SkyHive

Unleashing Human Potential

SkyHive Enterprise

SkyHive Enterprise, a skills-first applications suite, gives organizations a 360-degree view into the global labor market, the skills of their workforce, and a system of intelligence to manage workforce skill transformation from end-to-end.

In real-time, discover how the current skills of your workforce map against strategic corporate directions and easily maintain an agile and scalable workforce strategy with the fluid training, mentorship and job architectures to achieve your future of work goals.
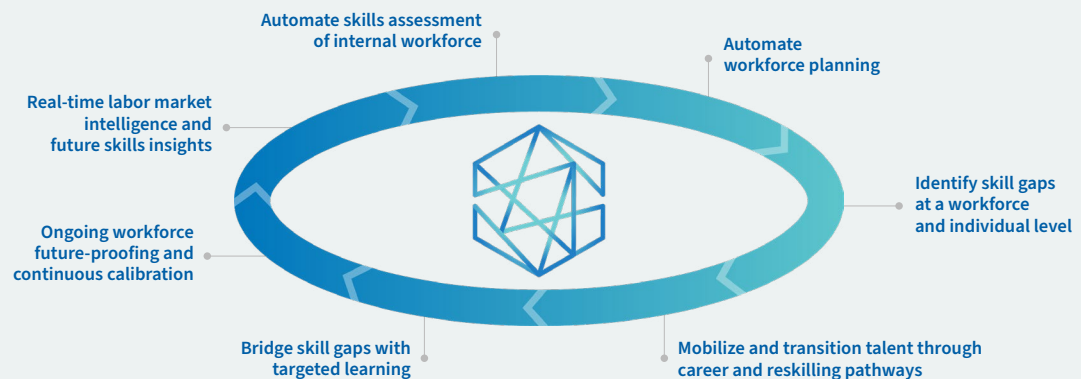
Reimagine workforce efficiency.

Establishing a consistent, data-driven workforce planning strategy across an organization is a crucial element of competitive position and advantage—and one of the greatest challenges faced by employers. Until now.

With SkyHive Enterprise, HCM leaders are unleashing the full potential of their workforce by leveraging these powerful capabilities:

- Unprecedented insights into workforce capabilities, industry benchmarks and labor market trends

- Accurate identification of the emerging skills

- Rapid skills profile creations for the existing workforce and mapping to future state

- Continuous workforce planning and automation of emplouyee development journeys

- Gender diversity and impact-based resource allocation

- Dynamic job taxonomies and skill ontologies to replace the traditional manual, expensive competency mapping

- Analytics and optimization tools to model your job architecture relative to the labor market and your future workforce strategy

- Analyze, compare and model your job architecture relative to the labor market and your future workforce strategy

SkyHive Enterprise is the only end-to-end SaaS platform that enables each step in a workforce transformation.

Automate skills assessment of internal workforce

Automate workforce planning

Real-time labor market intelligence and future skills insights

Identify skill gaps at a workforce and individual level

Ongoing workforce future-proofing and continuous calibration

Bridge skill gaps with targeted learning

Mobilize and transition talent through career and reskilling pathways

Redefine workforce planning.

Employees Manage user information, passwords, and permissions: track employee skill assessment and profile completion. Analyze skill level insights across your employees.

Labor Market Intelligence Access real-time insights on labor market conditions and analyze specific jobs (and job families), focusing on skills, trends, supply/demand conditions, salary levels, geographic hotspots, and skill gaps between your organization's workforce and the labor market.

Workforce Planning Compare your current workforce against a defined future state workforce using the emerging labor market and future skills to understand where skill gaps within your workforce exist today. Then, determine a "build, borrow, buy" resourcing strategy and analyze associated timelines and budget implications.

Talent Acquisition Convert job descriptions to skill-based job requirements to source, track and hire internal candidates within your organization and candidates from the external job market—review rank-ordered candidates by skill match and non-skill matching factors such as location and compensation.

