

← Investors

EXECUTIVE SUMMARY

A one-page read for busy decision-makers.

COMPANY

skails — The HR Transformation Platform. Trilingual (es/en/fr), multi-tenant SaaS deployed at skails.ai, organized in two explicit layers (Mechanical + Transformative) that map directly to where AI absorbs HR work vs. where AI augments human judgment.

PROBLEM

Every organization now needs an AI transformation plan; almost none has one. Anthropic's March 2026 paper measures what AI is actually doing in the economy — 75% AI coverage of programmer tasks, 14% drop in 22-25 year-old hiring in exposed occupations. The CHRO question of 2026 is: *what is our plan?*

SOLUTION

A two-layer platform built end-to-end: the Mechanical Layer absorbs the repetitive scoring, parsing and paperwork; the Transformative Layer gives individuals and organizations real instruments for planning the transition (Personal Growth Plans, AI-Readiness assessments, Career Path Navigator, Org Transformation Plans, Communities of Practice).

PRODUCT STATUS

Post-MVP. hundreds of evaluation profiles across dozens of sectors and multiple levels · thousands of multilingual competency questions · Layer-2 shipped: Personal Growth Plan, AI-Readiness Assessment, Career Path Navigator, Org Transformation Plan, Scenario Simulators (Committee Defense, AML Triage, Cash Crisis, Variance Investigation, Skill Simulator), Smoother Experiences integration + branded Custom Academies, Recruitment 7-step end-to-end, Communities of Practice · ILO / ISCO-08 / ESCO v1.2.1 / GDPR native · HRIS · ATS · payroll · SSO · calendars/messaging (open APIs, webhooks, SCIM, SAML). Live, deployed, and used. Built around your criteria, your priorities, and your values.

DIFFERENTIATION

Organized explicitly around the two layers; trilingual from day one; ISCO-08 / ESCO native (not retrofitted); built for the LATAM / Iberian / francophone markets generic players ignore.

BUSINESS MODEL

Published plans: Free \$0 · Pro \$29/month · Premium \$79/month for individuals; Starter \$199/month · Business \$499/month · Enterprise custom for organizations (skails.ai/pricing). Planned on top: per-credential issuance fees and Org Transformation Plan engagements.

MARKET

Global HR technology is a USD 47.5 billion market in 2026, forecast to reach USD 77.7 billion by 2031 at a 10.35% CAGR. Source: Mordor Intelligence, HR Tech Market Size, Growth Drivers & Industry Outlook 2031, mordorintelligence.com/industry-reports/hr-tech-market. Fortune Business Insights puts the same market at USD 43.4 billion in 2025 reaching USD 86.1 billion by 2034 (8.1% CAGR) — two publishers agreeing within 10% on a market this size, which is as good as this category gets. The blocs skails is built for — Latin America and the Caribbean, Iberia, and francophone and Maghreb Africa — hold about 767 million people of working age. That figure is our own sum of the World Bank's 2024 ages-15-to-64 series over those countries, computed at build time from the indicator rather than typed, and it is not a World Bank published total; "Latin America & Caribbean" is the World Bank's own aggregate and is wider than Latin America alone. Source: World Bank, World Development Indicators, indicator SP.POP.1564.TO "Population ages 15-64, total", 2024, api.worldbank.org/v2/country/all/indicator/SP.POP.1564.TO. Where we sell first, and our own three-year sizing from the published prices, are bottom-up and forward-looking: they are in the business plan.

TEAM

Founder-led (Carlos Miranda Levy), with two human associates and a disclosed AI executive team (see /investors/team). Background in technology entrepreneurship, multilingual product, regional HR-tech expertise. Shipping at the velocity of a small team using AI-native development. Raise funds expansion to 4–5 core team members + strategic advisors.

WHY NOW

AI matured enough to absorb mechanical HR; the Transformative Layer became urgent (Anthropic data); skails started trilingual and ISCO-native while competitors are still post-hoc-retrofitting. The window to land the "what is our plan?" conversation as a category-defining product is 12–18 months. The raise closes it.

THE ASK

US\$ 200,000 · SAFE (post-money cap) · US\$ 2,000,000 · MFN · 10.0% · Minimum ticket US\$ 20,000 · 18 months · Closing Q3 2026.

Every revenue stream, with its published price, is set out at /investors/revenue.

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 runwayProduct · go-to-market · AI and infrastructure · compliance
· founder · reserve

REVENUE MODEL

B2B SaaS subscriptions + individual plans

Published pricing at /pricing · pre-revenue today

[The ask, in full →](#)**Carlos Miranda Levy**

Coordinator of Impact, Innovation and Intelligence

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

skails.ai investor kit

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