

The Skills Operating System for your organization

Skillvue is the objective skills data layer for your banking workforce, tailored to your competency framework, grounded in science, scaled by AI, embedded into the HR systems you already run, so every talent decision, from hiring to transformation, is finally the right one.

Key Industry Indicators

78%

of organizations use AI in at least one business function, compared to 55% in 2024

McKinsey 2025

59%

of the global workforce will need reskilling by 2030

WEF Future of Jobs 2025

60%

of companies see the shortage of tech talent as an obstacle to digital transformation

McKinsey Tech Talent Roundtable 2025

Top 4 Workforce Challenges

1. Reskilling at scale

83% of banking CEOs are focusing on **reskilling to maximize the value of AI investments**. Without visibility into skills, gaps and talent reallocation, banks risk failing to capture that value

Skillvue Value

Dynamic skills mapping and objective gap analysis at organizational level. Personalized training based on real gaps. Measurable ROI through pre- and post-assessments.

2. Generational succession planning

92% of banking CEOs report the **impact of an aging workforce**, risking the **loss of relational and local know-how**, with subjective succession decisions.

Skillvue Value

Potential mapping across the entire workforce. **Predictive pipelines** for critical roles. **Faster coverage, lower vacancy costs** and **reduced** dependence on external recruiting.

3. Branch network productivity

Pressure on margins is pushing banks toward an advisory model. But **branch managers' skills have evolved**, while **assessment systems often have not**.

Skillvue Value

Predictive assessment of skills linked to commercial performance. **Optimized development** of technical-commercial skills. **Alignment** between assessment, development and succession.

4. AI and digital talent attraction

19% report **competition with tech giants for AI profiles**; 11% report **retention challenges** after specialization. Banking recruitment processes are **too slow** for tech profiles.

Skillvue Value

Scalable pre-screening, from 5 to 15 minutes. **Hard skills** and **motivational fit assessments**. **Reduced time-to-hire**. Post-merger skills mapping in weeks, not months.

Cost of inaction vs Skillvue outcomes

SOLUTION	⚠️ COST OF INACTION	✓ SKILLVUE OUTCOME	
Hire Right Talent acquisition, AI and tech roles	15% mis-hire rate on tech-critical roles	30% reduction in mis-hire rate; 70% faster CV screening	Payback period: 6 months ROI: 85%
Promote with confidence Generational succession, branch network	40% promotion failure within 18 months	Post-promotion failure reduced from 40% to 15%	Payback period: 2 months ROI: 500%
Develop the right people Reskilling for the AI era	Without skills mapping, tech investments risk generating limited returns	35% reduction in time-to-hire for leadership roles through targeted training and development	Payback period: 4 months ROI: 170%
De-Risk Transformation M&A and digital transformation	88% of business transformations fail to achieve their original ambitions	The AI Readiness Assessment maps technical-digital skills and soft skills before launch	Payback period: 5 months ROI: 160%

Partner

