SkyHive.

Unleash Human Potential

Horizons

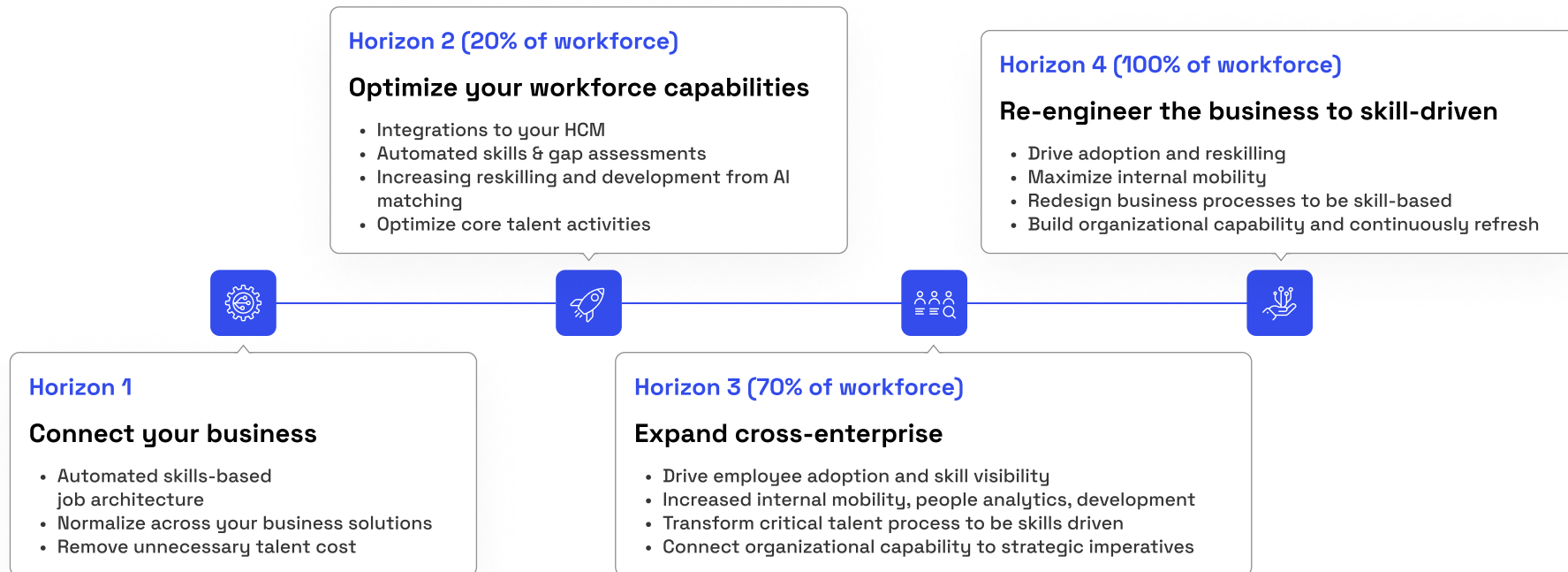The best practice in moving from jobs to skills

Background

SkyHive has helped organizations across multiple continents transform the way they manage their workforces by moving from a "jobs-based" to a "skills-based" approach.

This means tackling the following questions:

- What skills does my organization need to compete?

- What skills do we have now?

- What are the gaps?

- What actions do we take to fill these gaps?

To do that, organizations need real-time data showing what skills the market is demanding in every job. They need to simplify their job architecture, standardize job descriptions, and understand the potential of each employee. Most importantly, they need all their systems, including learning, HR, talent acquisition, contingent work, and more – integrated and speaking the same skills language.

We've seen the best results when organizations move in stages, a four-prong approach we call "Horizons." The image below depicts these four stages.

Horizon 2 (20% of workforce)

Optimize your workforce capabilities

- Integrations to your HCM
- Automated skills & gap assessments
- Increasing reskilling and development from AI matching
- Optimize core talent activities

Horizon 4 (100% of workforce)

Re-engineer the business to skill-driven

- Drive adoption and reskilling
- Maximize internal mobility
- Redesign business processes to be skill-based
- Build organizational capability and continuously refresh

Horizon 1

Connect your business

- Automated skills-based job architecture
- Normalize across your business solutions
- Remove unnecessary talent cost

Horizon 3 (70% of workforce)

Expand cross-enterprise

- Drive employee adoption and skill visibility
- Increased internal mobility, people analytics, development
- Transform critical talent process to be skills driven
- Connect organizational capability to strategic imperatives

Horizons in action

Here's a look at four different organizations and their unique experience with SkyHive Horizons

Horizon 1

Create & automate a skills-first career framework

Client Scenario

A global pharmaceutical leader with >68K employees, aimed to streamline their talent architecture.

Goal: Define skills across 5,000 + roles while reducing time and cost associated with managing talent architecture manually.

Pain Points

- Lack of visibility into current skills internally
- Recruitment costs for roles that could have been filled internally
- Non-unified language of skills across existing HR tech stack

> "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

Our Solution

1. Integrate existing job architecture with SkyHive's HCOS to automate the translation of static job descriptions into dynamic, skill-first definitions

2. Complete and verify global skills lists and map to the company's job catalog, requisitions and learning content

3. Enable continuous and automatic translation from real-time labor market data ensuring a complete and self-sustaining skills ontology

Client Impact

- Enabled HR team to define standard skills for 5,000+ roles and map essential skills to existing talent in weeks
- Improved retention and the experiences of 72K employees with insight into global skills and resources management
- Significant cost (>$2M) and time (>2 years) savings

Horizon 2

Build an inventory of your people's skills

Client Scenario

A healthcare cloud technology leader needs to mobilize talent quickly for new clients and projects. The company needs to know the skills of its workforce to improve recruiting and retention. Goal: to improve internal mobility and foster a skills-based culture.

