



Today's Hot Skills in Financial Services



The finance sector is facing a major skills and capability gap.

Investment in skills within the financial sector hasn't kept pace with the rapid change in skills needs.¹ For organizations to remain competitive in 2024 and beyond, this needs to change.

Financial services organizations are still dealing with the impact from the Covid-19 pandemic, continued economic uncertainty, and market volatility driven by the banking crisis, trade disputes, and rising interest rates². In addition, organizations must evolve with advances in technologies such as blockchain, AI and cloud computing, while also staying up-to-date with increased privacy and data regulations.



Jobs in finance are at high risk of replacement by AI automation.³



20.8% of financial jobs in the UK are at risk of displacement.⁴



Failing to prioritize skills can increase costs.⁴

As these factors continue to disrupt the sector, upskilling and reskilling your workforce to build the critical skills needed now and for the future will be paramount.

1 in 6 financial services employees needs reskilling.⁵



¹ FSSC, PwC & EY. *People + Technology: How Skills Can Unlock Value for Financial Services*. <https://financialserviceskills.org...>

² Deloitte. (2023). *Human Capital trends in financial services*. <https://www2.deloitte.com/us/en/pages/financial-services/articles...>

³ OECD. (2024). *Using AI in the workplace*. <https://www.oecd.org/employment/using-ai-in-the-workplace-73d417f9-en.htm>

⁴ FSSC. (2022). *Mind the gaps – Skills for the future of financial services*. <https://wp.financialserviceskills.org/wp-content...>

⁵ Personnel Today. (2023). *One in six financial services employees needs reskilling*. <https://www.personneltoday.com/hr/financial...>



What can financial services expect in the year ahead?

As you prioritize the skills your organization will need for the future, keep these factors in mind.²

Role to skills

Traditional job and role descriptions are no longer fit for purpose. Switching focus to skills supports a more agile workforce and enables faster upskilling across core skills that may not exist in your organization.

Human-machine teaming

Despite the fears that AI will take over our jobs, the true value lies in how we combine human intelligence with automation to increase productivity.

Remote & hybrid working

The in-office versus remote working debate continues to be a battle between organizations and workers. This is particularly important with increased concerns around security and privacy, especially for financial services.

Diversity, equity & inclusion

Diversity, equity and inclusion continues to be a focus point for organizations, but greater emphasis will be placed on outcomes for both employees and long-term business success.

Sustainability

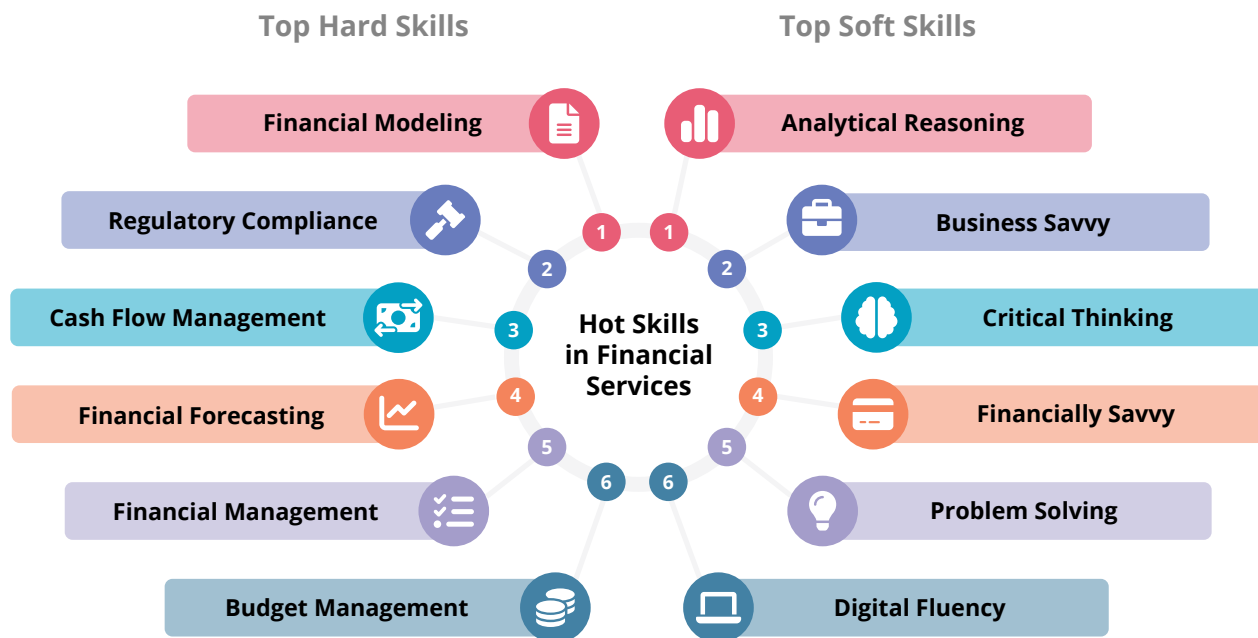
Human sustainability will be the primary focus in financial services, including how organizations can promote sustainable investments and climate change initiatives.

