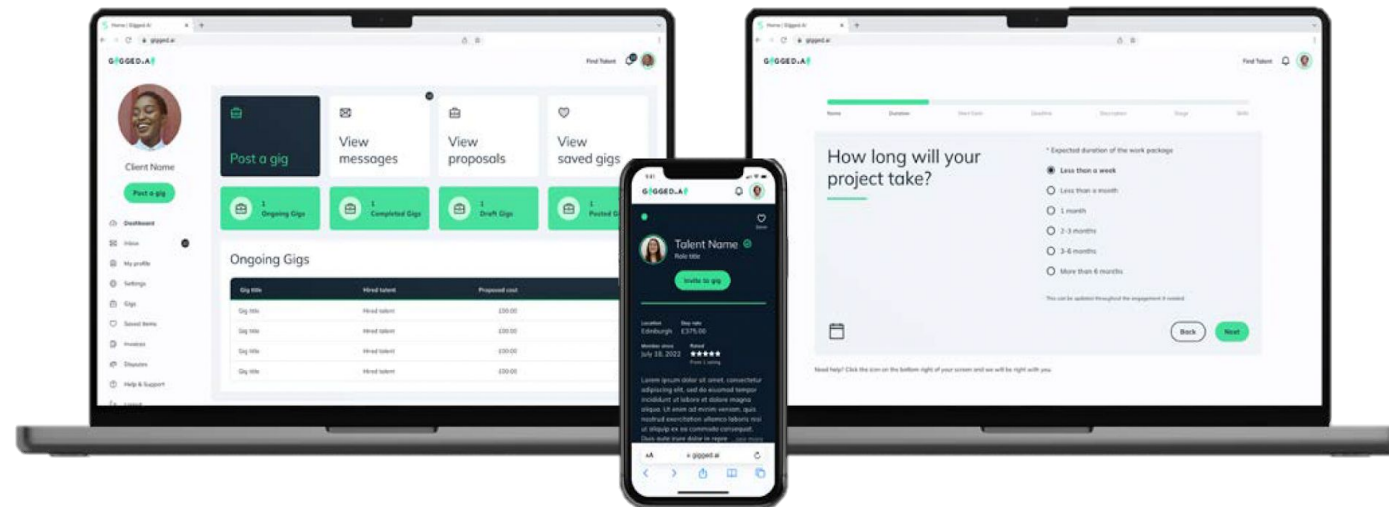# GIGGED.AI

Real-time skills visibility, analytics and internal mobility

The Power of Skills Intelligence

This pack will cover:

- Who we are and what we do

- The benefits of having a skills visibility platform

- Meaningful customer reviews and implementation team

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Gigged.AI Exec Summary

Our Mission
To give every skill a purpose so that we can change the way the world works.

Problem We Solve
Currently only 5% of companies are able to look at their internal workforce skills before making an external hire.

Our software helps you capture the skills within your company and match them to the right internal opportunities whether that be mentoring, projects or full-time roles, reducing the need for expensive external hires and improving employee retention.

Our Journey

2021
Founded **Gigged.AI** then developed leading skills taxonomy

↓

2022
Launched tech hiring talent platform

↓

2023
Launched SaaS skills platform

↓

2024
Scaling our Enterprise customers

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The founding team who share a passion for skills-powered hiring

Our founders, who grew up in the same city in Scotland, first met over 20 years ago and re-connected over a shared vision in 2020. They launched **Gigged.AI** a year later.

Rich Wilson
An experienced leader with 12 years of operational and sales leadership with Allegis Group ($14b staffing firm). Most recently Rich spent 2.5 years as a Future of Work advisor with Gartner.

Craig Short
An experienced engineering leader with most of his career with Lloyds Banking Group and NatWest Group. Most recently Craig was CTO of fast-growing tech consulting firm, Stellar Omada.
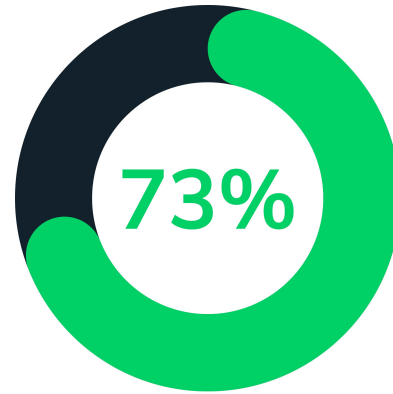
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How are enterprises tackling the tech skills shortage?

