

A Technology-Agnostic Approach to Skills Management



SAPIENT
INSIGHTS GROUP



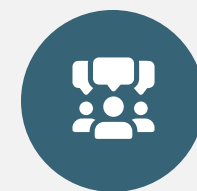
**PROVIDING DATA,
INSIGHTS, AND PRACTICAL
WISDOM TO SOLVE HR AND
FINANCE CHALLENGES.**



HR | Finance Practices
and Systems Research



Strategy and
Transformation



Communication and
Change Management



Culture Building and
Leadership Coaching

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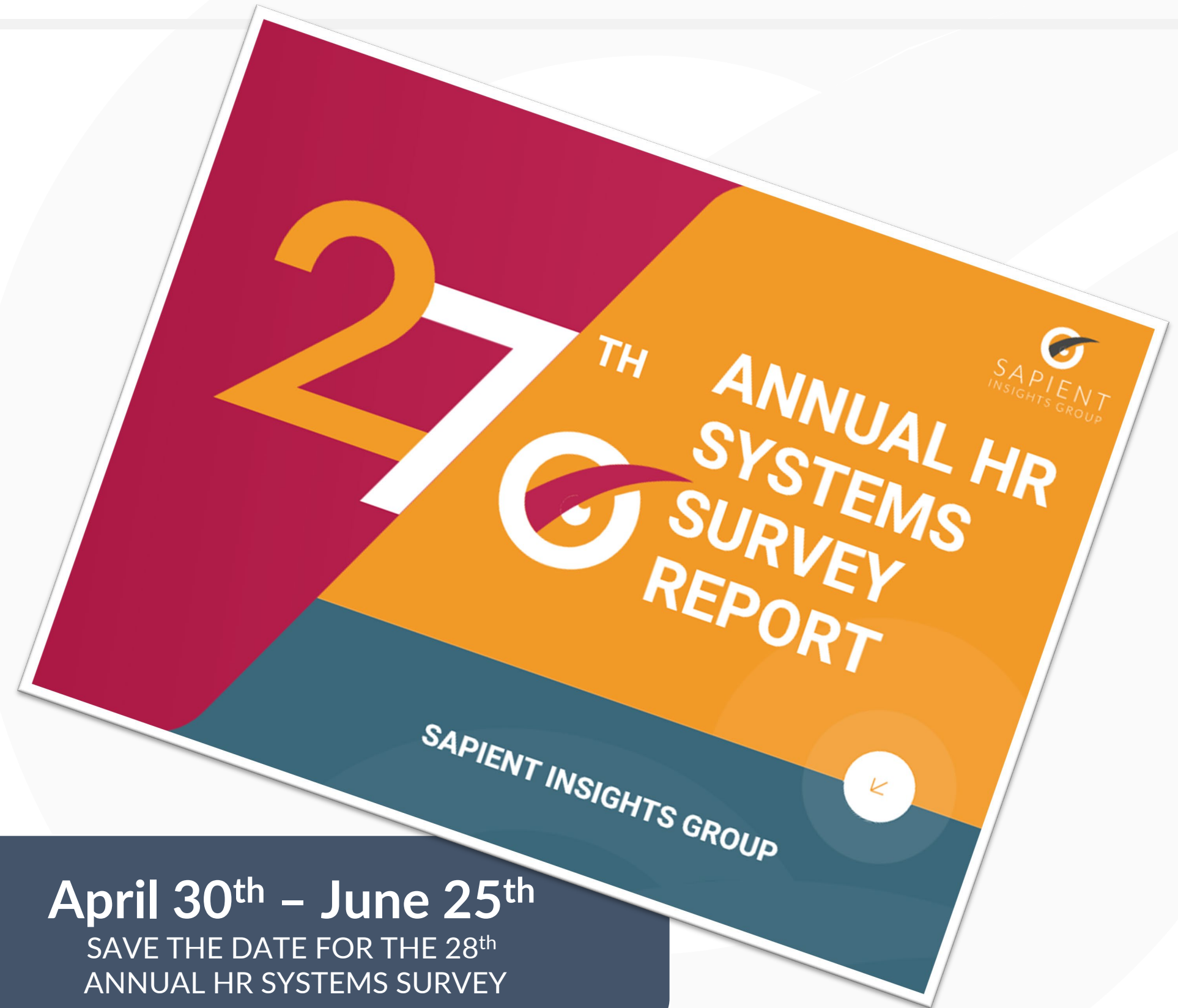
- Sapient Insights Group does not endorse any solution or vendor referenced in our research. This report consists of aggregate research data gathered from Sapient Insights Group's 2024-2025 HR Systems Survey, 27th Annual Edition, and insights from our analysts and consultants. report, based on responses from over 3,300 organizations and is provided for informational purposes only. Sapient Insights Group is an independent research and advisory organization.
- Many of the charts and information contained within this presentation, although taken from the same data set as the 2024-2025 Annual HR Systems Survey White Paper, are additional breakouts of that data .
- This presentation emphasizes specific aspects of the data from the survey or uses data that does not appear in the report but was used for the points and trends discussed during the presentation.

