

Inside Look: Skills Practices

Skills Practices releases on
October 30, 2024!



While preparing the data, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek into the data and mark your calendar for the full release coming soon!

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Skills-based reward programs influence both workforce objectives and employee pay.

Over 90% of companies agree that a pay-for-skills approach can have the potential to positively impact workforce objectives, however, only 23% of companies have any skills-based reward programs. Among companies using a skills-based rewards program, around 90% acknowledge that employee skills impact the salaries of new hires, and 77% consider skills when defining annual bonuses and payouts.



Reward differentiation is more common for technical skills than qualifications or soft skills.

Two thirds of companies differentiate rewards based on technical skills, while 44% provide rewards based on qualifications and certifications. Only 35% of companies differentiate rewards for behavioral or soft skills. Among technology companies, the focus on technical or hard skills is strongest, with 82% of companies considering these skills when determining rewards.



Companies are beginning to consider the impact of Generative AI on their skilled workforce.

Approximately 38% of companies are actively considering the potential impact of Generative AI on their workforce; an additional 39% of companies plan to assess these implications in the future. Currently, only 16% have developed a workforce strategy for utilizing Generative AI, and 11% do not expect Generative AI to have any impact on their workforce.