employee

AI-Powered Skill Discovery & Validation

Accurate, up-to-date, actionable data

Skill Graphs & Adjacency Mapping

Insights into skill relationships and growth paths

Predictive Planning & Gap Analysis

Anticipate future needs, align supply and demand

Personalized Career Pathing

Empower employees with growth opportunities

Workforce Optimization & Mobility

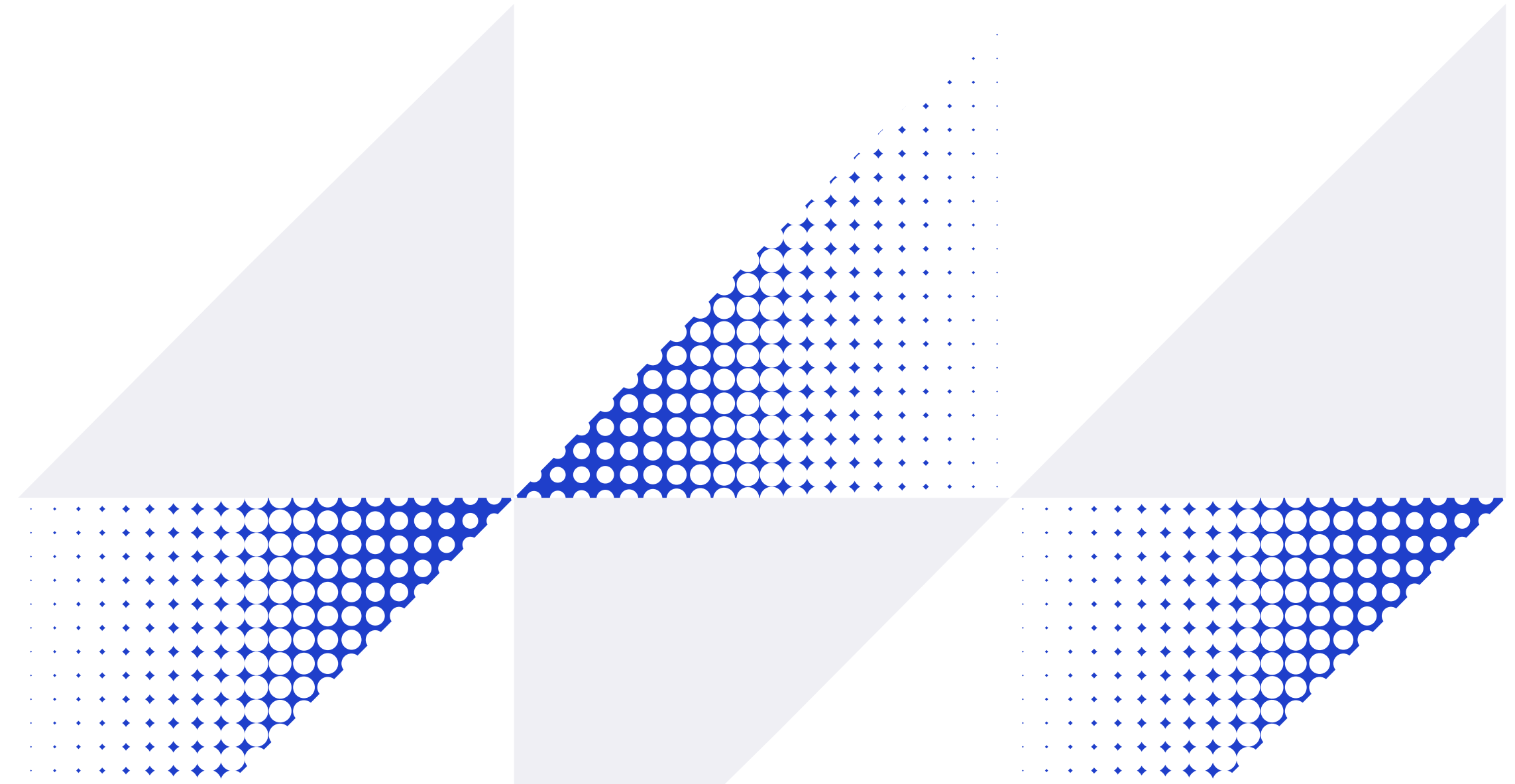
Faster staffing, reduced bench time, improved alignment

Our Approach: Consulting-Led, Innovation-Driven

At Prismforce, we combine deep domain expertise with relentless product innovation, embedding intelligence into every talent decision.

