



Draup

The New Frontiers for Strategic Workforce Planning



Azure



SuccessFactors



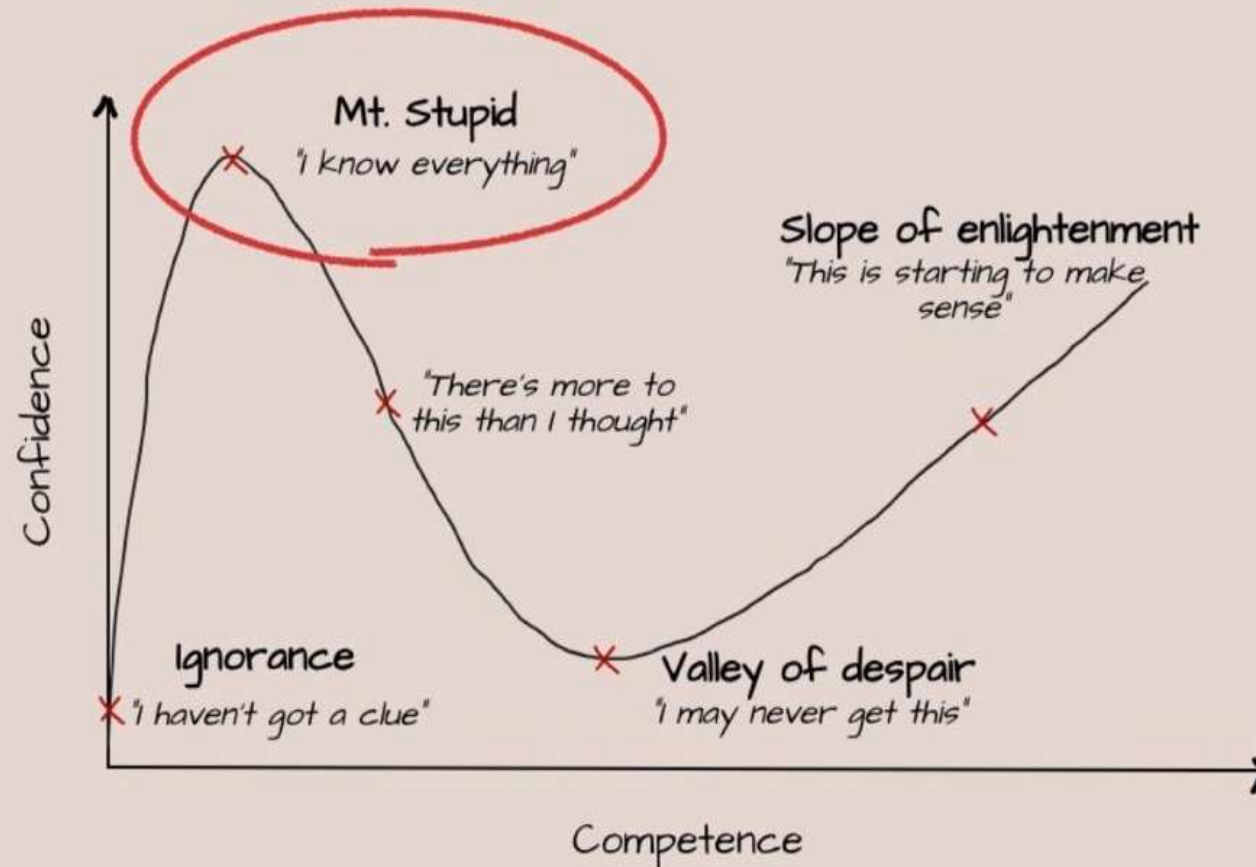
Gartner

Recognized in Gartner's
2023 Hype Cycle



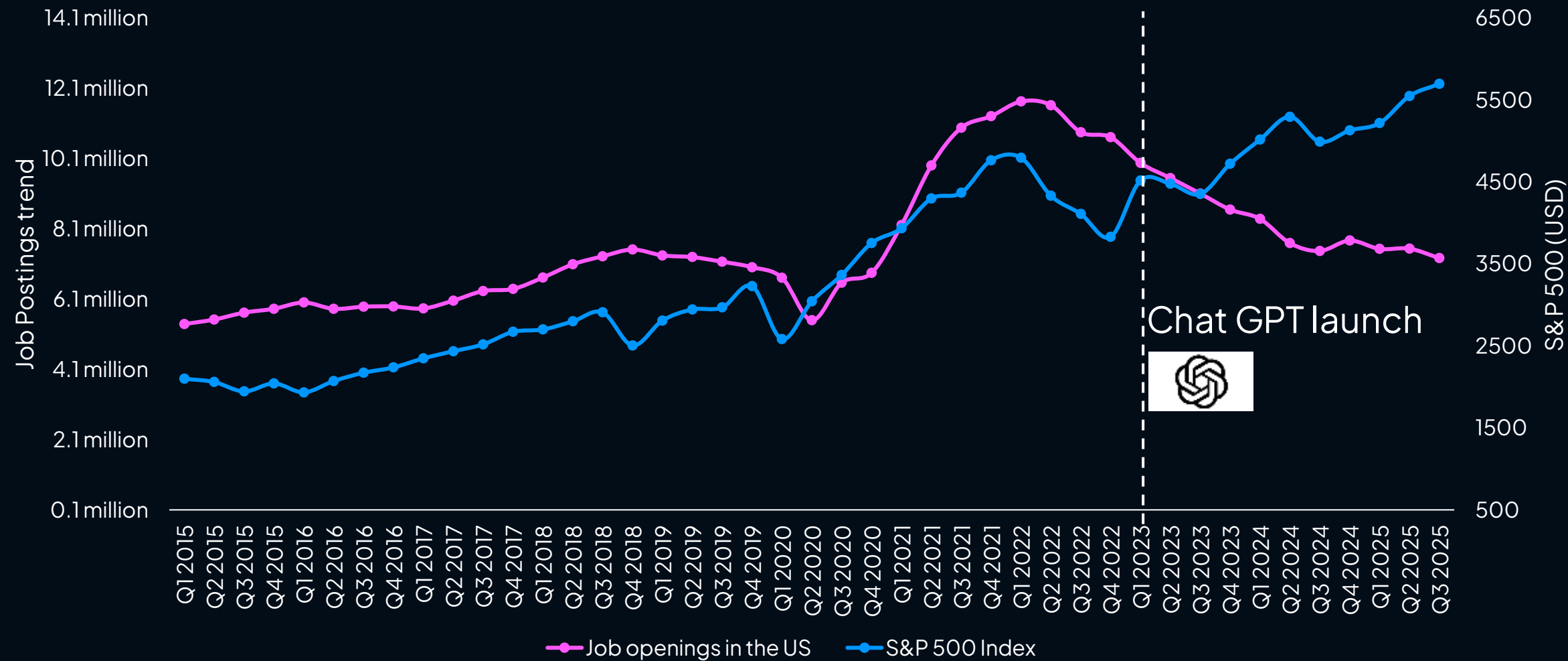