Pain Points

- Sourcing talent for business-critical projects

- Ineffective strategies in place for upskilling talent at scale

- Barriers to increasing internal mobility and reducing turnover

> "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

Our Solution

1. Identify the client's skill requirements across all organizational jobs, roles, and learning content

2. Extract, augment, and standardize the skills and skill proficiency for each employee

3. Continuously and automatically intake, store, and map skills for better training, planning, or hiring decisions

Client Impact

- Improved recruiting and retention by demonstrating a culture of growth and opportunity

- Increased visibility into employees' expertise for critical projects (e.g., cloud technology) resulting in greater agility

- Gathered the skills of 80 percent of employees in about four months

Horizon 3

Gain real-time visibility into labor market trends

Client Scenario

A multinational insurance and investment provider had over 5,000 IT technologists globally with 1.7K job titles. The talent analytics team aimed to align the right people were in the right roles.

Goal: Incorporating external data to reconfigure roles and identify skills needed.

Our Solution

1. Access to real-time trends and shifts of skills in the labor market by time, geographies, and jobs

2. Identification of skill requirements across all organizational jobs, roles, and learning content

3. Using external data in conjunction with internal data to reconfigure roles and identify skills needed for the future

Pain Points

- Job complexity creating significant problems across HR; issues reconfiguring roles and career architecture

- Lack of visibility into current workforce skills and gaps

- Time / cost associated with building a lasting workforce strategy

Client Impact

- Identified significant gap in the software developer population (100 vs the 1,000 required)

- Used external benchmarking at the role level to understand skill gaps & reskilling pathways

- Predicted the skills required for roles at an accuracy level of 95%

> "This opened our eyes to work with our people to help them consider different opportunities in line with their passions and strengths they may have considered out of reach previously."
>
> Patrick Hull, Vice President, Future of Work, Unilever

Horizon 4

Continuously build & reassess critical skills

Client Scenario

Regulatory fines and tough market conditions prompted a banking institution to reassess internal talent. Goal: Initiate a strategic project to swiftly evaluate employees' antifinancial crime skills across business units.

Pain Points

- Insufficient understanding of skill gaps and path forward

- Lack of real-time data to benchmark internal talent causing challenges hiring and retaining staff

- Deficient career and development pathways to anticipate needs

> $140 billion. That's how much, according to Accenture research, that the North American financial services market could gain from artificial intelligence (AI) and automation.

Our Solution

1. Understand and address skill gaps to improve performance and save on hiring costs

2. Retain and upskill key talent by identifying career paths

3. Leverage real-time skills data to continually assign training, bridge gaps, and monitor progress

Client Impact

- Reduced risk of $50m+ fine by upskilling talent to adhere more closely to anti-financial crime best practices

- Continuous benchmarking against the competitive environment and development of key skills internally

- $4m in cost avoidance (replacing manual efforts through automation)

Horizon 4

Results from 100k+ employee retailer

Client Scenario

A global electronics retailer with 100K+ employees and 250M annual visits sought to know its skills and reskill employees. Goal: Foster internal growth through skills-based workforce planning to enhance capabilities, learning, and engagement.

Pain Points

- 65% of front-line workers seeking jobs externally

- Lack of visibility into external labor market trends

- Deficient career & development pathways to meet future needs

Our Solution

1. Align the company's workforce strategy with employee reskilling

2. Provide training, projects, and mentorship opportunities for employees to grow; monitor and assess skill proficiencies

3. Bring laser focus to L&D investment, time investment, and career impact for the employee experience engagement
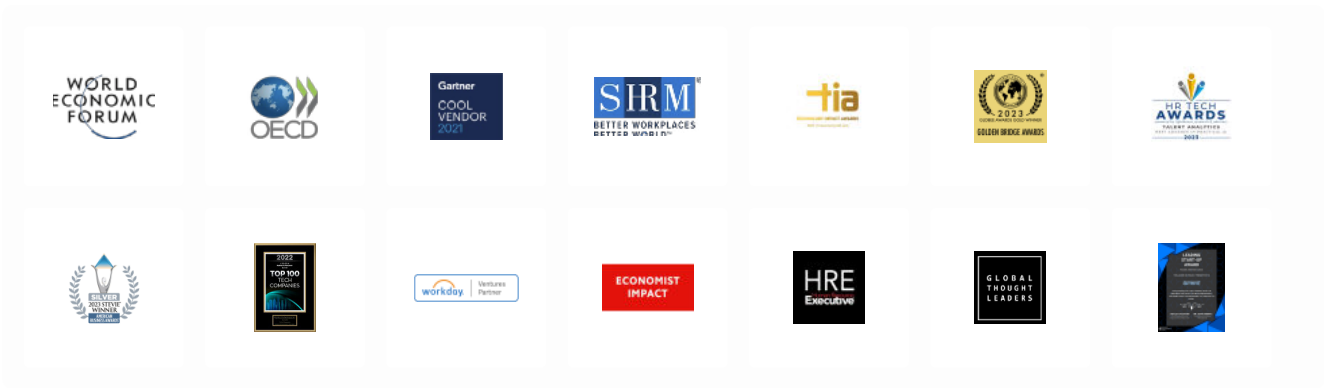
Client Impact

- Increased employee participation by 25%, with 90% of employees actively undertaking training

- Overall employee engagement of 63% and Skills Profile completion increasing by 10% MoM

- Skills Profile uncovered an average of 46 skills per employee and improved role clarity

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GLOBAL THOUGHT LEADERS

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.

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