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Inside Look: Skills Practices

Skills Practices releases on October 22, 2025!

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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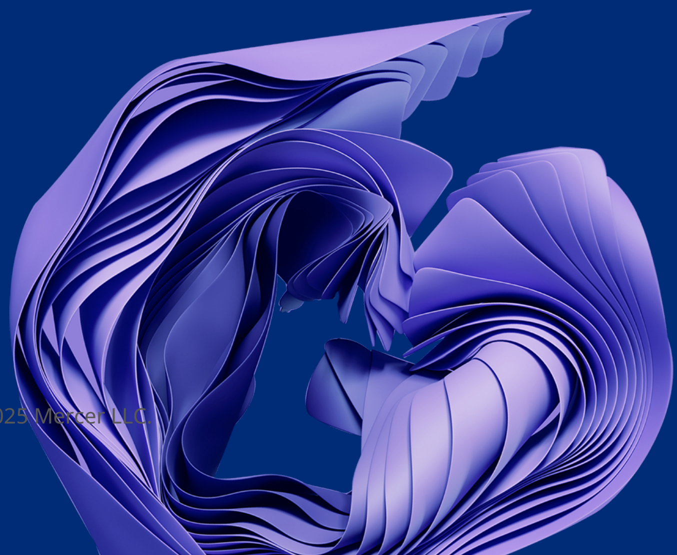

Skills monitoring varies across industries

Globally, 46% of companies monitor skills informally, while only around 18% do so formally. However, there are notable variations across industries. It is less common for skills demand to be monitored in the insurance/reinsurance industry (21% informal monitoring,18% formal monitoring) and consumer goods industry (35% informal , 15% formal,), which may pose risks for talent gaps and market misalignment. By comparison, around 80% of companies in the services nonfinancial industry are monitoring market demand for skills (62% informal monitoring and 18% formal monitoring) followed by the chemicals industry at 76% (56% informal, 20% formal).

Skills data refresh is less frequent in traditional sectors

Globally, 49% of companies update skills data annually, with the banking (58%), manufacturing (57%) and logistics (56%) industries showing a preference for this approach. Continuous updates account for 25% globally, with a slightly higher prevalence in the services nonfinancial (38%), energy (30%), technology (28%) and consumer goods (27%) industries, indicating that these sectors prioritize real-time skills insights. Industries that need to be more agile and dynamic are more likely to invest in real-time skills platforms, while more traditional industries may prioritize consistency and focused integration, requiring less frequent updates.

Despite low prevalence, pay-for-skills programs are viewed as positive for workplace outcomes

Half of respondents (52%) believe pay-for-skills programs are highly effective in attracting and retaining critical skills. Additionally, 46% see them as valuable for enhancing employee development, and 43% associate them with improved workforce productivity. However, despite companies recognizing the benefits of implementing a skills-based reward program, only 20% of companies globally currently implement pay-for-skills schemes. Adoption is more common in nonfinancial services (27%) and nonmanufacturing sectors (26%), whereas industries like energy (10%) and insurance (12%) are less likely to use such reward programs.