AI Transformation remains the Wild -Wild West

The Dunning-Kruger Effect



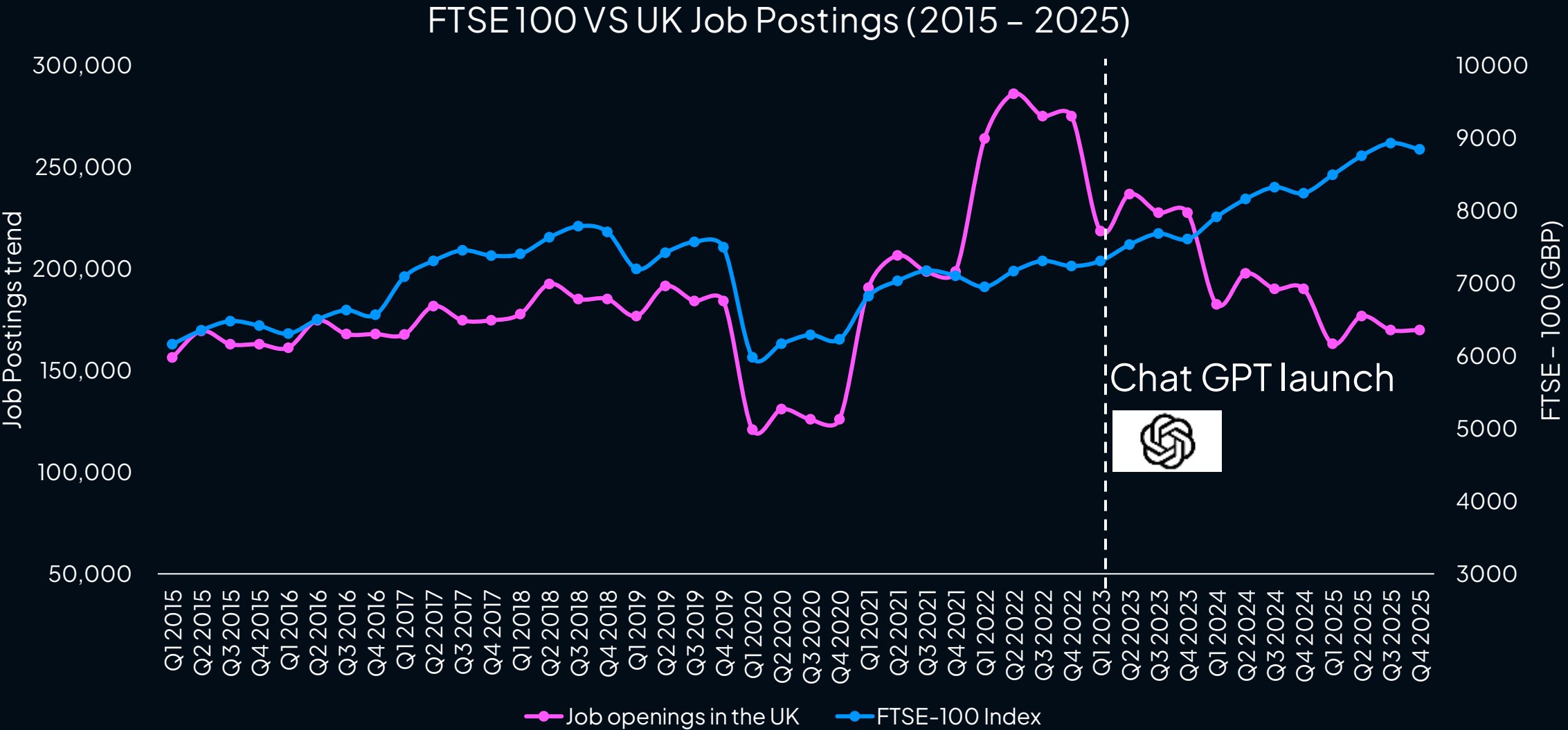
Generative AI foundational models are redefining labor market fundamentals

