SkyHive.

Skills Transformation Guide

Building a workforce that can meet the business challenges of today and the needs of tomorrow is arguably one of the greatest challenges facing leaders globally. At SkyHive, we believe that technological innovation can be used to unleash human potential.

Navigating Workforce Trends & Challenges

Historically, organizations relied on job-based or credential-oriented models for workforce planning. Today, it's all about skills and capabilities.

Jobs are evolving rapidly

New technologies and automation are transforming industries, often requiring the complete overhaul and reskilling of workforces.

Widening gap between talent supply and demand

A significant disparity is emerging between the skills companies require and the available talent pool. A lack of data to inform training exacerbates the skills gap.

Granular, real-time data is needed for effective planning

Existing technologies lack the granular, real-time labor market data needed for actionable insight. Internal tools often lack an external view, rendering planning ineffective without understanding the evolving landscape.
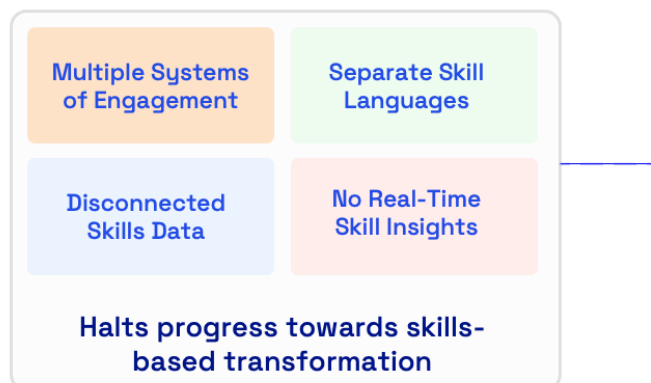
Reskilling requires an enterprise-wide approach

Existing HCM systems often suffer from fragmentation. This friction hinders accessing and leveraging essential information for understanding emerging workforce requirements and mobilizing existing workforces.

Integration challenges

Companies are suffering from an abundance of disparate technologies, and traditional HCM suites were primarily designed as systems of record.

Typical Starting Point:

Multiple Systems of Engagement	Separate Skill Languages
Disconnected Skills Data	No Real-Time Skill Insights

Halts progress towards skills-based transformation

Resulting Impact:

- No ability to reskill or upskill ("We 'must' hire externally")
- Disjointed employee experience
- Lack of unified skills architecture
- High cost associated with reconciling data & integrating systems

SkyHive Case Studies

Discover how SkyHive supports clients and partners worldwide.

In today's era of rapid transformation, increased globalization, and the need to decrease time to value, SkyHive stands at the forefront of innovation.

Merck streamlines its talent architecture and maps skills to roles in weeks

"Defining the skills for over 5,000 global roles, learning content, and adjusting those definitions as they change was going to take years."
- Ervin Ervin, VP of HR, Merck. Read more here.

SkyHive helped Merck define skills across 5,000+ roles in weeks, saving time and costs previously spent on manual talent management. This included enhancing their HR tech stack and automating the translation of static job descriptions into dynamic, skill-first definitions. This led to rapid standardization of skills for all roles and mapping them to existing talent. As a result, the company improved retention and resource management, saving several million dollars and 18+ months of time.

Gainwell builds an automated inventory of its people's skills

"The business can finally move rapidly and with flexibility because we now know what our workforce is capable of accomplishing." - Julie Moore, Principal, Talent & Development, Gainwell. Read more here.

Gainwell engaged SkyHive to help transition to a skills-based organization to swiftly mobilize talent and improve recruiting and retention. SkyHive helped by identifying skill requirements, standardizing employee skills, and continuously mapping them for better training, hiring, and planning decisions. The impact has been substantial, as Gainwell was able to identify the skills of 80% of its workforce approximately six months. This increased visibility into employee expertise, especially in critical areas like cloud technology, has enhanced agility. By demonstrating a culture of growth and opportunity, Gainwell's continues to see improvement across recruiting and retention efforts.

A talent analytics team uses external data to reconfigure 1.7K roles globally

"When you look at the employee lifecycle, everything starts and ends with the market. If you have roles defined internally as things that don't exist in the market, you're just going to have a bad time."
- A multinational insurance and investment provider

A global insurance and investment giant, with 5,000+ IT technologists holding 1,700 job titles, faced a critical talent alignment challenge. SkyHive helped the company enhance its workforce strategy using external data for role reconfiguration and skill identification, offering real-time labor market insights. The impact was profound – a significant gap of 900 software developers was identified and external benchmarks helped pinpoint skill gaps and reskilling pathways. SkyHive continues to help map jobs, roles and learning content to skill requirements.