Why Our Approach Works

- ▶ **Purpose-built for tech and IT services**
Understands the complexity of delivery hierarchies, project lifecycles, and workforce planning in these industries.
- ▶ **Powered by vertical-trained Agentic AI**
Automates discovery, validation, matching, and recommendations—driving precision and adoption.
- ▶ **Continuous Skills Loop**
Learning feeds skill data, skills drive planning, planning triggers growth initiatives—creating a living system of intelligence.
- ▶ **Enterprise-grade, secure, and scalable**
Seamlessly integrates with core systems while upholding best in-class data privacy and governance standards.
- ▶ **Robust Integrations Ecosystem**
LMS, HRIS, ATS, GitHub, Stack Overflow, LinkedIn, Microsoft Teams, Slack—ensuring continuous and accurate Skills Intelligence.
- ▶ **Advanced Analytics & Reporting**
ML-driven forecasting enables smarter investments and workforce planning.
- ▶ **Dedicated Onboarding & Enablement**
Role-specific training ensures adoption across HR, Resource Management Group, Delivery, and Leadership.



→ **5 Million skills**
discovered across 20 large tech and IT services firms



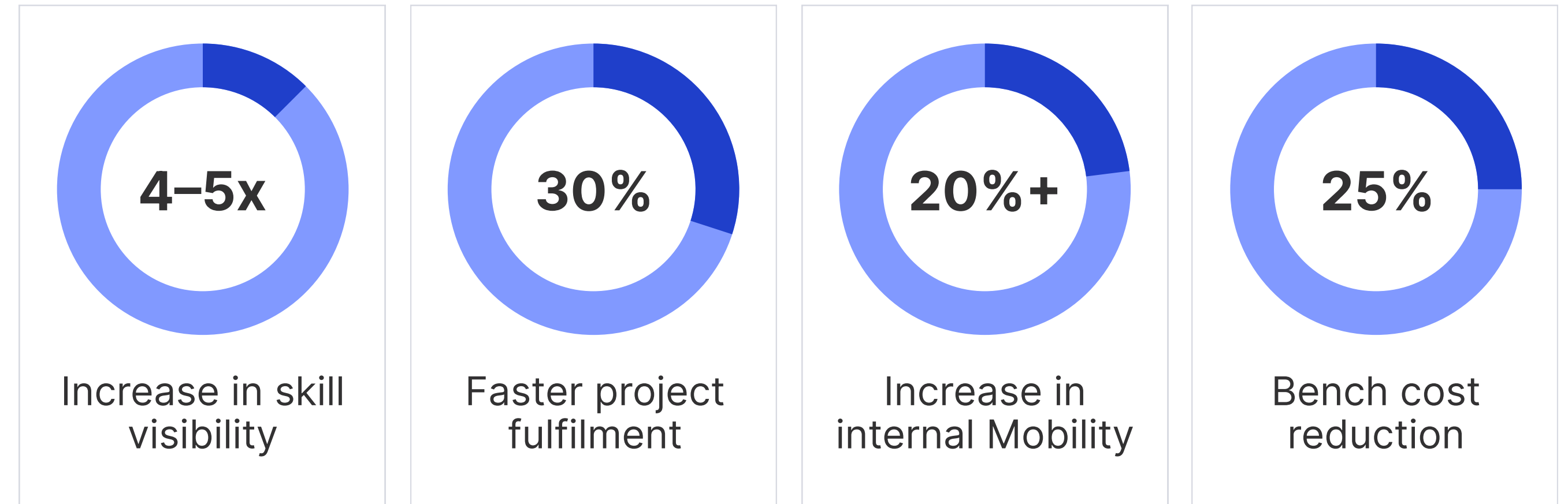
Prismforce has been recognized for its skills-first approach to workforce agility, talent engagement, and dynamic talent marketplace solutions. Its comprehensive suite of modules enables organizations to map skills, personalize career trajectories, streamline talent acquisition, and optimize workforce planning. Prismforce also offers robust resource management capabilities, helping organizations align talent availability with project demand in real-time.

Purpose-built for the business and professional services industry, Prismforce delivers highly tailored insights that drive precision in talent decisions. Its flexibility in product customization, intuitive reporting features, and strong focus on user experience have led to high client satisfaction and positioned it as a forward-thinking provider in skills.

