INVESTOR DECK · SEED ROUND

SKAILLS

The HR Transformation Platform.
Built before the market knew it was needed.

skaills handles what HR shouldn't have to, so HR can do what only humans can.

Augmented Intelligence Skills · Multilingual at launch (EN/ES/FR, PT in flight) · ILO · ISCO-08 · ESCO · GDPR native · Two layers, fully shipped

An initiative of CEMI.ai · Collectively Enhanced Multiple Intelligence

THE PROBLEM

Every organization needs an AI transformation plan.

Almost none has one.

The CHRO question of 2026 is no longer hypothetical. The honest answer at most organizations is: ***we don't have one***.

NOT A PLAN
~~A deck of slides~~

NOT A PLAN
~~A reskilling pledge~~

WHAT WORKS
An operating system

MARKET SIGNAL

A quantitative measure of what AI is already doing to work.

75%

AI-TASK COVERAGE

Observed AI exposure of programmer tasks. The same curve is reaching customer service, data entry, copywriting, junior law and junior consulting.

-14%

HIRING RATE

Drop in job-finding rates for 22-to-25-year-olds in exposed occupations since late 2022 — a leading indicator most organizations will see years late.

Source: Anthropic, Labor market impacts of AI: A new measure and early evidence (5 March 2026), anthropic.com/research/labor-market-impacts.

THE INSIGHT

HR work splits cleanly along one axis.

LAYER 1

Mechanical

Repetitive, scoring-driven, taxonomy-bound. AI absorbs it cleanly.

WHERE GENERIC TOOLS COMPETE.

LAYER 2

Transformative

Judgment, vision, relationships. AI augments but does not replace.

WHERE THE VALUE COMPOUNDS.

skaills is built explicitly around both.

PRODUCT · SHIPPED

Not a deck of slides. A working platform.

Two years of focused building. Deployed at skaills.ai. Multilingual, multi-tenant, AI-integrated end to end.

MECHANICAL LAYER

- hundreds of evaluation profiles across dozens of sectors and multiple levels
- thousands of multilingual competency questions
- Cognitive · personality · DISC · aptitude tests
- CV evaluator · creator · translator
- Salary aspiration estimator
- Interview simulator (multi-turn AI mock interview)
- Recruitment campaigns + candidate pipeline
- Climate surveys · 360 reviews · job-fit scoring
- ISCO-08 integration · HR-XML webhook · certificate issuance
- Public job board · org public pages · talent pool

TRANSFORMATIVE LAYER

- Personal Growth Plan (12 / 24 / 36-month synthesis)
- AI-Readiness Assessment (individual + organizational)
- Career Path Navigator (3–5 paths, ISCO-grounded)
- Org Transformation Plan (CHRO-grade roadmap)
- Scenario Simulators — live decision under pressure (Committee Defense · AML Triage · Cash Crisis · Variance Investigation · Skill Simulator)
- Smoother Experiences integration — sector/level/role-tailored learning programs surface on every assessment; orgs can spin up branded Custom Academies / Digital Learning Divisions
- Recruitment 7-step end-to-end (Define · Open · Score · Rank · Simulate · Prep · Decide — audit-logged, ISCO-mapped)
- Unified Activity dashboard (all user artifacts in one timeline)
- Communities of Practice (social layer with seeded communities)
- Interview Simulator with 3-track independent review

4 more on the roadmap, partly designed: Mentor Matching · Skills Adjacency Map · Manager AI Co-pilot · Change Playbooks Library. Built around your criteria, your priorities, and your values.

THE STANDARDS MOAT

ISCO-08 native. ESCO v1.2.1 integrated. O*NET on deck.

Most AI-HR tools invent their own taxonomy. We are grounded in what governments, multilaterals and major HRIS systems already use — by construction, not retrofit.

ISCO-08

ILO · SHIPPED

Phases 1–4 live. HR-XML outbound webhook since April 2026.

ESCO v1.2.1

EUROPEAN COMMISSION · INGESTED

3,043 occupations across 4 languages and 426 ISCO unit groups.