S&P 500 VS US Job Postings (2015 – 2025)



Note: Job role data is sourced from BLS and Draup database; S&P 500 index

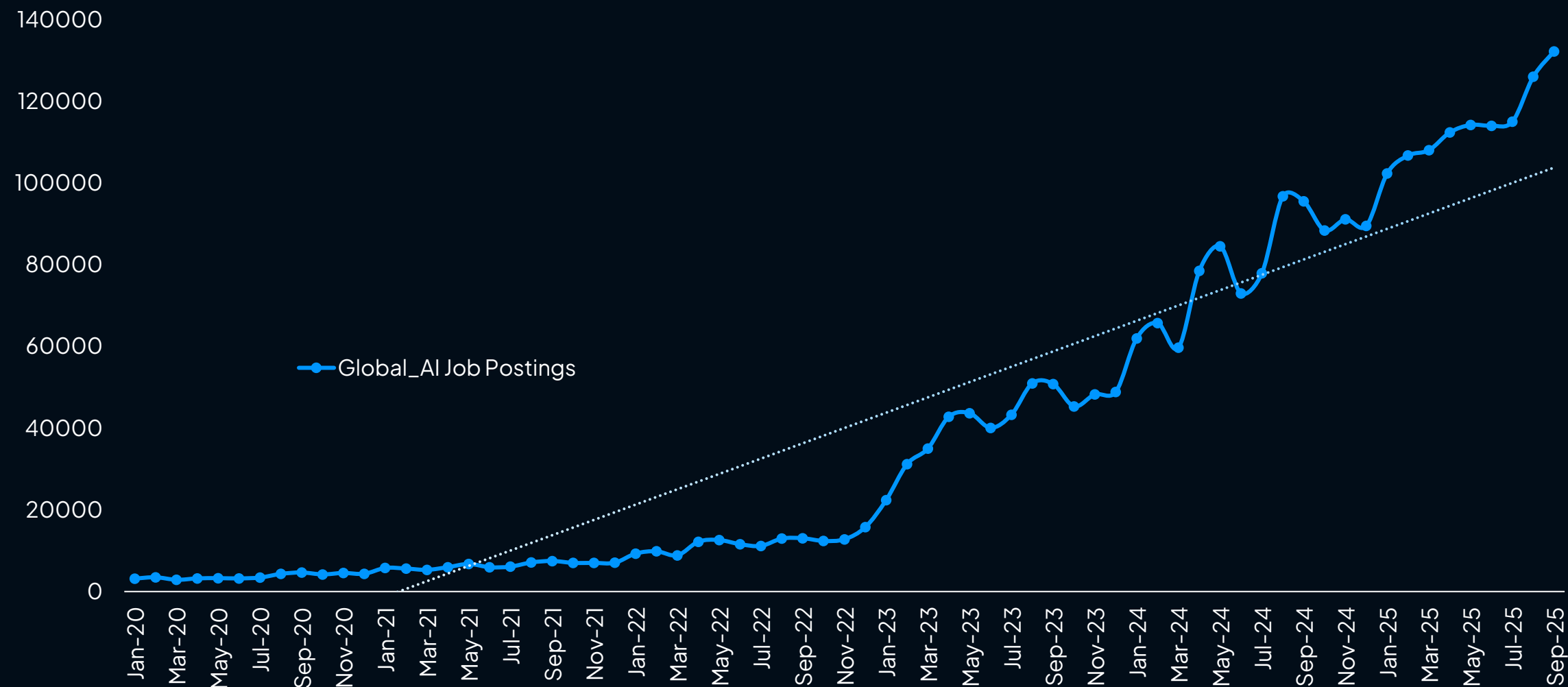
Job Postings have slowed down as a result