OUR INDUSTRY RESEARCH - OVER 27 YEARS OF DATA GATHERING



THE MOST COMPREHENSIVE SURVEYS IN THE INDUSTRY

- Organization Outcomes, Finances, Culture
- Strategy, Process, and Structure
- All application areas, including Analytics
- Change, Implementation, Optimization
- Security, Data Privacy, Standards
- Vendor Landscape, VOC perceptions
- Resourcing, Expenditures, Budgets
- Emerging Technologies and Trends



April 30th – June 25th
SAVE THE DATE FOR THE 28th
ANNUAL HR SYSTEMS SURVEY

OUR 27th YEAR AND 40% MORE USABLE DATA POINTS

THANK YOU! 2024-2025 ANNUAL HR SYSTEMS SURVEY PARTICIPATION



3318

Unique Organizations

59

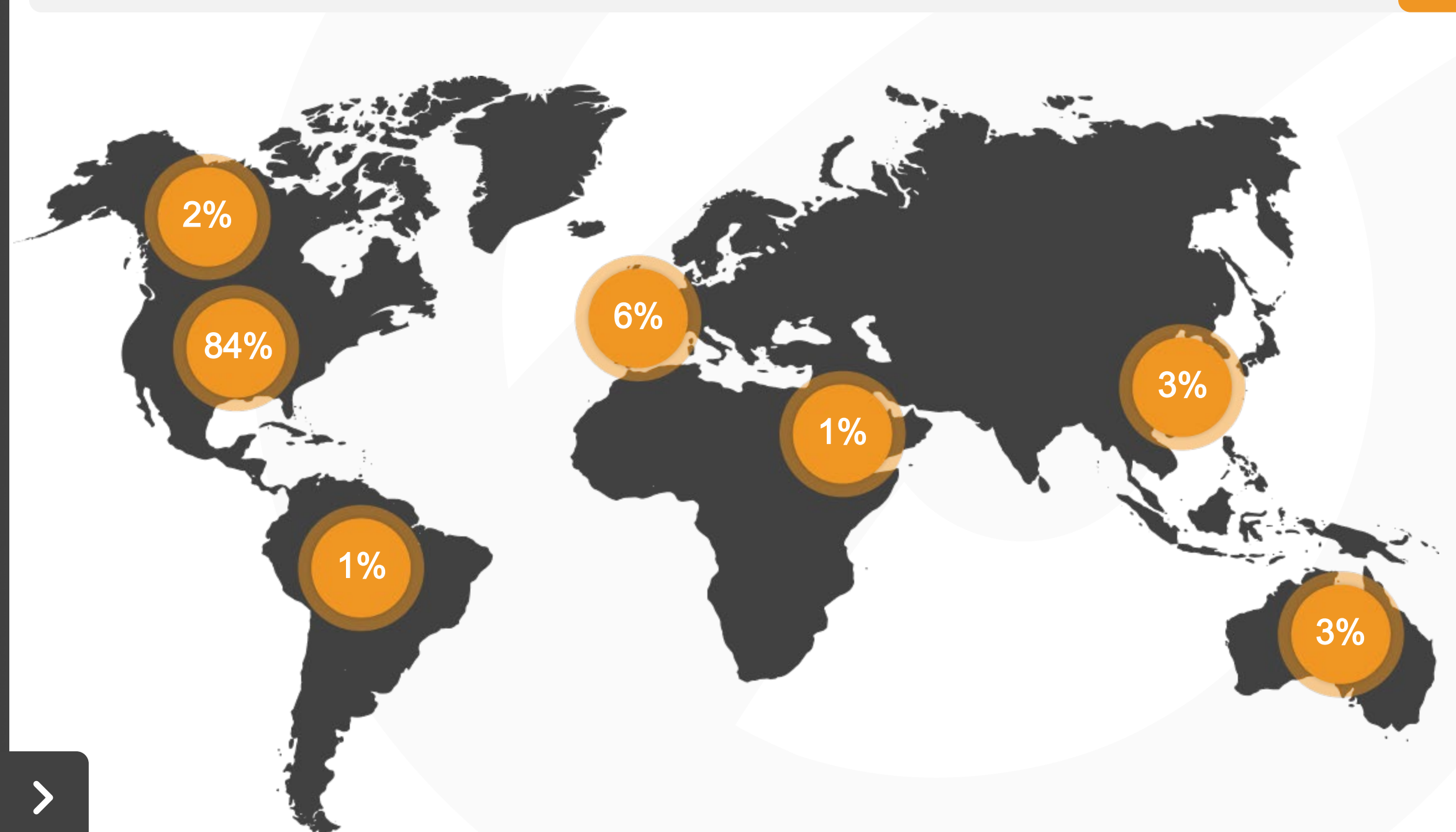
Countries

644

Global Organizations

25M+

Total # of Workers Represented



HOW SAPIENT INSIGHTS GROUP THINKS ABOUT RESEARCH

Living up to the notion of Best Practices is stressful!

We continually hear from clients that Best Practices are a utopian ideal that oftentimes doesn't seem achievable.



We prefer to think in terms of Popular Practices, Promising Practices and Proven Practices.



PROVEN PRACTICES



PROMISING PRACTICES



POPULAR PRACTICES

INVESTING IN SKILLS MANAGEMENT IS PROVEN, BUT NOT SIMPLE

PROVEN PRACTICES SEE YEAR OVER YEAR OUTCOMES WITH DIFFERENT DATA SETS:

1.

1 of only 7 Proven Strategic HR Practices
Transformational Skills Management correlates to
higher HR, Talent, and Business Outcomes, on average
11% Higher

2.

Effective/Efficient Skills Management, increased
chances of improving Organizational
Innovation by 10%

3.

30% invested in skills management technology, and
they are 75% more likely to use HR Technology to:
Inform the Business Strategy

4.

35% more likely to be viewed as a Strategic HR
Function, if the HR function has a skills
management process and tool in use.



SKILLS MANAGEMENT

Impacts everything from enterprise outcomes to the perception of the HR Function

TOP FIVE TRENDS IN SKILLS MANAGEMENT CURRENT AND FUTURE STATE

TOP FIVE



1. Focus on a Business Need First
2. Create both a Taxonomy and Ontology Strategy
3. Build a Skills Management Environment
4. Leverage AI to Get The Job Done
5. Build Calibration Steps into the Journey

 Skills

Accessibility and ease of updating skills makes them more usable and valuable.