A boundaryless world

Mobilizing talent becomes fundamental for organizations to thrive, and leaders must evolve to support this new way of working.

The skills you need to succeed

Researched and validated by our team of Skills Strategy Experts, this list highlights skills from an analysis of the most-rated skills across the Fuel50 user base, as well as trending finance skills. As you prepare your workforce for the future, prioritize these top skills to stay at the forefront of the industry.



The top hard skills explained



Financial Modeling

The process of understanding and analyzing the impact of a project or situation to guide business decision-making.



Regulatory Compliance

Adherence and enforcement of laws, rules, and regulations set by regulatory bodies and capital markets.



Cash Flow Management

Making informed decisions about resource allocation, cost management, and investment opportunities.



Financial Forecasting

Analyzing the company's past revenue performance and current growth rate to estimate future income.



Financial Management

Strategically planning, monitoring, controlling, protecting, and reporting on a company's financial resources.



Budget Management

Managing the revenue and expenses of a company or internal department over a specified period.

The top soft skills explained



Analytical Reasoning

The ability to look at information and identify patterns to determine outcomes, conclusions, and/or solutions.



Business Savvy

The ability to understand and manage various business situations and make decisions that lead to successful outcomes.



Critical Thinking

The ability to interpret, evaluate, and analyze facts and information to form a reasoned conclusion based on that information.



Financially Savvy

A good understanding of money, budgeting, and planning for long-term financial goals.



Problem-Solving

Being able to define a problem, determine the cause, and identify solutions.



Digital Fluency

A deep understanding of all current and emerging technologies. Selects and uses appropriate digital tools and technologies to achieve a particular outcome.



Without the right skills and expertise, you won't be able to meet the ever-changing needs of the market.

65% of financial institutions expect a shortage of critical talent over the next two years². If left unaddressed, skills gaps can widen and hinder your organization's agility, growth, profitability, and long-term success.

Fuel50 can help by empowering workers with personalized reskilling and upskilling programs targeted at closing skills gaps – a key element to creating adaptable, future-ready workforces that can keep pace with change.

Take control of your organization's future and build the skills you need to succeed with Fuel50.

[Chat with one of our experts](#)

Fuel50 is the AI Talent Marketplace solution that delivers internal talent mobility and workforce reskilling.

With hyper-personalized AI and a deeply embedded commitment to diversity and inclusion, Fuel50 activates your talent. Fuel50's ethical AI matches your people to opportunities in real-time, automatically maps your workforce architecture, and provides deep data insights for predictive talent and workforce planning.

Over 80 organizations around the globe saw immediate impact since deploying Fuel50, with up to 65% increase in lateral movement, 35% increase in internal recruitment, and 60% reduction in employee churn.

Fuel50 powers the workforce of the future.

Learn more: fuel50.com

