INVESTORS · SEED ROUND

The HR Transformation Platform — built before the rest of the market knew it was needed.

skaills handles the mechanical work of HR — evaluations, recruitment, CVs, certificates — so that humans can do what only humans can: plan, judge, lead. We are raising a small angel round to extend an already-shipped platform into the role of category-defining infrastructure for the AI-era workforce.

View the deck → | The ask | Business plan

invest@skaills.ai

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

MARKET SIGNAL

Quantitative confirmation that AI transformation needs infrastructure — not optimism.

Anthropic's March 2026 Labor Market Impacts of AI paper measures what AI is actually doing in the economy — not what it could do in theory. The headline finding is that there is no mass unemployment yet. The second-order finding is that hiring of 22-to-25-year-olds in AI-exposed occupations has dropped roughly 14%. The bridge across the transition is narrow, and the organizations and individuals who plan it carefully will compound advantage; those who don't will default into the bad outcome. Exposure of work to automation has been measured for over a decade: Frey and Osborne put about 47% of US employment at risk in 2013, and Eloundou, Manning, Mishkin and Rock found that around 80% of the US

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workforce could have at least 10% of their work tasks affected by large language models in 2023. What changed in 2026 is that the measurement runs on observed usage data rather than task inventories. Sources: Frey & Osborne, The Future of Employment: How Susceptible Are Jobs to Computerisation? (17 September 2013), Oxford Martin School, University of Oxford, oxfordmartin.ox.ac.uk/downloads/academic/The_Future_of_Employment.pdf; Eloundou, Manning, Mishkin & Rock, GPTs are GPTs: An Early Look at the Labor Market Impact Potential of Large Language Models, arXiv:2303.10130 (17 March 2023), arxiv.org/abs/2303.10130.

75%

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

14%

Drop in job-finding rates for 22-25 year olds in exposed occupations since late 2022. The leading indicator everyone else will see lagging by years.

> skaills is the operational system organizations and individuals need to cross this transition deliberately — not after the fact. We built it for the layer the market has been ignoring: the careful planning of role redesigns, reskilling pathways, and the values-triage that comes with rebuilding work itself.

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Why this team, why this moment

Three things had to be true at the same time. They are.

AI matured enough to absorb mechanical HR

CV parsing, evaluation scoring, interview simulation, salary calibration — all of these are now solved problems with current-generation LLMs. The Mechanical Layer of HR is finally addressable as a software problem.

The Transformative Layer became urgent

Anthropic's exposure data confirms what we've been preparing for: every organization now needs a serious plan for role redesign, reskilling, and AI-readiness. We have the instruments built. The market has just arrived at the question.

Trilingual by construction, ISCO/ESCO native

English-only HR-tech is structurally locked out of LATAM, francophone markets, and the developing-world outsourcing economies most exposed to AI. We started trilingual and ISCO-08 grounded — both are post-hoc additions for everyone else.

PRODUCT · SHIPPED

Not a deck of slides. A working platform.

Two years of focused building, deployed at skaills.ai. Trilingual, 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)

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- ✓ 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.

Use of funds — 18-month runway

A small, surgical raise to extend an existing platform into the role of category-defining infrastructure.

40% **Product** US$ 80,000

Layer-2 connective tissue (Mentor Matching, Skills Adjacency Map, Manager Co-pilot, Change Playbooks). ESCO and O*NET ingestion. Premium speech and multimodal upgrades.

20% **Go-to-market** US$ 40,000

Latin American HR-community partnerships, content, pilot deployments with case-study commitments, CRM and outreach infrastructure.

15% **AI and infrastructure** US$ 30,000

AI provider spend, Cloud Functions, Firestore and Storage at production scale, observability and error tracking.

15% **Compliance and standards** US$ 30,000

ESCO / O*NET attribution surfaces, ISO 27001 and SOC 2 preparation, verifiable-credential compatibility, legal and IP cleanup.

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5% Founder US$ 10,000

A modest below-market salary. The round extends focus, not lifestyle.

5% Reserve US$ 10,000

Contingency for pilots, partnerships and unforeseen runway gaps.

Talk to us before the round closes.

Closing Q3 2026 · up to 10 tickets at the floor of US$ 20,000.

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Coordinator of Impact, Innovation and Intelligence

skaills is an initiative of CEMI — Collectively Enhanced Multiple Intelligence.

skaills.ai investor kit

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