Government 2500+ EE

SO WHY ARE WE STILL STRUGGLING TO MAKE THIS WORK










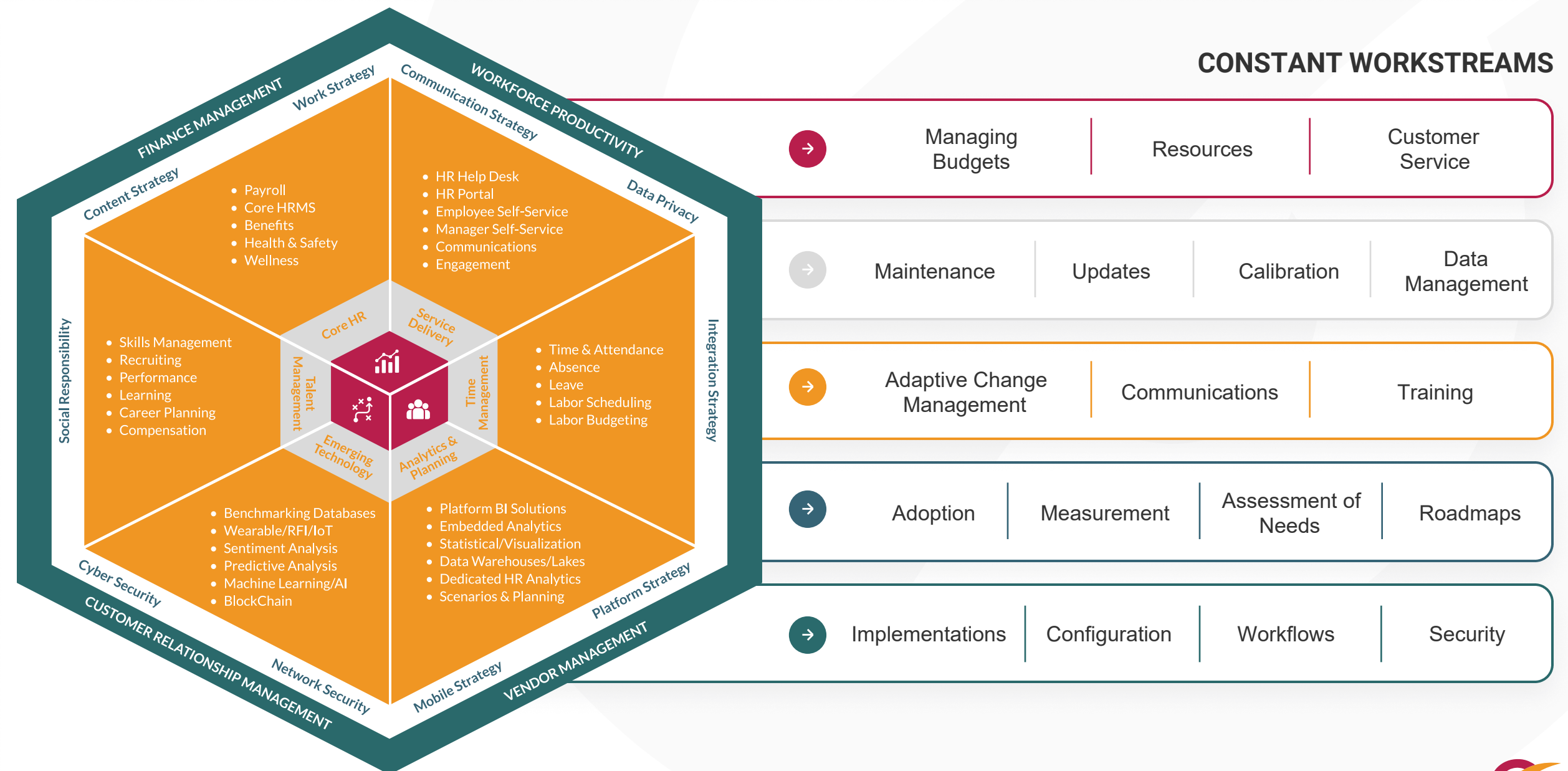
WE NEED TO FIX OUR HR SYSTEMS AND DATA PROBLEMS TO MAKE AI WORK

| | | | | | | |
|--------------------------------------|--|---|--|--|--|--|
| 3 Critical starting points | 6 Primary HR System Categories | 55 Individual Application Areas | 60+ Possible non-HR strategies to assess | 100+ Non-HR applications that need connections | 600+ HR solutions with 3% or more adoption | 2,750+ HR vendors tracked annually |
|--------------------------------------|--|---|--|--|--|--|

