

# SkyHive. Products

SkyHive's patented technology synthesizes global labor market data to help organizations transition from jobs-based to skills-based at speed and scale. Our solutions boast the world's most ethical AI people technology—award-winning, demonstrated, and internationally recognized. It maintains the most powerful knowledge graph of jobs, skills, training, and labor market intelligence to-date. SkyHive processes up to an astounding 24 terabytes of labor market data per day and its knowledge graph currently sits at 6.5 billion nodes and growing.

**SkyHive's Human Capital Operating System™** powers our products and enables the skills-based future of work. By constantly collecting, processing, and streaming data in real-time, we offer leading solutions to support the rapid reskilling of workers. Our three key products offer a suite of solutions including Workforce Strategy, Employee Reskilling, Workforce Development, Job Architecture, and more.

## SkyHive Enterprise

An end-to-end reskilling platform used by Fortune 500 and Global 2000 organizations.

## SkyHive Skill Passport™ Ecosystem

A B2G2C platform used by governments for internal use or to reskill communities.

## SkyHive Platform

An API offering for organizations to build applications on top of SkyHive's powerful knowledge graph.



# SkyHive's Human Capital Operating System™ (HCOS)

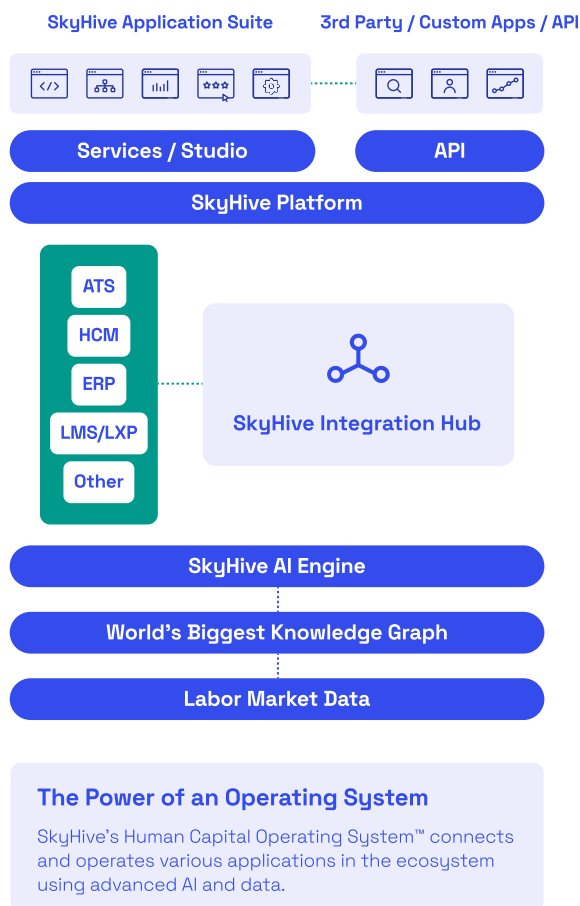
The only technology in the world that can harmonize skills and jobs between separate systems and the labor market.

## What It Is

SkyHive's Human Capital Operating System (HCOS) brings the deepest level of intelligence to existing HR technologies. It provides visibility into the changes happening in the world labor economy at the most up-to-date, granular level available.

This patented system provides a unified, consistent view of skills, built from the ground up. For organizations needing to connect and normalize information across a half dozen or more systems, SkyHive's core fluid classification technology enables our products to uniquely solve this challenge.

The HCOS is modeled and developed based on the core operating system and AI-based operating system principles to work with labor market data, systems, and applications. Using artificial intelligence, the HCOS can uncover insights from massive amounts of data in real time and at scale.



## Who we serve

### Companies

Chances are, you rely heavily on time-consuming, expensive manual processes to define jobs, skills, talent assessment, and compensation. You may have purchased multiple technologies—labor market information systems, talent marketplaces, candidate relationship management systems, or learning management systems—yet employee engagement is low and the systems themselves are fragmented. SkyHive's solutions automate manual processes, unify fragmented technologies, and ultimately drive more engagement from the core systems you've already invested so much time, money, and effort into.

