

Skillsoft Expands SAP Partnership to Drive Skills-Based Workforce Planning and Talent Development

Integration connects Skillsoft's learning platform with the Talent Intelligence Hub from SAP SuccessFactors

BOSTON--(BUSINESS WIRE)-- [Skillsoft](#), a leading platform for transformative learning solutions, today announced a new integration with the talent intelligence hub from SAP SuccessFactors, a centralized system for skills intelligence. With this integration, businesses using SAP SuccessFactors solutions and Skillsoft will gain deeper insights into their workforce's skills and be able to deliver personalized learning paths aligned with employees' role requirements and career aspirations, as well as the needs of the business.

"Talent is the fundamental building block of any organization and achieving priority business objectives hinges on that talent having the right skills. Skills-based strategies are essential for developing an agile, productive, and innovative workforce and business," said Apratim Purakayastha, GM, Talent Development Solutions, Skillsoft. "Integrating Skillsoft with the talent intelligence hub from SAP SuccessFactors creates a simpler, more effective, and more engaging approach to talent development."

82% of employees recently [surveyed](#) by Skillsoft said their organization has started taking steps to transition to a skills-based model. However, a June 2024 Gartner® survey of 190 HR leaders revealed that 41% agree their workforce lacks required skills, 50% agree their organization does not effectively leverage skills, and 62% agree that uncertainty around future skills poses a significant risk. By matching skills between customers' taxonomies from the talent intelligence hub and Skillsoft's [skill dictionary](#), the companies are linking employees' skills and roles with learning experiences throughout SAP SuccessFactors. As a result, organizations can better assess, index, and map the current skills of their employees against skills required for their jobs for more strategic workforce planning.

Key benefits include:

- **Centralized skills management:** Organizations are able to incorporate existing frameworks and deliver learning that drives targeted workforce development, with talent intelligence hub as a dedicated source of truth for skills.
- **Enhanced workforce agility:** Organizations can quickly adapt to changing market demands by easily identifying and addressing skill gaps, helping to ensure that the workforce remains competitive and agile.
- **Increased employee engagement:** Personalized learning experiences aligned with career goals boost employee engagement and satisfaction, creating a more motivated and engaged workforce.
- **Improved talent mobility:** The integration supports internal talent movement by

identifying candidates for new roles, strategic projects, or cohorts based on current skills and learning achievements, helping improve talent optimization and retention.

- **Optimized tracking & actionable insights:** Comprehensive tracking of employee skilling activity, captured in both the talent intelligence hub and Skillsoft's dashboards, enables organizations to measure impact, identify trends, and cater learning experiences accordingly.

The integration is currently available for early adopters and will be fully available in early 2025. Learn how to get started [here](#).

Gartner, Press Release, [Gartner HR Research Finds Organizations' Current Talent Management Efforts Inhibit Optimal Employee and Organizational Performance](#), September 18, 2024.

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About Skillsoft

Skillsoft (NYSE: SKIL) delivers transformative learning experiences that propel organizations and people to grow together. The Company partners with enterprise organizations and serves a global community of learners to prepare today's employees for tomorrow's economy. With Skillsoft, customers gain access to blended, multimodal learning experiences that do more than build skills, they grow a more capable, adaptive, and engaged workforce. Through a portfolio of best-in-class content, a platform that is personalized and connected to customer needs, world-class tech and a broad ecosystem of partners, Skillsoft drives continuous growth and performance for employees and their organizations by overcoming critical skill gaps and unlocking human potential.

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This document includes statements that are, or may be deemed to be, "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, which are intended to be covered by the safe harbors created by those laws. All statements, other than statements of historical facts, that address activities, events or developments that we expect or anticipate may occur in the future, are forward-looking statements and may be based on current expectations, estimates or projections about our industry, management's beliefs or certain assumptions made by management. Also, when we use words such as "may", "will", "would", "anticipate", "believe", "estimate", "expect", "intend", "plan", "project", "forecast", "seek", "outlook", "target", "goal", "probably", or similar expressions, we are making forward-looking statements. Such statements are based upon the current beliefs and expectations of Skillsoft's management and are subject to significant risks and uncertainties, and we caution you against unduly relying on these forward-looking statements.

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Investors

Rich Walker

rich.walker@skillsoft.com

Media

Cameron Martin

cameron.martin@skillsoft.com

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