O*NET

US DOL · ON THE ROADMAP

Bridges directly to the occupational exposure data.

MARKET

Where we sell, who we sell to, and what the plan says.

WHERE

Four markets

Latin America · Iberian Europe · francophone Africa · US Hispanic-market HR. The markets an English-only platform is structurally locked out of.

WHO

SMB and mid-market

Organizations on the published Starter, Business and Enterprise plans, plus individuals on the free and paid personal plans.

THE PLAN

Three years

Targets by year are set out in the business plan, derived from the published prices. Forward-looking, not a measurement.

Two layers, multilingual at launch, ISCO/ESCO native, Latin-America-first: that combination is the position we hold.

Global HR technology: USD 47.5 bn in 2026 → USD 77.7 bn by 2031, 10.35% CAGR. Source: Mordor Intelligence, HR Tech Market Size, Growth Drivers & Industry Outlook 2031, mordorintelligence.com/industry-reports/hr-tech-market. The blocs above hold about 767 million people of working age — our own sum of the World Bank's 2024 SP.POP.1564.TO series over those countries, computed from the indicator, not a World Bank published total (World Development Indicators, 2024, api.worldbank.org/v2/country/all/indicator/SP.POP.1564.TO). The three-year sizing in the business plan is our own bottom-up estimate from the published prices, and it is forward-looking.

BUSINESS MODEL

B2B SaaS subscriptions, individual plans, and engagements on top.

Published plans, quoted from skaills.ai/pricing. Nothing here is a price we have not published.

INDIVIDUALS

FREE	PRO	PREMIUM
$0	**$29**/mo	**$79**/mo

ORGANIZATIONS

STARTER	BUSINESS	ENTERPRISE
$199/mo	**$499**/mo	—

PLANNED, NOT YET PUBLISHED AS PRICES

- Certificate issuance per credential
- Premium AI add-ons per organization
- Org Transformation Plan engagements

TRACTION POSTURE

Pre-revenue. Post-MVP. Ready to sell.

Building before selling was deliberate: we wanted prospective customers to see a finished product on the first demo, not a roadmap.

Product built

Two layers, end to end. Deployed. Multilingual. Multi-tenant.

Go-to-market is the gap

The next six months are about turning the platform into named, paying customers.

A surgical raise

Enough to run 18 months — and to price the next round from real revenue.

TEAM

Founder-led. AI-native. Multilingual by construction.

CM

Carlos Miranda Levy
Coordinator of Impact, Innovation and Intelligence

Technology entrepreneurship · regional HR-tech across Latin America and Iberia · multilingual product · deep AI-integration practice. Has shipped the platform end to end at the velocity of a small team.

ASSOCIATES

Ydarlis Gissel Cabrera Grullón — Associate · Commercial Director

José Manuel Benavent — Associate · Talent Expert

AI EXECUTIVE LEADERSHIP

An executive team of original AI personas — disclosed as AI, never presented as people. They hold no equity and appear in no cap table. Full roster on the team page.

WHAT THE RAISE FUNDS

- 2–3 engineers
- A go-to-market lead
- A customer-success generalist
- Strategic advisors (HR-tech and AI ethics)

THE ASK

US$ 200,000 angel round · post-money cap US$ 2,000,000.

ROUND SIZE	**US$ 200,000** 10.0% — conversion-equivalent at the cap
VALUATION CAP	**US$ 2,000,000** SAFE post-money cap — a ceiling on conversion, not a valuation
MINIMUM TICKET	**US$ 20,000** 1.0% — at the cap
INSTRUMENT	**SAFE (post-money cap)** US$ 2,000,000 · MFN · no discount
USE OF FUNDS	**18 months runway** Product · go-to-market · AI and infrastructure · compliance · founder · reserve
REVENUE MODEL	**B2B SaaS subscriptions + individual plans** Published pricing at /pricing · pre-revenue today

THE CLOSING ARGUMENT

Carefully planned transformation is the only response that works.

We have built the instrument.
Help us put it in front of the people who need it.

invest@skaills.ai | business@skaills.ai | WhatsApp | Business plan →

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