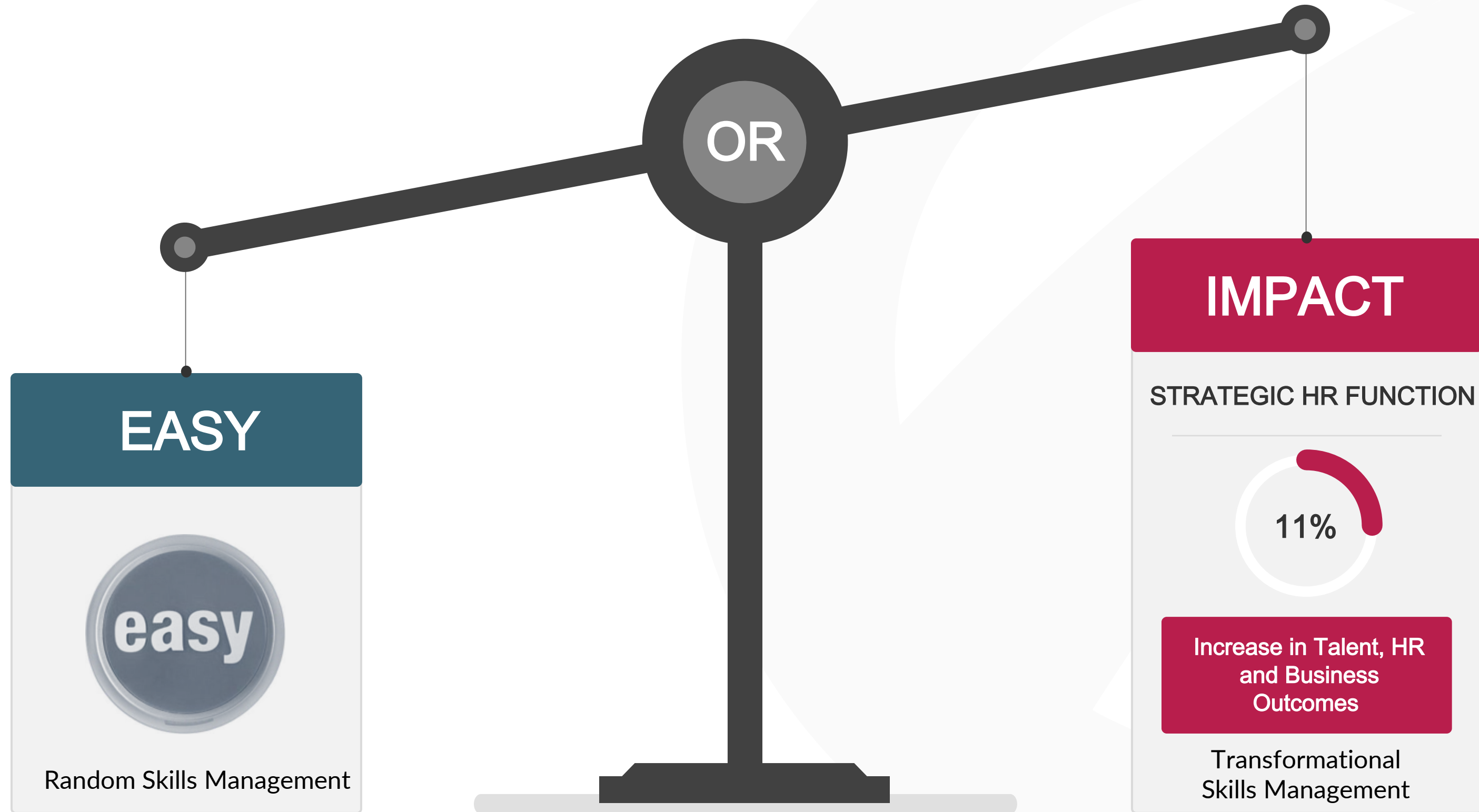
SAPIENT INSIGHTS HR SYSTEMS ADOPTION BLUEPRINT™

LEGEND

-  Data
-  Strategy
-  Culture
-  Guiding Principles
-  HR System Applications
-  Enterprise Standards
-  Enterprise Work Applications



ACHIEVING OUTCOMES WITH SKILLS REQUIRES DOING THE HARD WORK



AN ADAPTABLE SKILLS ENVIRONMENT TAKES FOCUS AND TIME



GETTING STARTED IN SKILLS MANAGEMENT & AI!

- > Don't wait for the perfect setup, Get Started
- > Begin with a Business question and Champion- (do not make this a Learning or HR project)
- > Start small, Think scalable, Build teams
- > Embrace tailoring, leverage existing technology and external data sets
- > Be open to iterations on the process and changing decisions
- > Build in calibration, maintenance, and change workflows
- > Change management isn't a program
 - Define the WIFM for all stakeholders
 - Address adjacent process changes - internal mobility, job descriptions, learning



For a conversation on how to get your skills journey started, reach out to us at Research@SapientInsights.com

KEEP ENGAGING!

Over 25 years of continuous data gathering

- Strategy, Process, and Structure
- Core HR and Service Delivery Applications
- Time and Talent Management Applications
- Analytics and Planning Applications
- Emerging Technologies and Innovations
- Voice of the Customers, Vendor Landscapes
- Continuous Change Management Efforts
- Selection, Implementation, Maintenance
- HR Systems Expenditures and Resourcing
- HR, Talent, and Business Outcomes and Impact



Join Sapien Insights'
Research Center

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The Research

BE COUNTED in the
28th Annual Survey

KEEP LEARNING!



WORK MORE EFFICIENTLY AND MAKE AN IMPACT USING TECHNOLOGY

INTRODUCTION TO HR TECHNOLOGIES

UNDERSTAND HOW TO USE TECHNOLOGY TO IMPROVE PERFORMANCE AND PROCESSES

STACEY HARRIS

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[https://sapientsights.com/introhrtech -book/](https://sapientsights.com/introhrtech-book/)



LinkedIn Article:

Why HR Technology Really Matters

KEEP LISTENING!

Spilling the Tea on HR Tech
HR, We Have a Problem!



The HR Huddle

Your ultimate resource for all things HR



Apple
Podcasts



Player FM
Podcast Smarter



Spotify®

THANK YOU!

CONTACT US!

 Research@sapientinsights.com

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