Gathering and assessing skills within a critical employee population

$140 billion. That's how much, according to Accenture research, the North American financial services market could gain from AI and automation. Read more here.

A global banking institution needed to quickly evaluate employees' anti-financial crime skills and identify skill gaps to avoid further penalization. The institution turned to SkyHive for solutions. SkyHive's intervention led to a remarkable reduction in risk, preventing a potential $50 million+ fine by identifying the gaps and reskilling pathways necessary to meet Anti-Financial Crime requirements. Continuous benchmarking against the competitive environment and the development of key skills internally bolstered their competitive edge. Notably, they achieved $4 million in cost avoidance through automation.

LIGHTHOUSE research & advisory

"SkyHive's Human Capital Operating System is a brilliant, exciting approach to human skill analysis and development. With more employers exploring a skills-based approach to talent, SkyHive is poised to deliver value through its patented and proven approach."

- Ben Eubanks, Chief Research Officer, Lighthouse Research & Advisory
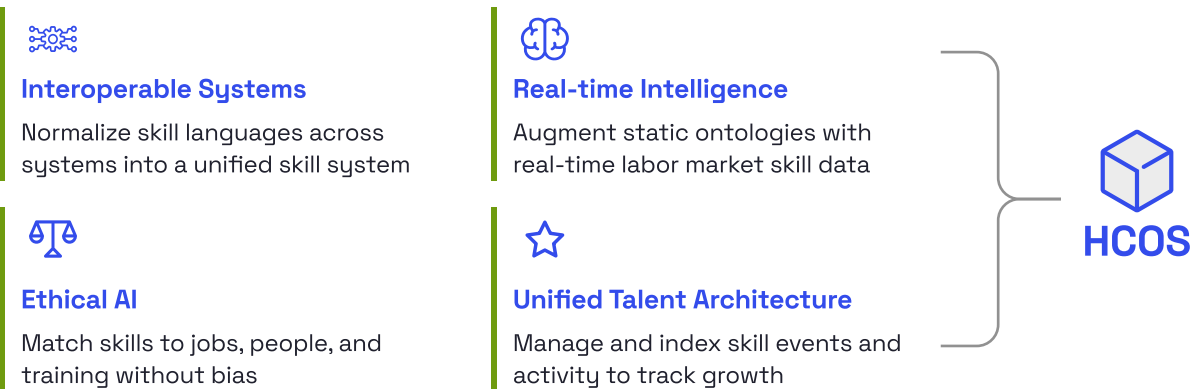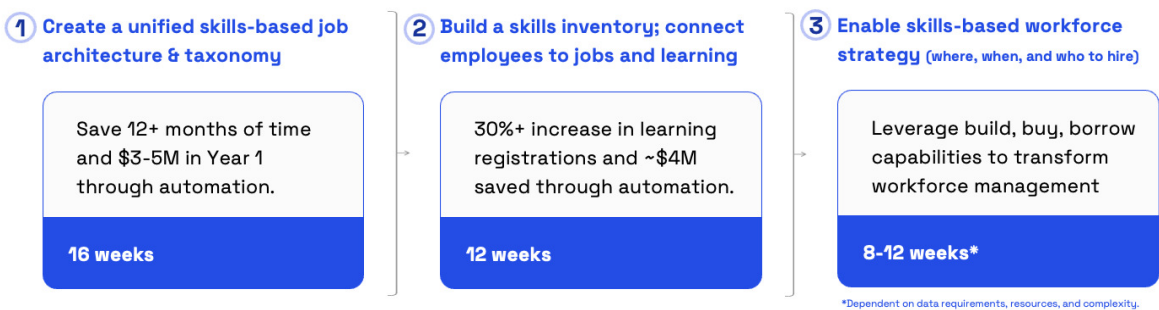
workday. | Ventures Partner   Certified

SkyHive is a Workday Ventures Partner

Workday is an investor and partner of SkyHive. Our badged integration for Job Profiles helps increase the value of customers' Workday suite by enriching the platform's analytics and AI-driven experiences.

- **Super-charge your investment:** Enhance your skills data with real-time labor market intelligence
- **Reduce integration headaches:** Translate your skills data so your systems all speak the same language and reduce time to value by automatically mapping skills to jobs

Visit Workday's Solutions Marketplace and watch our video to learn more.

THE VALUE OF HCOS

1 Create a unified skills-based job architecture & taxonomy

Save 12+ months of time and $3-5M in Year 1 through automation.

16 weeks

2 Build a skills inventory; connect employees to jobs and learning

30%+ increase in learning registrations and ~$4M saved through automation.