### Governments

Access the world's most advanced, real-time labor market information available and keep a finger on the pulse of your workforces and communities. Help members of your community find jobs faster than ever before with a better understanding of their skills, access to training, and reskilling and upskilling opportunities. SkyHive's patented Quantum Labor Analysis® allows you to accurately analyze key investment areas such as infrastructure investments, technology investments, or inform policy analysis.

### Individuals

There are 130 million career pathways in the world, and they are changing all the time. You have a one-of-a-kind, unique skill DNA that you have developed through your work experience, educational experience, and life experience. Use SkyHive Skill Passport to discover your unique skill DNA and how it matches to career pathways globally. Achieve career advancement faster, invest your time on learning in the areas of greatest value to your career growth, and advance your income faster than ever before.

### Educators

Learn the real-time skills in-demand by employers in your communities at the most granular level. View predictive analytics to get a heads-up on impending labor shortages to inform advanced curriculum development. Deploy SkyHive Skill Passport to your students and employers to quickly and accurately match them to employment opportunities.



## SkyHive's Human Capital Operating System™ (HCOS):

- Is backed by Quantum Labor Analysis® – the breaking down of 'work' into its smallest parts.
- Is fully encrypted and compliant with GDPR, SOC2, ISO 27001, Ethical AI, and other regulatory frameworks.
- Is person-agnostic, so it works just as well for a vendor management system handling contractors and consultants, as it does for full-time employees.

SkyHive's HCOS is possible because of its knowledge graph, the world's largest, which includes trillions of labor market-related relationships, including compensation levels, training, economic data, jobs data, industry data, geographic data, and more.

SkyHive processes more than 24 TB of raw data every day, including anonymized worker profiles and job descriptions from over 200 countries in multiple languages.



### Interoperable Systems

Normalize skill languages across systems into a single, unified skill system



### Real-time Intelligence

Augment static ontologies with real-time labor market skill trends and predictions



### Ethical and Automated

Infer and attach skills to jobs, people, and training with bias-free, glass box AI



### Connected Talent Architecture

Manage and index skill events and activity to track ongoing development/growth



**HCOS**

**“The SkyHive 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.”**

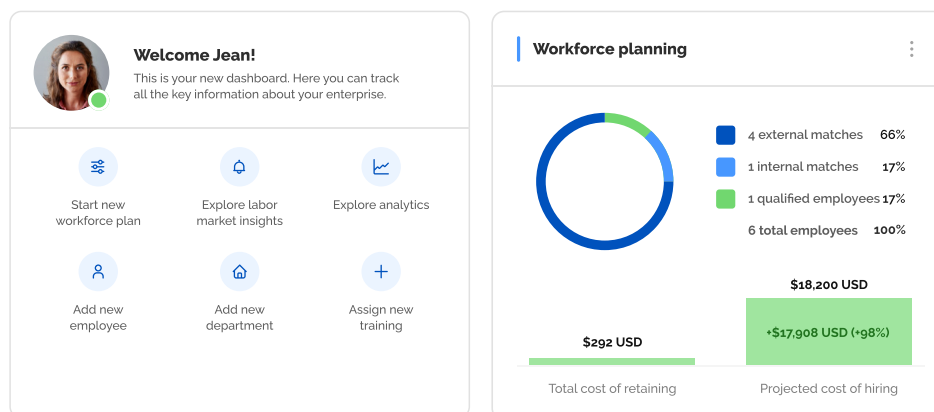
**- Ben Eubanks, Chief Research Officer, Lighthouse Research & Advisory**

## SkyHive Enterprise

### Achieve and sustain business transformation through skills

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 from end-to-end.

Lay a dynamic, skills-first job architecture, standardize and augment your skills inventory, access real-time labor market trends, model your build-borrow-buy strategy, and create and monitor engaging employee reskilling and upskilling efforts.



This journey happens in four stages, based on best practices from our customers at large organizations. The first involves job architecture: determining the skills you need now and in the future. Next, you learn and assess the skills of every member of your workforce. Then, a real-time, 360-degree view into the global labor market and the supply and demand of skills helps you measure the gaps and conduct a build-buy-borrow analysis. Finally, you take action, building specialized skills for your workforce, creating skill communities, and more.

