



Bridge the AI velocity gap
through workforce transformation

Cognizant Skillspring

A dynamic intelligent learning system built
for the AI era

This disconnect has created the AI velocity gap.

AI advances faster than workforce capability, leaving two-thirds of organizations unable to realize measurable returns. Often the technology has arrived, but the workforce has not.

Cognizant Skillspring bridges this gap.

An AI-native workforce transformation platform, Cognizant Skillspring™ is guided by a structured capability architecture. It embeds learning into the operating fabric of the enterprise, enabling continuous reskilling, role evolution, and workforce agility to ensure talent transformation for the future.

A dynamic intelligent learning system built for the AI era



AI-native personalization

Adapt learning to every employee

Cognizant Skillspring continuously adapts learning journeys through AI-powered agents that interpret role transitions, newly acquired skills, learning activities and assessment outcomes. Moving beyond static rules, our patent-pending skills-to-role methodology delivers personalized growth pathways that evolve as each learner develops and business needs change. With persistent AI conversation history and adaptive interfaces, the experience becomes more intuitive and personalized with every interaction.



Learning in the flow of work

Learn in context, apply in context.

The platform delivers conversational, zero-UI learning experiences directly within employees' daily workflows, providing guidance, practice and feedback at the moment of need. Rather than a separate activity competing for attention, learning becomes part of the work itself, creating the opportunity to apply new and developing skills directly into real workflows.



Continuous learning loop

Turn every AI interaction into a learning opportunity.

Cognizant Skillspring learns from real-world AI interactions, performance signals and workforce behavior to identify skill gaps, surface proven practices and personalize future learning. Every interaction strengthens the platform, creating a continuous feedback loop that improves workforce capability and drives business value over time.



Human AI collaboration

Prepare your workforce for the hybrid human and agentic era.

As work processes evolve to incorporate AI assistants, organizations must help people develop new ways of working where AI handles routine tasks and humans focus on judgment, creativity and decision-making. Cognizant Skillspring leverages autonomous agents working in multi-agent workflows to orchestrate tutoring, assessment, feedback and content creation at scale, preparing the workforce for their role in a hybrid workforce.



AI fluency intelligence

Measure your workforce AI readiness.

The platform provides leaders with a real-time view of workforce AI capability, replacing course completion metrics with AI fluency intelligence that measures readiness across training, tool usage, skills proficiency and innovation—connecting learning directly to productivity impact and ROI.

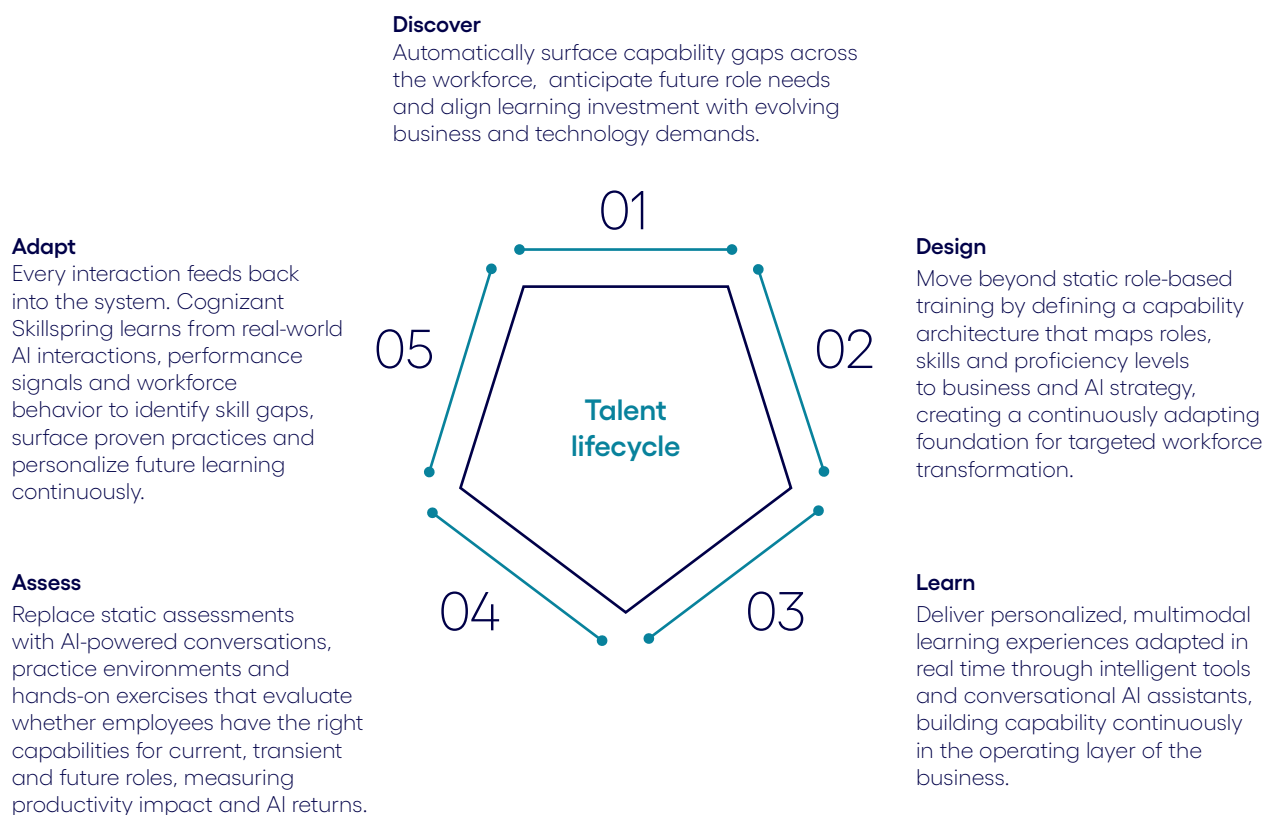


Enterprise-grade delivery

Extend learning across your entire ecosystem.

Cognizant Skillspring is built for enterprise-scale, ecosystem-wide deployment. We combine multi-tenant architecture, robust security and advanced compliance to enable an AI-powered, learning-as-a-service model that allows clients to extend their learning platform to their entire network—including clients, partners and communities.

Built for every stage of the talent lifecycle



Why Cognizant

We did not just build Cognizant Skillspring. We run on it. As Client Zero, with the platform rating of 9.1 out of 10 every capability is tested against our global workforce before it reaches market. The same frontier engineering teams that build AI-native systems for the world's largest enterprises built and operate this platform—and it is grounded in a five-layer intelligence framework stress-tested against real workforce complexity and enterprise scale.

Powered by Cognizant AI Nexus, every interaction compounds, capturing proven patterns from real work and building organizational intelligence over time. The result is faster time to productivity, stronger AI augmented workflow performance and reduced reliance on external hiring.

Over a decade of award-winning learning innovation. Proven across enterprises, colleges, communities and NGOs worldwide. Workforce transformation at scale is not a promise. It is a track record.



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Cognizant Skillspring · Closing the AI velocity gap