69%

73%

87%
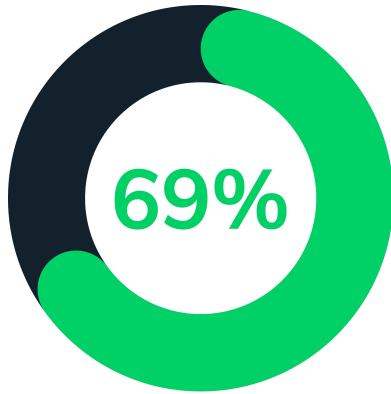
The widening gap
More than two thirds (69%) of senior tech leaders are feeling concerned about the tech talent shortage in 2025, with a quarter concerned they lack the internal skills to fill roles (26%).

Skills tracking: the first step
73% of businesses report that having a dedicated software solution that tracks employee skills is very or completely effective. Yet adoption is slow, and many are still choosing manual solutions like spreadsheets.
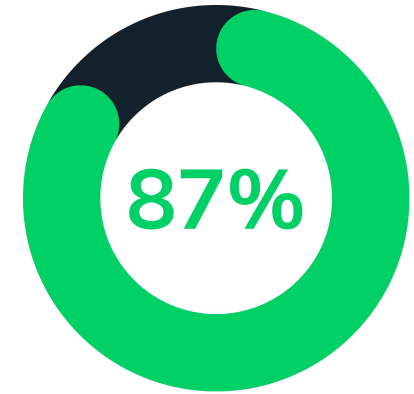
Reaping the benefits
87% of senior tech leaders reported an increase in employee upskilling as a result of tracking workforce skills, with a further 4 in 5 reporting increased productivity and career progression opportunities.

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Enterprises are turning to the Internal Talent Marketplace (ITM) to address digital skill shortages
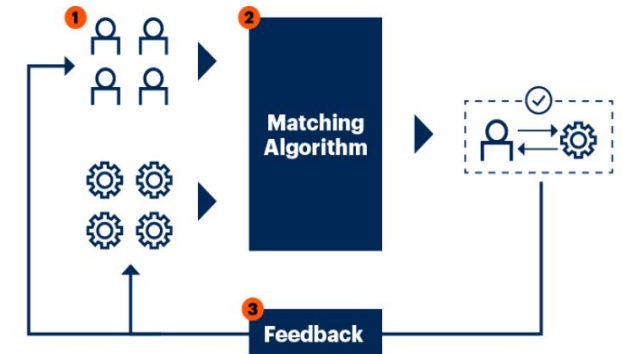
Hype Cycle for Emerging Technologies, 2022
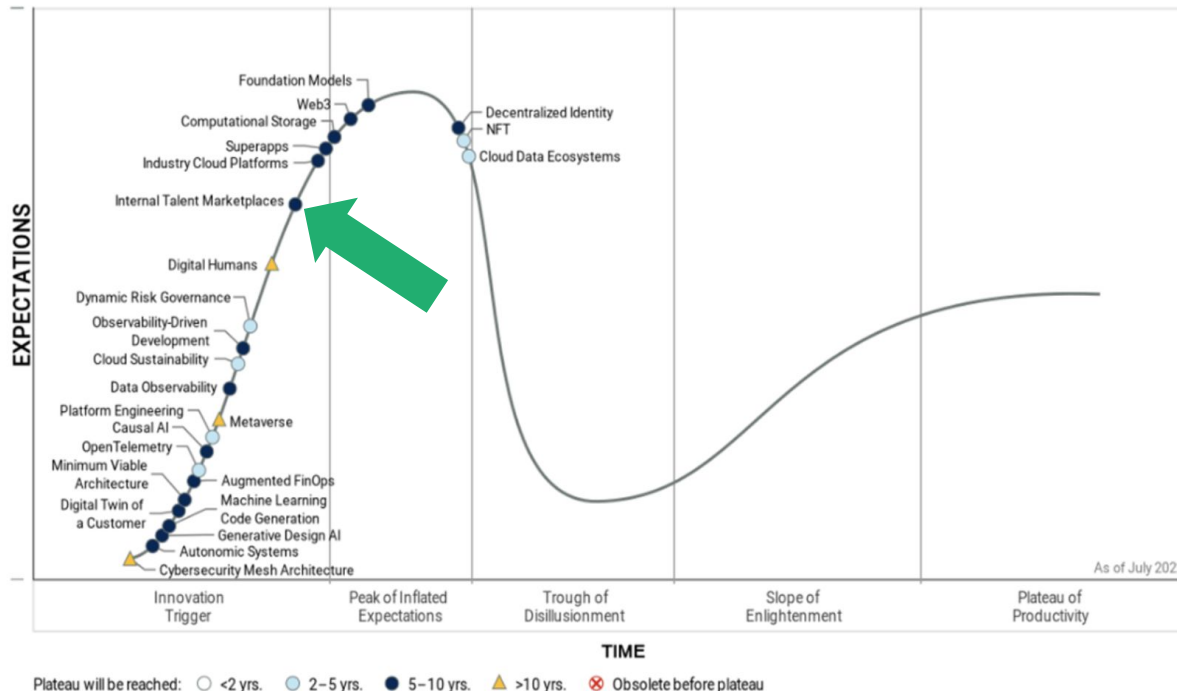
Source: Gartner (August 2022)