Note: Job role data is sourced from ONS and Draup database; londonstockexchange.com/indices/ftse-100

Demand for AI roles continues to grow

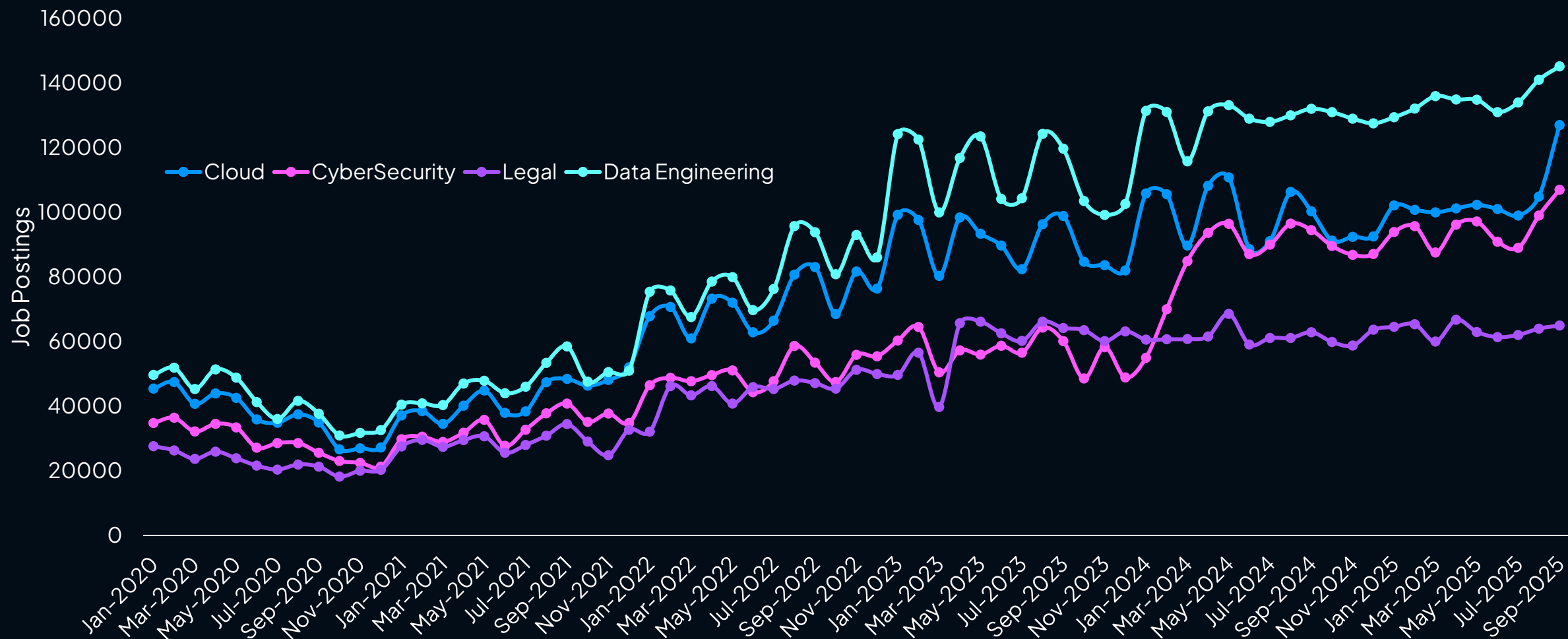
Demand for AI Job Roles (2020 – 2025)



Note: the AI job roles include a set of sample roles selected across the AI job family

