



SkillsVue – Europe

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

Access your single source of truth for digital skills

Unbound by a single location, organizations are learning that the future of work requires a revolutionary approach to rewards that will win over the talent they need. Organizations that choose a wait-and-see approach will find themselves falling behind, so that makes understanding the regional market for digital skills critical.

SkillsVue - Europe provides organizations with market-leading insights on digital skills. With this region-specific software, you can inform your reward decisions and become an employer of choice for digital talent.

Focusing on skills is critical for attracting and retaining digital talent. With SkillsVue – Europe, 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 – Europe uses proprietary machine learning algorithms to analyze skills data and calculate the valuations of skills and their impact on pay.

With SkillsVue – Europe, you can:



Determine which digital skills command a premium to compete in the European 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



SkillsVue – Europe is your single source of truth for digital skills.

Availability

SkillsVue – Europe presents aggregated data across the region, including the United Kingdom, that are considered representative indicators for the entire region.



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

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

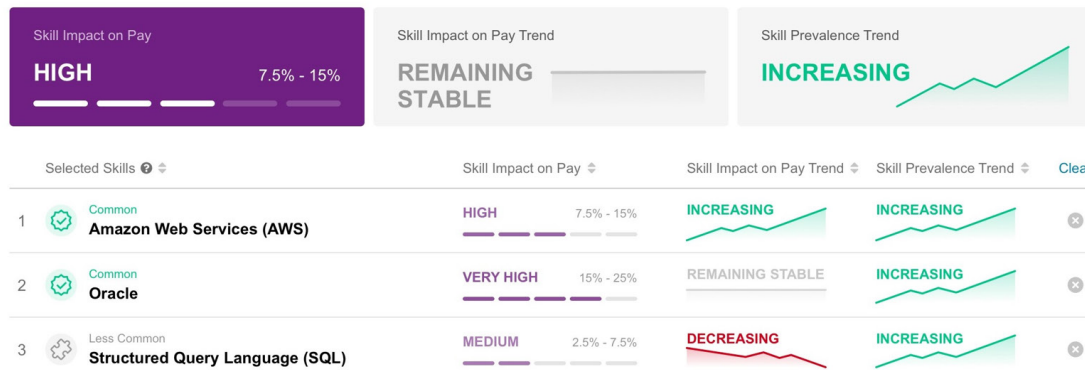
The core skills represent the baseline skill representation for the discipline based on actual prevalence in the underlying data.

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



Common questions

How SkillsVue – Europe responds



- What are the hot skills in the market?
- Which skills have a high impact on pay?
- What premium is required to be competitive?

Learn which skills command a premium from a market perspective and make more informed rewards decisions.



- A skill might be commanding a premium today, but could be cooling off in the next year. What are the trends?
- The business is asking for a premium for emerging skills. Which skills are becoming more wanted in the market?

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.



- Which digital skills are the most common in the market?
- Are we recruiting for common or less common skills?

Benchmark your skill requirements by understanding the prevalence of certain digital skills in the market.



- How can I anticipate which skills the market is increasingly looking for?

Use trend information on which digital skills are heating up and which are cooling off to anticipate your future skill requirements.



- What type of rewards programs do other organizations utilize to win best-in-class talent?
- How are organizations differentiating for hot skills?

Inform your rewards decisions by understanding how other organizations are differentiating for high in-demand skills.



Where some see challenges, we see opportunities to reimagine possibilities and deliver a perspective that moves you.
www.wtwco.com/SkillsVue

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.



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