What is an Internal Marketplace?

Source: Gartner
722190_C

Gartner

* Gartner: 5 Steps to launch an Internal Talent Marketplace, May 2024

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Introducing the Gigged.AI Skills Intelligence Platform

Our white label platform provides a skills matrix and analytics within a workforce then matches them to the right projects, reducing the need for expensive external hires and improving employee retention.

USP: Our platform can be deployed in less than 48 hours and can iterate as it is rolled out across new teams. This saves you from building your own platform and skills taxonomy from scratch.


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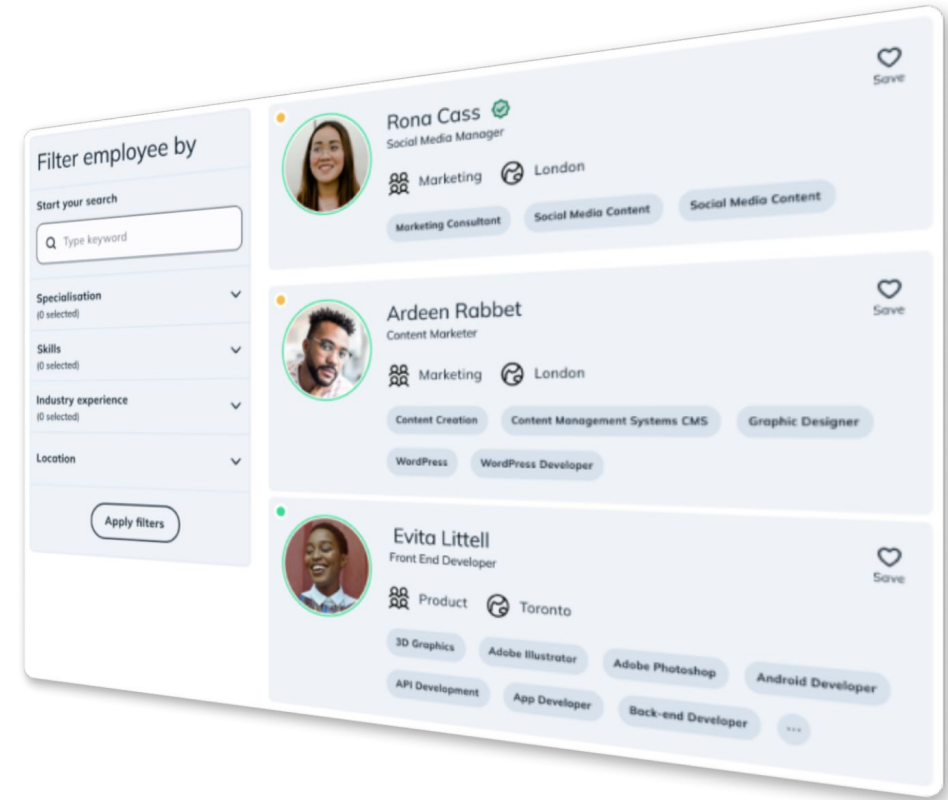
Real-time skills visibility and analytics

Our Skills Intelligence Platform is helping enterprises identify internal talent through our skill matching technology.