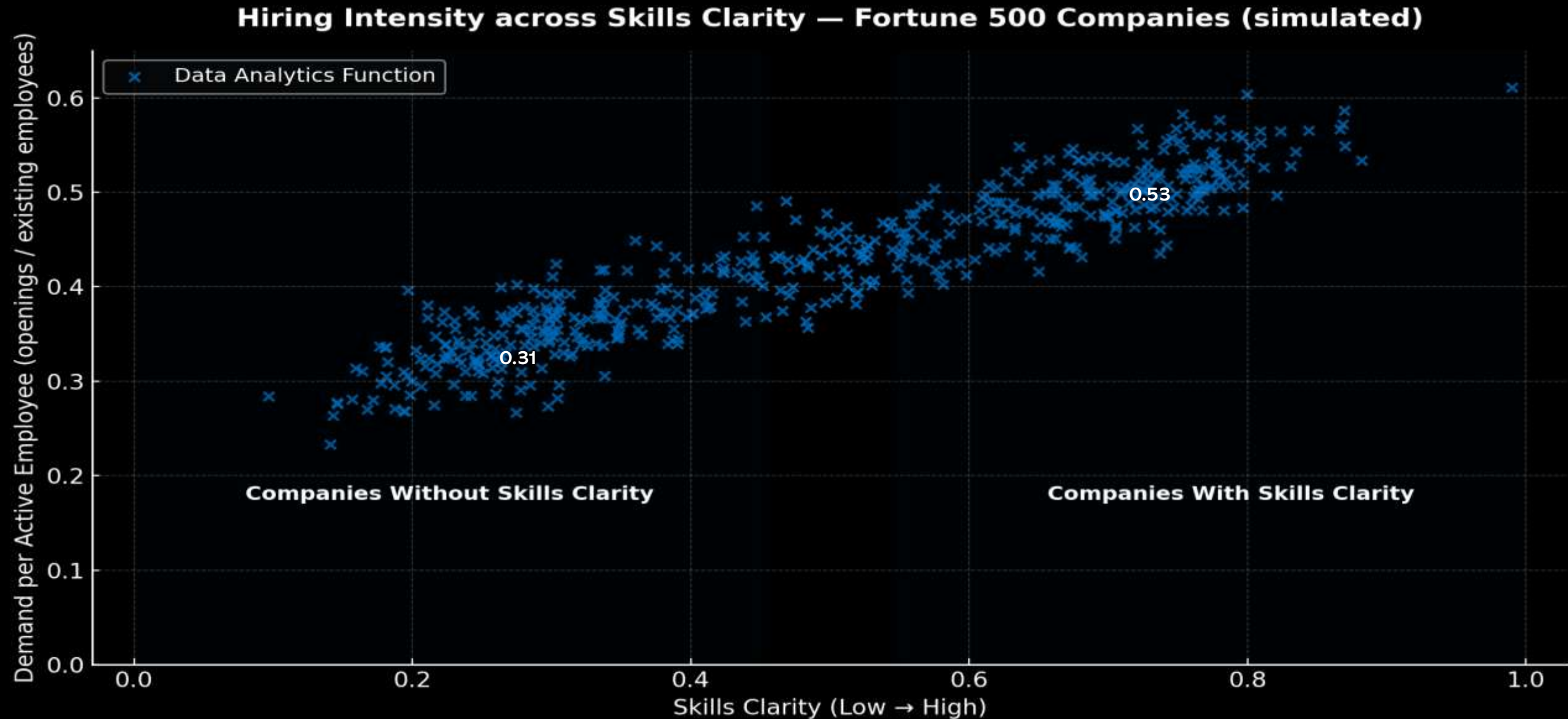
Enabling functions remain critical to transformation