Training & Development Import, create and manage skill-based courses and training programs. Offer Skills-based training recommendations and support employee career pathing. Track progress towards employee learning objectives and capture ratings to help employees find learning opportunities relevant to their situation.

Skill Blueprint Search your entire workforce for a specific skill or group of skills and analyze a ranked order list of employees who match your criteria.

Enterprise Structure Import and manage your organizational structure such as offices/locations, departments, and positions. Define required skills for functional areas and understand how your workforce is aligned with the skills needed for a given department or role.

Settings Manage enterprise-wide account preferences and various module-specific settings, such as subscription information, company currency, language preferences, course providers and system-generated email settings.
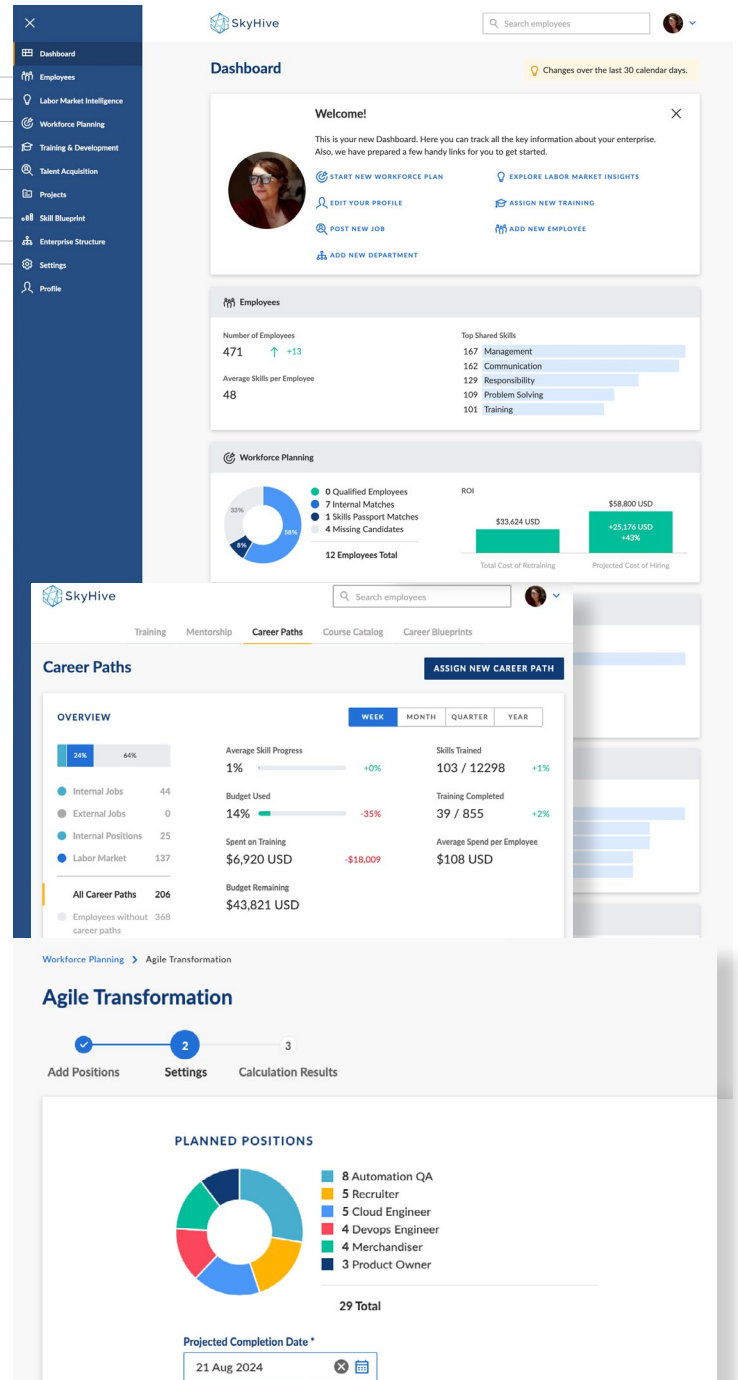
YOU ARE IN GREAT COMPANY

SkyHive Enterprise is for any organization looking to gain a competitive advantage while lowering costs through strategic hiring, reskilling, redeployment and development of talent.