- **Skill Analytics: Real-time data** on the skills that exist across their employee pool.

- **Skill Matrix and Visibility: Search and filter** employee profiles for skills of interest.

- **Internal Gig Work: Identify opportunities** to build cross-functional teams or accelerate ongoing projects.
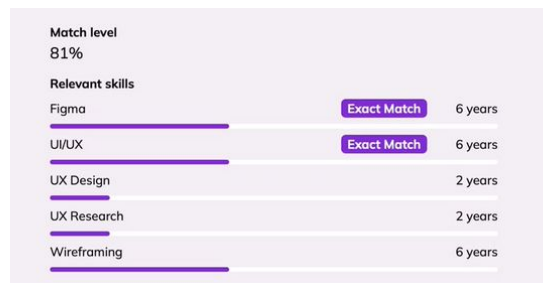

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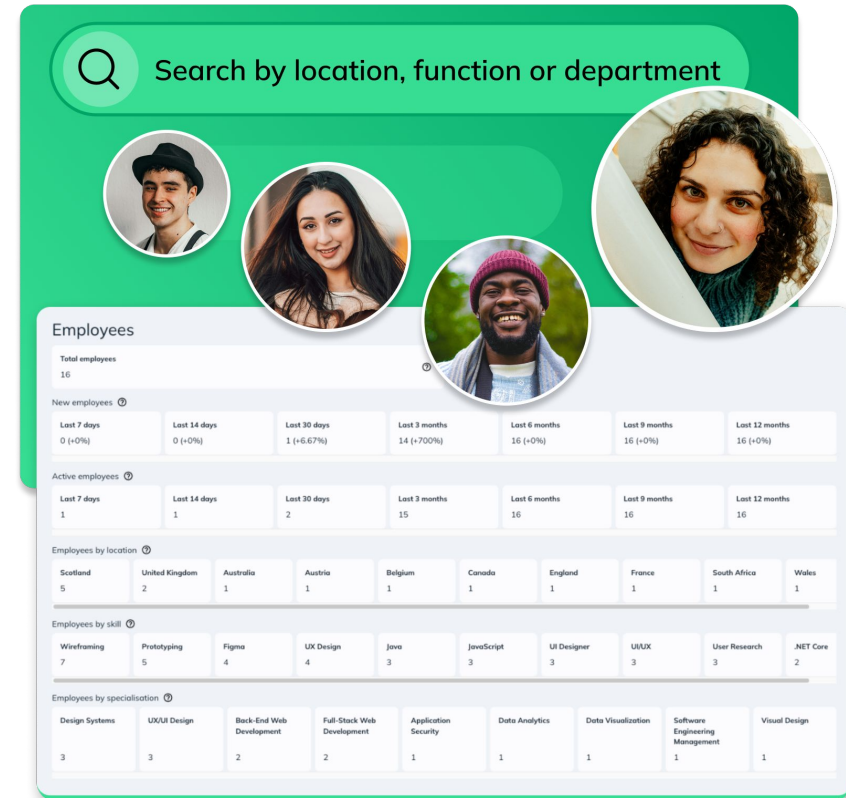
# A 360 view of your workforce without silos
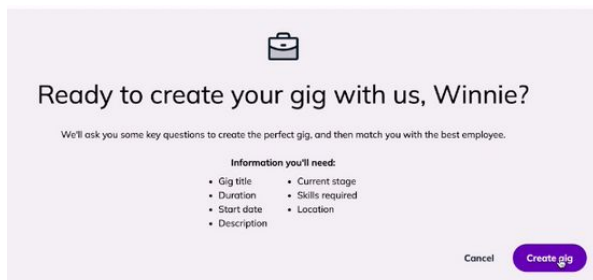
Post roles & projects

Using our real-world staffing experience and AI we can help you create the perfect project brief without deep technical knowledge in minutes.