Month-on-Month Job Posting trend

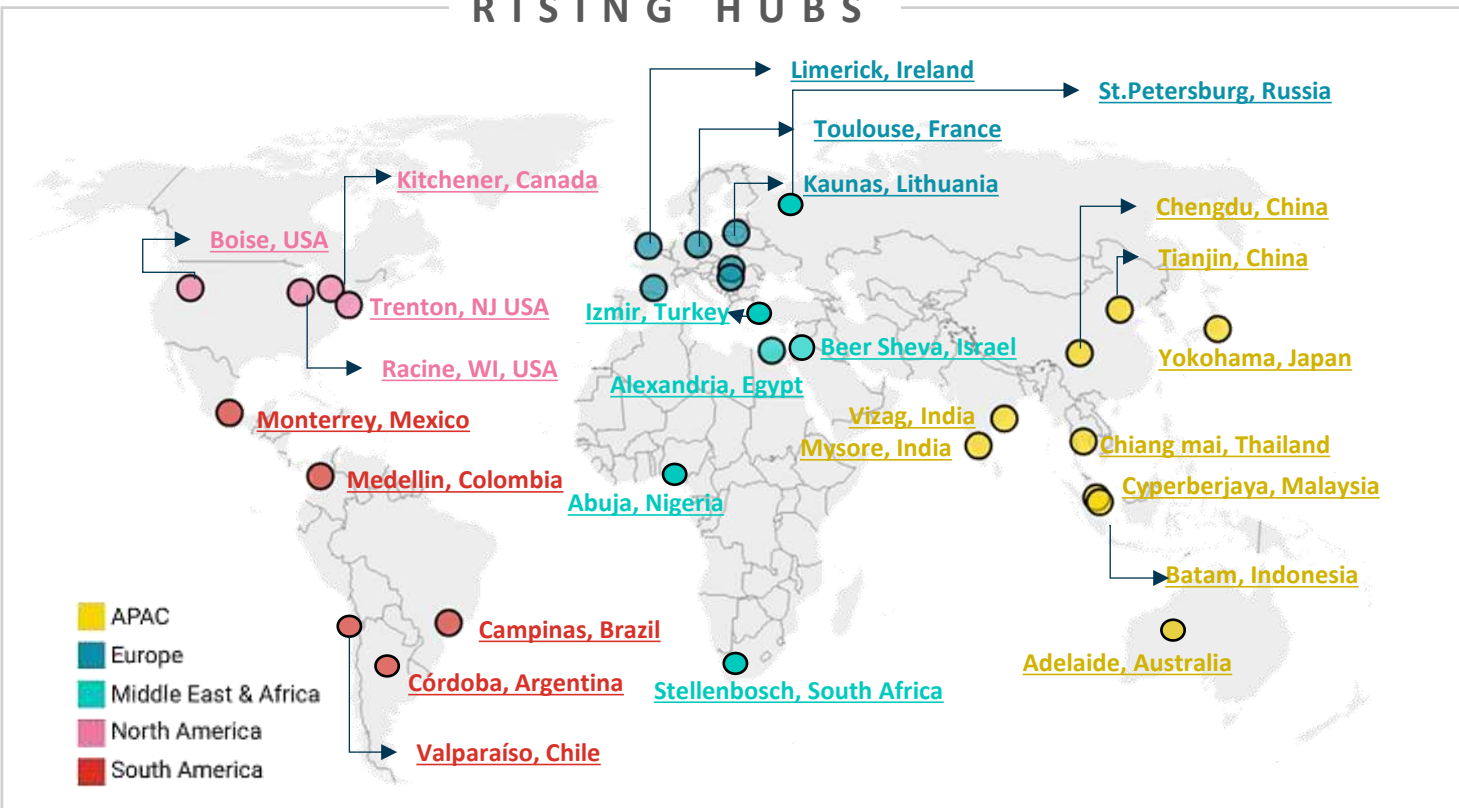


Note: Draup Database, Functions include sample roles

Lack of skills clarity across companies is impairing demand



RISING HUBS



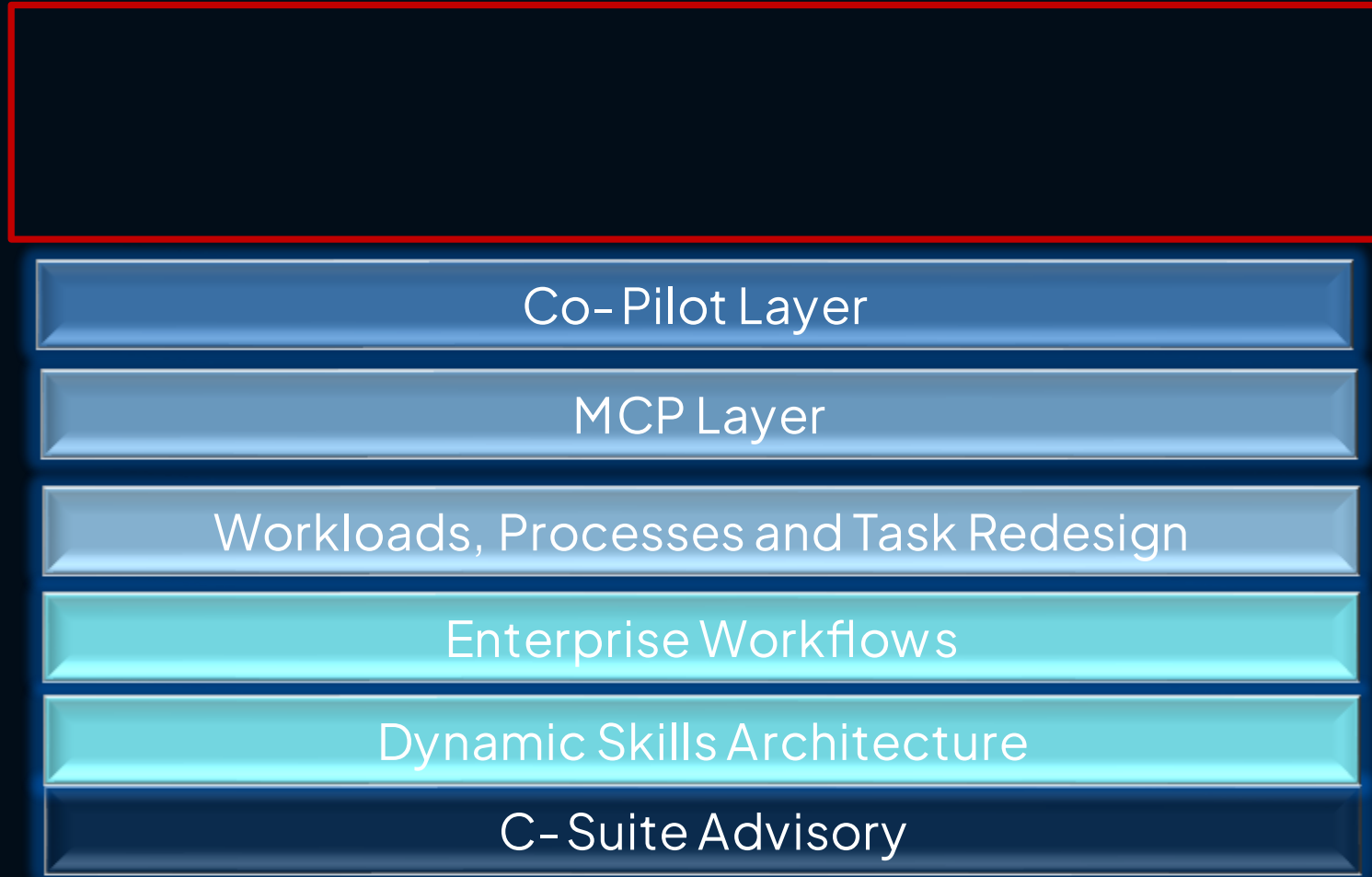
ADVANTAGES OF TIER 2 CITIES

Local Duty and Tax Exemptions	Single Window Regulatory Clearances
Relaxation of SEZ Regulations	Attractive Commercial Propositions
Connectivity and Infrastructure	Lower Operational Costs

Emerging near-Tier 1 hubs are growing rapidly and will soon become key battlegrounds for specialized talent, necessitating proactive workforce strategies.

Note: The list of emerging/rising global hubs is non-exhaustive, locations have been selected to portray as the best example of Tier 2 cities with a rising prominence.
Source: Draup’s Proprietary Database, Government Press Releases, and News Portals