### SkyHive Enterprise helps you answer 4 key questions

#### 01 What skills do we need?

Normalize skill languages from across systems into a single skill master

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

#### 03 What are the gaps?

Identify skill gaps at a workforce and individual level

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

#### 02 What skills do we have?

Automate skills assessment of internal workforce

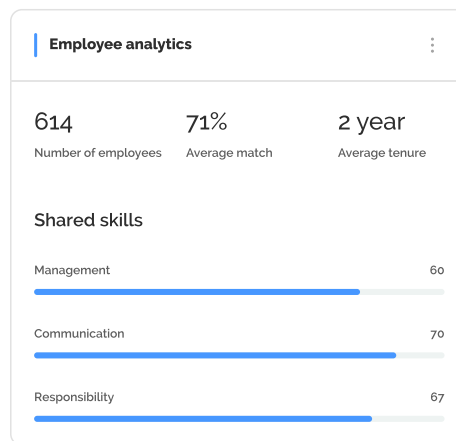
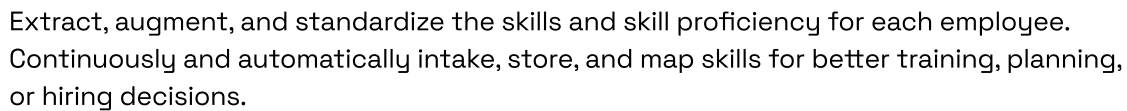
- Auto generate skill profiles
- Rate and assess
- Skill Inventory analytics

#### 04 What actions do we take?

Mobilize and transition talent by executing on the workforce plan including career and reskilling pathways

- Set focus skills
- Build skill specializations
- Join skill communities

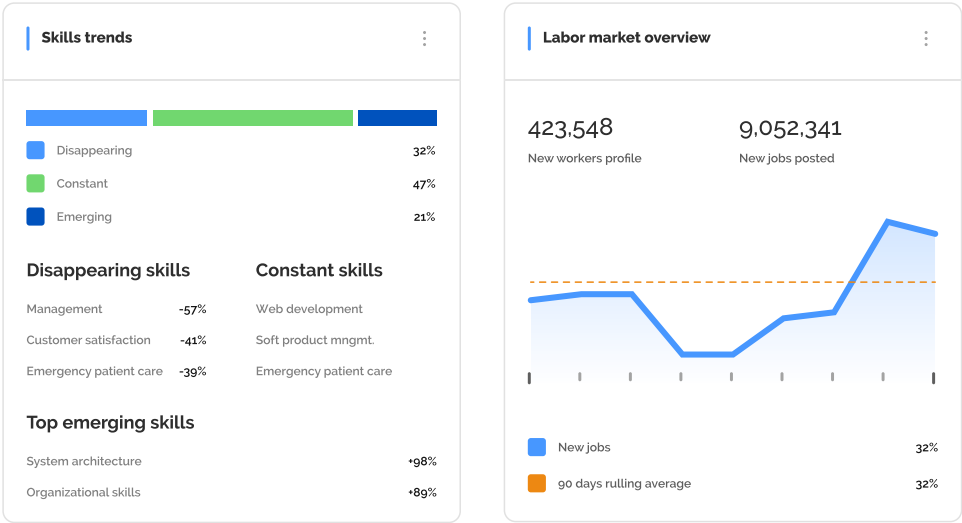
Automate the translation of static job descriptions into dynamic, skill-first definitions. Integrate your job architecture with SkyHive's Human Capital Operating System for continuous and automatic translation from real-time labor market intelligence.