Match to the right employees

Our AI-powered skills matching algorithm highlights the top skill matches with the skills you need for a project, regardless of location, function or department.
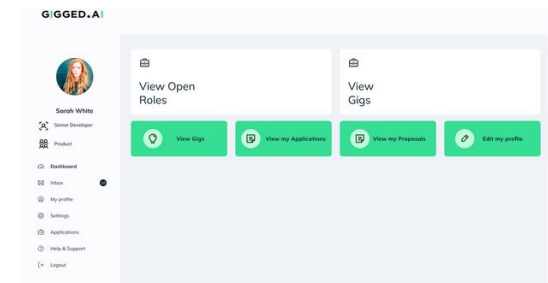
Improve employee retention

Motivate your people by allowing them to browse and apply for new internal projects and roles. Help them pursue personal development and build their career.

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Benefits of an Internal Talent Marketplace

Employee	Hiring Manager	Enterprise
Career Development and Mobility: Employees have the opportunity to grow and move within the organisation, adapting to new roles and challenges, which can enhance their career satisfaction and progression.	Employee Retention and Engagement: Internal recruiting is shown to improve employee retention, with companies experiencing higher internal mobility rates and greater employee engagement, leading to lower turnover.	Rapid Workforce Redeployment: An internal talent marketplace supports the quick reallocation of the workforce to meet changing business demands, improving both agility and workforce outcomes resulting in cost savings.
Increased Visibility and Opportunities: The talent marketplace provides visibility into available projects and skill needs, allowing employees to take on work that matches their career interests and aspirations.	Broader Perspective on Talent: Talent marketplaces provide a clear view of the available skills within the organisation and help identify skill gaps. This creates a huge opportunity to repurpose talent resulting in reduced hiring costs.	Access to Hidden Talent and Skills: Companies can uncover and utilise hidden talent and diverse skills within their existing workforce, enhancing innovation and productivity.
Retention and Growth: A talent marketplace can significantly increase retention rates as employees see more growth opportunities within the company, keeping them motivated and reducing turnover.	Reduced Recruitment Timelines: Skilled employees can be deployed quickly for urgent projects, reducing the time and workload for onboarding and contracting.	Continuous Learning Culture: There is greater visibility and access to varied roles and opportunities, promoting continuous skill evolution and adaptability to change.

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Internal mobility in action at Insights Learning and Development

insights®

"Following a thorough vendor selection process, we are delighted to have selected **Gigged.AI** to help us better manage our fantastic, global Associate Consultant network. We are excited by the potential of the new platform, which will support Insights in continuing its current growth trajectory, whilst placing customer needs at the heart of decision making."

Jackie Kipps, Corporate Services Director

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Internal mobility in action at The Access Group

"Gigged.AI's Internal Talent Marketplace is a simple concept done well. We chose to work with Gigged.AI because we really believe in the vision for the product and bought into their product roadmap, which is already enabling us to drive efficiency and enhance decision-making as part of our Campus to Career (C2C) programme."

James Richardson, Global Head of Digital Learning & Platforms

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Strong enterprise feedback for Gigged.AI across Gartner and G2

Meet the team

Founder & CEO
Rich Wilson

Having started his career as a recruiter in the staffing industry, Rich has become an experienced sales leader. He's on the board of The Data Lab, Scotland's innovation centre for data and AI, and is passionate about promoting mental health.

Founder & CTO
Craig Short

An accomplished platform builder, Craig has worked for some of the UK's largest banks and been CTO at a fast-growing tech firm. With 12 years' experience as a freelancer, Craig is passionate about making life easier for other freelancers.

Lead Customer Success Manager
Rachel Scougall

Rachel started her career within the recruitment sector, specialising in IT contract recruitment across the UK. She joined the Gigged AI team at its launch in 2021 and has since built out the Customer Success team, ensuring our processes are putting customers' needs at the heart of what we do.

Product Manager
Rachel King

Rachel has been involved in product management for the Gigged.AI Open Talent Marketplace since its beta launch in July 2021. She has overseen the discovery and development of the Internal Talent Marketplace.

Account Executive
Alasdair McKenzie

Alasdair has 5 years experience working within the quiet hiring space, initially spending 4 years of that working in the RTD sector before joining Gigged AI in October 2023 as one of our sector leads.

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Thank you

Louise Cunningham

louise@gigged.ai

www.gigged.ai

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