

# SkillsVue

Create a competitive edge with our market-leading insights on digital skills

# Access your single source of truth for digital skills

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You can't solve tomorrow's problems with yesterday's tools.

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Technology has disrupted traditional business models and increased the demand for digital talent.

As the digital economy moves at a rapid pace, digital talent is scarce and in high demand everywhere. The skills driving value to an organization can change frequently, leaving restrictive traditional job classifications unable to adapt.

SkillsVue equips you with the key information needed to make skill-related compensation decisions efficiently and effectively. With this platform, you can inform your reward decisions and position your organization as an employer of choice among digital talent.

With SkillsVue, you can:



Determine which digital skills command a premium to compete in the market for digital talent



Identify the most prevalent digital skills to ensure you are on track with emerging trends



Leverage data – not gut instinct or candidate demands – to design reward programs that attract and retain the right talent



Create a competitive edge and become a market-leading employer by using market-leading insights

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**We are in a seller's market for digital talent. You need to do more to stand out. Take a SkillsVue.**

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Focusing on skills is critical for attracting and retaining digital talent. With SkillsVue, HR professionals can:

- Go beyond pure role-based compensation frameworks and differentiate rewards based on skill requirements
- Access an interactive platform to model digital skill requirements and gain market-leading insights on skill prevalence and the impact of skills on pay
- Learn whether skills are in higher demand or if they are cooling off to anticipate scarcity and ensure you have the right talent to support your digital operations

Built on a foundation of robust compensation data from WTW's Artificial Intelligence and Digital Talent survey, SkillsVue uses proprietary machine learning algorithms to analyze skills data and calculate the valuations of skills and their impact on pay.

#### **Availability**

SkillsVue is available as a local product for the United Kingdom and United States, and as a regional product for Europe.

# Inform reward programs with market-leading insights

Discipline Code: AID010

**Application Development** | **P2 - Intermediate** ▾

🔍 Search for any Digital Discipline / Skill [↓](#)

### Skill Analysis

Click on any of the suggested skills below to create your skill selection and see the impact of the skills on your selected job. Once selected, you can also click on the skill to navigate to the Skills Dashboard.

#### Core Skills

The core skills represent the baseline skill representation for the discipline based on actual prevalence in the underlying data.

Agile | Programming | Software Development | Testing | Java

#### Selected Skills

Review the skill insights for your skill selection. You can also add more skills from the suggested skills below or via the search bar. ✓ **HIGH** CONFIDENCE

Skill Impact on Pay

**HIGH** 7.5% - 15%

Skill Impact on Pay Trend

**REMAINING STABLE**

Skill Prevalence Trend

**INCREASING**

Selected Skills	Skill Impact on Pay	Skill Impact on Pay Trend	Skill Prevalence Trend	
1 <span style="color: green;">✓</span> <b>Common</b> <b>Amazon Web Services (AWS)</b>	<b>HIGH</b> 7.5% - 15%	<b>INCREASING</b>	<b>INCREASING</b>	✕
2 <span style="color: green;">✓</span> <b>Common</b> <b>Oracle</b>	<b>VERY HIGH</b> 15% - 25%	<b>REMAINING STABLE</b>	<b>INCREASING</b>	✕
3 <span style="color: gray;">⚙️</span> <b>Less Common</b> <b>Structured Query Language (SQL)</b>	<b>MEDIUM</b> 2.5% - 7.5%	<b>DECREASING</b>	<b>INCREASING</b>	✕

Common questions	How SkillsVue responds
<ul style="list-style-type: none"> <li>What are the hot skills in the market?</li> <li>Which skills have a high impact on pay?</li> <li>What premium is required to be competitive?</li> </ul>	Learn which skills command a premium from a market perspective and make more informed rewards decisions.
<ul style="list-style-type: none"> <li>A skill might be commanding a premium today, but could be cooling off in the next year. What are the trends?</li> <li>The business is asking for a premium for emerging skills. Which skills are becoming more wanted in the market?</li> </ul>	Access trend information on the impact of skills on pay and make rewards decisions based on whether skill premiums show an increase or decrease over time.
<ul style="list-style-type: none"> <li>Which digital skills are the most common in the market?</li> <li>Are we recruiting for common or less common skills?</li> </ul>	Benchmark your skill requirements by understanding the prevalence of certain digital skills in the market.
<ul style="list-style-type: none"> <li>How can I anticipate which skills the market is increasingly looking for?</li> </ul>	Use trend information on which digital skills are heating up and which are cooling off to anticipate your future skill requirements.
<ul style="list-style-type: none"> <li>What type of rewards programs do other organizations utilize to win best-in-class talent?</li> <li>How are organizations differentiating for hot skills?</li> </ul>	Inform your rewards decisions by understanding how other organizations are differentiating for high-in-demand skills.

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Where some see challenges, we see opportunities  
to reimagine possibilities and deliver a  
perspective that moves you.

[www.wtwco.com/SkillsVue](http://www.wtwco.com/SkillsVue)

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#### About WTW

At WTW (NASDAQ: WTW), we provide data-driven, insight-led solutions in the areas of people, risk and capital. Leveraging the global view and local expertise of our colleagues serving 140 countries and markets, we help you sharpen your strategy, enhance organizational resilience, motivate your workforce and maximize performance. Working shoulder to shoulder with you, we uncover opportunities for sustainable success — and provide perspective that moves you. Learn more at [wtwco.com](http://wtwco.com).



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The WTW logo, consisting of the lowercase letters 'wtw' in a bold, purple, sans-serif font.