12 weeks

3 Enable skills-based workforce strategy (where, when, and who to hire)

Leverage build, buy, borrow capabilities to transform workforce management

8-12 weeks*

*Dependent on data requirements, resources, and complexity.

Interoperable Systems
Normalize skill languages across systems into a unified skill system

Real-time Intelligence
Augment static ontologies with real-time labor market skill data

Ethical AI
Match skills to jobs, people, and training without bias

Unified Talent Architecture
Manage and index skill events and activity to track growth

HCOS

SkyHive Enterprise helps you answer 4 key questions

01 What skills do we need?

Consolidate skill languages from various systems

- Convert jobs to skills
- Benchmark to the labor market
- Job description generator

02 What skills do we have?

Automate skills assessment of internal workforce

- Auto generate skill profiles
- Rate & assess
- Skill Inventory analytics

03 What are the gaps?

Identify skill gaps at all levels internally

- Labor market intelligence
- Build, buy, borrow analysis
- Skill supply & demand

04 What actions do we take?

Execute workforce plan, including career and reskilling pathways for talent mobility

- Set focus skills
- Build skill specializations & communities

A proven skills transformation partner

Key Differentiators

An End-to-End Solution

SkyHive's technology enables each step in a workforce transformation, from monitoring skill trends in the external labor market, to capturing internal skills data at the organizational and individual level.

Open / Ethical AI

SkyHive has undergone substantial third-party due diligence and is a recognized leader in ethical AI for people technologies.

Automation of Workforce Planning

Static or one-time workforce planning is no longer relevant or effective. SkyHive delivers "Continuous workforce planning" solutions, as recognized by Gartner.

Platform as a Service

SkyHive offers an extensible architecture/infrastructure along with APIs that support the development of external applications on top of its engine.

Expanded Rollout to Complement Workday Strategy

	What skills do we need? (Job Architecture)	What skills do we have? (Skills Inventory)	What are the gaps? (Workforce Strategy)	What actions do we take? (Employee Reskilling)
Business Objective	**Define 'work' at the skill level** • Establish foundation for gap analysis • Generate job to skills mapping; define new roles as needed	**Understand current employee skills** • Understand organization's skills blueprint • Accelerate time to value for key roles	**Enable strategic talent decisions** • Develop intelligence - informed talent strategy • Identify workforce skill gaps through labor market insight on future trends, skills, and adjacencies	**Mobilize & execute workforce plan in HCM** • Optimize & create sustainable skill-based practices in HCM • Targeted training to bridge skill gaps • Increase engagement with key skills
Technology Drivers	**Job Profile and Job Requisition Integration** • Job-to-skill mapping automation • Job description generator • Embed in talent mgmt. and talent acq. processes	**Employee Profile Integration** • Auto generate and maintain skill profiles • Augment skills profiles with labor market recommended skills	**SkyHive UI or Analytics Platform Integration (via SkyHive APIs)** • Labor market Intelligence • Position Supply/ Demand • Workforce Planning • Buy strategy leans on adjacent roles	**Learning Course Integration (+ other systems as needed)** • Career paths & mentorships • Opportunity Graph skill requirements • Training-to-skill mapping automation
Impact Delivered	**Full identification of the workforce's skill requirements**	**Automated, real-time visibility into workforce skills**	**Data-driven plan to close skill gaps (build, buy, or borrow)**	**Business value realized from skills transformation**

SkyHive Enterprise

The end-to-end solution for transitioning from job-based to skill-based

This skills-first applications suite provides a 360-degree view into the global labor market, the skills of their workforce, and a system of intelligence to manage workforce skill transformation.
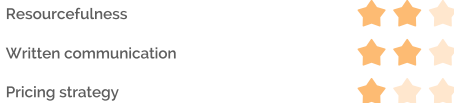
JOB ARCHITECTURE

Transition 'Work' to the Language of Skills

Automate the translation of static job descriptions into dynamic, skill-first definitions using global labor market data.

> **Future labor market skills**   ⋮
>
> Based on predicted labor market demand
>
> Resourcefulness   ★★☆
>
> Written communication   ★★☆
>
> Pricing strategy   ★★☆

> **Employee analytics**   ⋮
>
> 614   71%   2 year
> Number of employees   Average match   Average tenure
>
> **Shared skills**
>
> Management   60
>
> Communication   70
>
> Responsibility   67

SKILLS INVENTORY

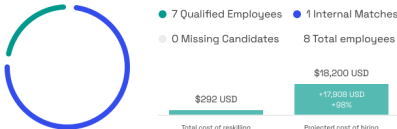### Create an Inventory of Your People's Skills

Augment the skills and proficiency for each employee. Continuously intake, store, and map skills for better training, planning, or hiring decisions.