The new stack for SWP planners is moving beyond traditional layers

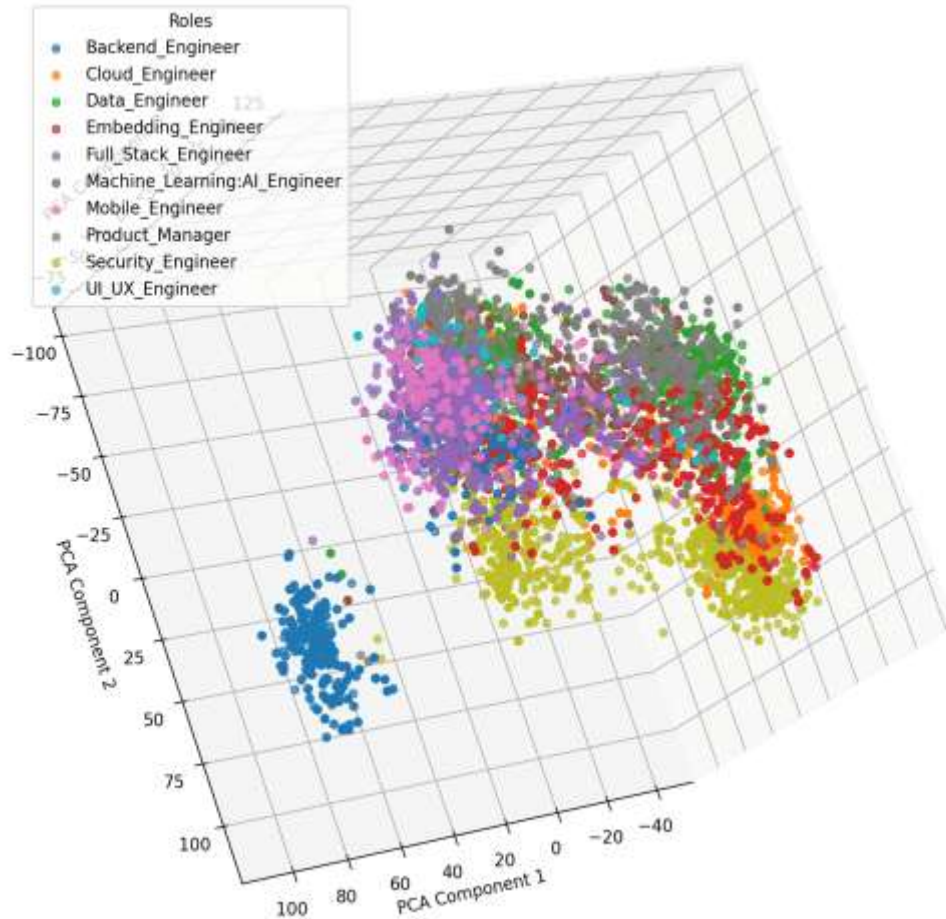


Dynamic Skills Architecture is the need of the hour but some challenges exist

- ❖ Tension between individual growth (more skills) vs. enterprise agility (fewer, regularly updated skills)
- ❖ Skills proliferation without consistent definitions across systems
- ❖ **The half-life of skills = The time to master them.**
- ❖ Roles are **converging**
- ❖ Too many Levels

Example many Software Engineering are Converging ...

3D Scatter Plot of Roles



- Backend Engineers (blue):
Compact cluster, clearly distinct.
- Data Engineers (green):
Widely spread, overlapping with
Cloud and ML Engineers.
- Security Engineers (yellow):
Interwoven with Cloud and
Data Engineers, not
standalone.

Root Skills

Root Skills are the most foundational and essential capabilities required for a role, serving as the foundation for mastering all specialized and advanced skills.

Core Skills

Core Skills are the specific, role-aligned capabilities that directly apply foundational (Root) skills to perform tasks, solve problems, and deliver meaningful outcomes in a job

Tech Stack

Tech Stacks are a set of software tools and technologies used to build and operate applications or services.

AI Models

An AI model is a computational algorithm trained on data to recognize patterns, make decisions, or generate predictions based on learned insights.

FP&A Analyst – Dynamic Architecture in Action



The next wave of SWP Models will involve analyzing AI influences revenue, margin, and free cash flow, working closely with C-Suite

Bucket	Description	Typical P&L Lines	Illustrative Impact
Efficiency / Cost Takeout	Automating repetitive, manual workflows	SG&A / COGS	3–7 % cost reduction; faster close cycles
Growth / Revenue Uplift	AI-driven pricing, personalization, and sales enablement	Revenue / Gross Margin	2–4 % top-line uplift
Risk & Quality Improvement	Forecast accuracy, fraud detection, compliance automation	Other Expense / Reserves	10–50 % loss avoidance

CFOs can treat these as value pools—each with its own risk, maturity, and payback horizon.

This stack enables workforce planners to transition from dashboards to Agentic AI

Case in Point: A Comparison of Wage surges in AI and non-AI roles

Job Roles	% change in salaries from Nov'22 – Oct'25			Avg % M-o-M change from Nov'22-Oct'25
	United Kingdom	United States	Global Average	Global Average
AI/ML Engineer	36.0%	37.0%	28.0%	0.7%
AI Project Manager	39.0%	42.0%	30.0%	0.8%
Generative AI Engineer	54.0%	56.0%	44.0%	1.0%
Software Development Engineer	23.0%	21.0%	19.0%	0.5%
Cyber Security Engineer	20.0%	22.0%	21.0%	0.5%
IT Project Manager	12.0%	15.0%	10.0%	0.3%
HR Manager	11.0%	8.0%	9.0%	0.3%

- We're now seeing two pay speeds in the workforce:
 - Non-AI job roles → steady **10-20 %** growth.
 - AI-focused job roles → fast **35–60 %** growth.
- **Agentic systems** can track pay changes every month, flag hot skills, and help planners act before costs spike
- Most dashboards blend these and miss the warning signs

Note: The insights on wage pressure are derived from Draup's proprietary labor market intelligence and cost modeling systems, which analyze over 500Mn job descriptions and compensation data across global locations. Additional context is drawn from published sources including BLS, the WTW 2024 Global Salary Planning Report, Mercer's research on inflation-linked pay adjustments

Industry Perspective on Dynamic Skills Architecture



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