SHARATH HARI

VICE PRESIDENT AT EVEREST GROUP

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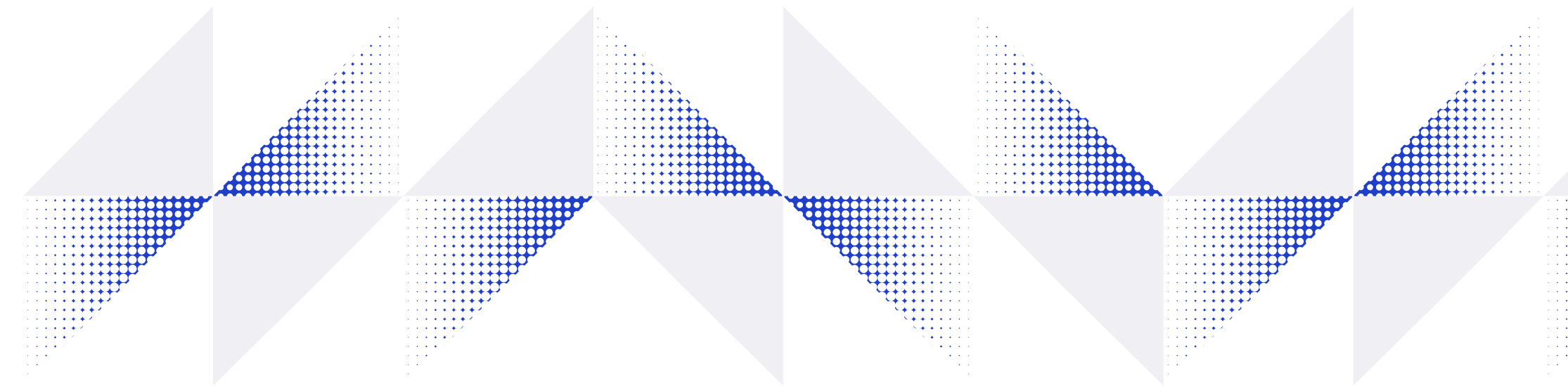
Recognized by Everest Group as a Major Contender in Skills Intelligence PEAK Matrix® 2025

Unlocking Value Across the Enterprise with SkillPrism

Outcomes for HR, Delivery, Leadership, and Employees

With SkillPrism, enterprises transform static, fragmented skills data into actionable insights that drive agility and precision across the organization.

Function / Stakeholder	What They Gain with SkillPrism
CHRO / HR Leaders	End-to-end visibility and smarter planning
Delivery Leaders	Faster, more accurate staffing decisions
Managers	Instant insight into team capabilities
L&D Teams	Targeted, data-driven upskilling strategies
Employees	Clearer growth paths and development opportunities
COO / Business Leaders	AI-powered skill management aligned to business goals



The Path Forward: Building a Future-Ready, Skills-First Organization

Why Now Is the Time to Act

Organizations that adopt Skills Intelligence aren't just reacting to change—they're shaping it. SkillPrism makes this transformation practical, scalable, and achievable for tech and IT services leaders who need to stay ahead in an AI-first world.

- ▶ Unify skills data for confident decisions
- ▶ Move from guesswork to precision in workforce planning
- ▶ Empower employees to grow, move, and succeed

Ready to Lead with Data-Driven Workforce Intelligence?

Let's help you unlock the true potential of your workforce—one skill at a time.

[Explore SkillPrism](#)

[Book a Demo](#)

About Prismforce

Prismforce is a vertical AI-powered SaaS platform designed for IT and technology services firms to transform their talent supply chain. Its cloud-based suite helps enterprises optimize staffing, skilling, and workforce planning— driving both business performance and employee engagement. Backed by **Peak XV Partners**, Prismforce has a global team of 200 experts and serves over 650,000 users across 20+ leading tech companies worldwide.



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Prismforce has been recognized by several analysts for innovation in skills and talent management



AVASANT

Prismforce recognised as part of the “Tech Innovators Program”



HFS

Prismforce included as part of HFS Hot Tech Digest of Top Tech Firms to watch out for



Everest Group

Prismforce features in Everest’s reports on Skills Platform



J.P. Morgan

Prismforce covered in JP Morgan’s expert series on the contribution of skills, talent management & talent supply chain to tech providers’ competitiveness



Everest Group - Peak Matrix

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