Customers can use all modules for an end-to-end solution or select modules from SkyHive in combination with an existing solution. In addition, SkyHive Platform-as-a-Service enables the creation of bespoke skills-first experiences and can be used to connect and combine experiences or data across systems.

The solution supports:

· Decision makers involved in headcount planning, talent acquisition, business unit leads, learning & development organizations

· Talent acquisition managers, recruiters or hiring managers

· L&D professionals who manage and create course content and organizational learning strategy

· HR analytics professionals who research labor market data to inform workforce strategies

· Managers and employees who are looking for clear career paths and opportunities to grow their skills

· HR administrators who manage HR systems

	FEATURES	BENEFITS
Applications	Job Architecture Modeling	Assess your job architecture to optimize labor market terminology and skills to ensure you develop and hire talent effectively.
	Talent Matching	Match talent to open jobs, projects, mentors, traing and career paths continuously using intelligent algorithms so you can support hiring, reskilling, career development and internal mobility at scale.
	Skills Assessment	Provide a platform where managers and employees can assess skills and measure developmental progress.
	Talent Benchmarking	Glean real-time insights on internal and external skills through inference from structured and unstructured data to determine whether your workforce is keeping pace with the global labor market.
	Training Options	Identify relevant courses from dozens of leading training providers to respond to market changes and close skill gaps at an individual level.
	Career Pathing	Create, assign and explore career paths to support your workforce with internal mobility and individual career aspirations and management.
	Talent Redeployment	Assess your current workforce relative to key skill needs, finding top matches and redeploying talent faster and as necessary to cover critical projects.
	Build vs. Buy Calculation	Use current labor market data, built-in automatic assessments, and ROI tools to compare reskilling versus hiring options to achieve your desired future workforce.
	Diversity, Equity & Inclusion	Encourage diversity hiring with out-of-the-box bias detection and discrimination prevention.
	Languages	Support global use with availability of applications in core languages, such as English, German, French, Spanish, Japanese and Chinese.
Platform	Access Controls and SSO	Leverage robust user access controls and the convenience of single sign-on with secure credentials.
	Scalability	Scale broadly and without user limitations due to platform horsepower and load testing qualifications.
	Data Security	Take comfort in knowing that data is fully encrypted and secure at rest and in transit using AES 256-bit and TSL 1.2.
	Compliance	Be in full compliance with GDPR, CCPA and other regional regulatory frameworks such as SOC2 Type II, ISO 27001 and others.
	Algorithm Transparency	Use of technology that is guided by the highest standards of ethical artificial intelligence algorithms, meaning that it has bias detection and prevention, is transparent and explainable.

We are recognized by leading organizations.

WORLD ECONOMIC FORUM   GPAI | THE GLOBAL PARTNERSHIP ON ARTIFICIAL INTELLIGENCE   OECD   Gartner COOL VENDOR 2021   Forbes Top 25 Machine Learning Startups To Watch In 2021   SHRM BETTER WORKPLACES BETTER WORLD

ABOUT SKYHIVE At SkyHive, we've built the world's only Quantum Labor Analysis® platform to optimize human economies in realtime for companies, communities, and countries. Essential for digital transformation, our platform informs and benefits the entire job cycle from the individual worker to the corporation to the global economy. By marrying economic theory with workforce modeling and human analytics, we illuminate the reskilling journey and provide customers with a capable and future-proof workforce that closes the skills gap with speed and efficiency unleashing human potential for individuals, organizations, and governments.

SkyHive   Vancouver, Canada | Palo Alto, CA | New York, NY   www.skyhive.ai