

CareerPrism

AI-Powered Career Pathing for Dynamic Workforce Growth

In most organizations, employees lack clarity on how to advance their careers, while managers struggle to identify and bridge skill gaps within their teams. The absence of transparent career paths, real-time skills intelligence, and effective talent mobility leads to stagnation, underutilized potential, and disengagement—hindering both individual growth and business agility.

CareerPrism transforms career development with AI-powered, personalized career pathing, real-time skill-gap insights, and seamless internal mobility. Employees receive clear, actionable guidance to reach their career goals, while managers gain visibility and intelligence to unlock their teams' full potential. By visualizing career paths, skill gaps, and learning journeys, CareerPrism powers a transparent, dynamic talent management culture across the organization.

Capabilities



AI-Driven Career Path Visualization

Visualize personalized, linear and cross-functional career opportunities with clear role-based skill requirements.



Real-Time Skill-Gap Analysis

Compare current skills against target role expectations, supported by visual analytics and tailored learning suggestions.



Target Role Management

Employees can bookmark aspirational roles and track progress, with transparent visibility for managers.



Intelligent Role Recommendations

AI identifies optimal career matches based on skill profiles, job clusters, and role intersections—promoting meaningful internal transitions.



Manager Dashboard

Managers access employee aspirations, skills data, and development status to guide informed talent planning.



Seamless Integration

Effortlessly connects with HRIS, LMS, and enterprise talent systems—ensuring data consistency and operational efficiency.

Solution Benefits

✓ Accelerated, Personalized Career Growth

Employees receive clear, data-driven paths for advancement within and beyond current roles.

✓ Higher Internal Mobility & Reduced Stagnation

AI-driven visibility unlocks dynamic career moves and shortens time-to-next-role.

✓ Goal-Aligned Upskilling

Employees know exactly which skills to build—linking learning to real career outcomes.

✓ Time-Efficient Manager Support

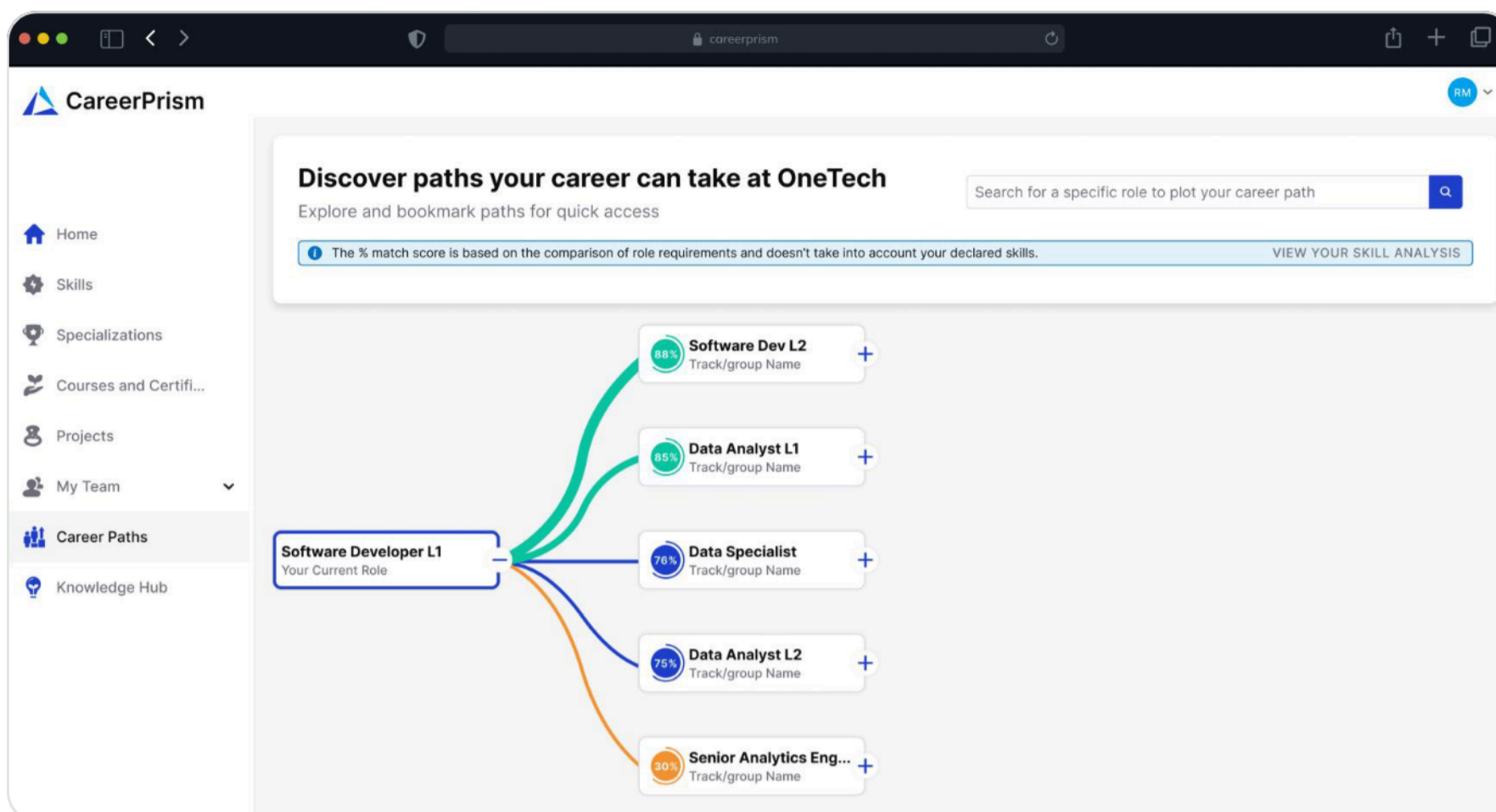
AI dashboards help managers track progress, approve plans, and guide development in minutes.

✓ Real-Time Workforce Intelligence


Leaders get a live snapshot of skill levels, certifications, and learning progress to drive strategic decisions.

✓ Improved Retention via Growth Clarity

Transparent growth paths and targeted development boost engagement and reduce attrition.



Proven Outcomes

 **25%** more accurate talent snapshots

 **15%** higher employee retention through improved internal mobility and career visibility

Use Cases

Proactive Career Development (Employees)

Empower employees with tailored career path recommendations and structured development journeys.

Strategic Talent Visibility (Managers)

Enable managers to gain visibility into their team's aspirational career paths, skill development progress, and resource needs, optimizing talent management strategies.

Enhanced Internal Talent Mobility (HR/Business Leaders)

Encourage internal mobility by clearly presenting alternate career opportunities, reducing external recruitment costs, and fostering employee retention.

Skill Alignment and Planning (L&D Teams)

Identify workforce-wide skill gaps and align learning programs with business and individual growth goals.

Future-Ready Career Growth (CHROs / HR Strategy Teams)

Enable future-ready career growth through skill-first, adaptive journeys. CareerPrism helps employees align with evolving tasks, roles and technologies—keeping your workforce agile, motivated, and ahead of change.

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.