WORKFORCE STRATEGY

Chart the Path to Achieve Your Future State

Access real-time shifts of the skills of the labor market by time, geographies, and jobs. Map out which skills are required and model the build, buy, borrow strategy.

> **Workforce plan: Digital transformation**
>
> ● 7 Qualified Employees   ● 1 Internal Matches
> ○ 0 Missing Candidates   8 Total employees
>
> $18,200 USD
>
> $292 USD   +17,908 USD
>   +98%
> Total cost of reskilling   Projected cost of hiring

> **Skills gaps training**
> Managing and projecting your business finances
>
> **Covered skills**
>
> Customer experience management   ★★☆
>
> IT management   ★★☆
>
> Project team management   ★★☆
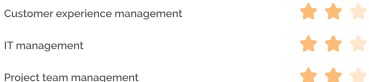
EMPLOYEE RESKILLING

Continuously Build Business Critical Skills

Bring laser focus to L&D investment, time investment, and career impact for the employee experience.
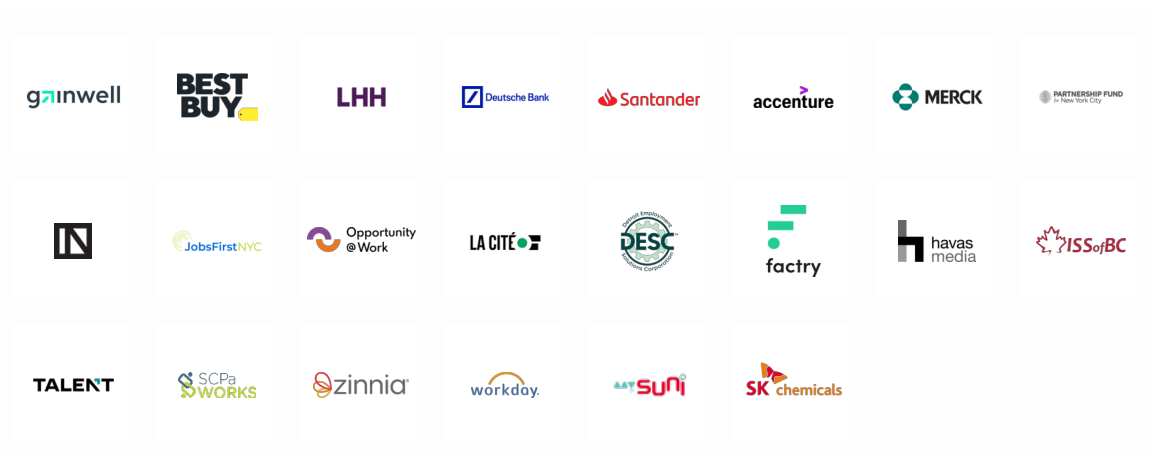
Our Partners & Customers

We have a diversified, global, and rapidly growing customer base as a result of the efficacy and effectiveness that SkyHive's technology brings to previously unsolvable problems. We are a mission-driven company introducing never-before-seen analytics and methodologies. We work closely with clients to unlock the "Art and Science" of reskilling their workforces at-scale.

Our customers are vertically-agnostic; we serve the top organizations across all industries including manufacturing, retail, technology, telecommunications, financial services, energy, chemical, aerospace/ defense, government, education, and more.

To learn more visit www.skyhive.ai

SkyHive is trusted by leading organizations.

gainwell · BEST BUY · LHH · Deutsche Bank · Santander · accenture · MERCK · PARTNERSHIP FUND for New York City

IN · JobsFirstNYC · Opportunity @Work · LA CITÉ · DESC · factry · havas media · ISSofBC

TALENT · SCPa WORKS · zinnia · workday. · SUNi · SK chemicals

Our products have been built from the ground up with privacy and security in mind.

Certified B Corporation · ISO 27001 Certified · GDPR · GPAI · CASCAD AI · SOC 2 TYPE 2 · Responsible Artificial Intelligence Institute — Advancing Trusted AI

SkyHive is compatible with your existing systems.

SAP SuccessFactors · workday. · Taleo · Azure · cornerstone · edX · SAP Fieldglass

ABOUT SKYHIVE

SkyHive is a Certified B Corporation that uses AI to drive global reskilling initiatives and create a more inclusive labor economy. Our products are designed to rapidly reskill people and help organizations and communities prepare for the future of work.

SkyHive.

Unleash Human Potential