WORKFORCE STRATEGY

Chart the path to achieve your future state

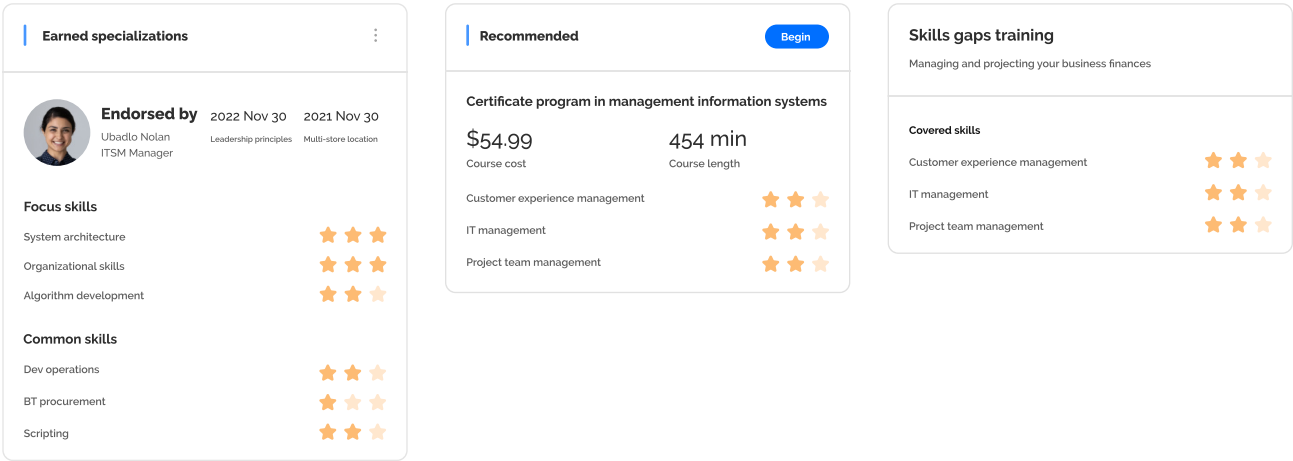
Access real-time trends and shifts of the skills of the labor market by time, geographies, and jobs. Map out which skills are required and model the build, buy, borrow strategy to ensure organizational needs are met with speed and efficiency.



EMPLOYEE RESKILLING

Continuously build business critical skills

Bring laser focus to L&D investment, time investment, and career impact for the employee experience. Create, assign, and monitor employee reskilling and upskilling efforts connected to your workforce strategy. Create and provide engaging experiences (training, projects, mentorship) for employees to grow.



# SkyHive Skill Passport™ Ecosystem

## Create a thriving marketplace for skill development and career success

For those served by the workforce ecosystem, navigating ever-changing career pathways, hiring opportunities, and training options can be challenging. By sponsoring Skill Passport™, you can provide your community’s jobseekers and learners an unprecedented level of personalized support to help them develop skills acumen and unlock economic mobility. With customizable target outcomes for employment, training, and job placement, our analytical monitoring ensures you achieve your goals.

SkyHive Skill Passport harnesses the power of artificial intelligence to put the insights of the global labor market into the hands of communities—including residents, policymakers, and the extended workforce ecosystem. From the program level, all the way up to a regional or national economy level, SkyHive’s Skill Passport Ecosystem is a game-changing solution for leaders looking to build a highly skilled and adaptable workforce.

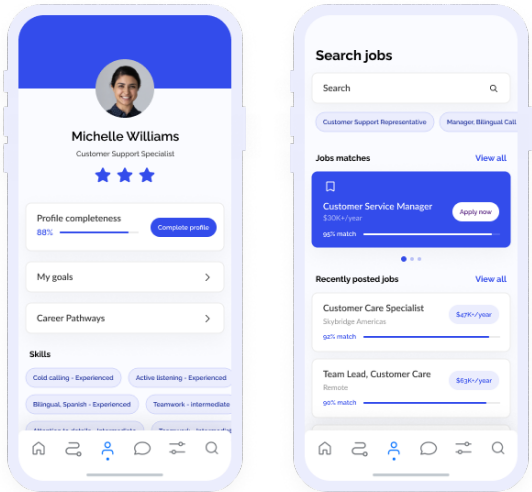
Participant details		
195,696	121,322	62%
No. of participants	Looking for work	% looking for work
74,364	80%	39,422
Not looking for work	% completed profiles	Incomplete profiles

Employer summary		
2,158	83%	
Total active employees	% activated	
23,562	2,204	9%
Total jobs	Drafted jobs	% drafted jobs

### END-USER EXPERIENCE

## Build and monitor a highly skilled and adaptable workforce

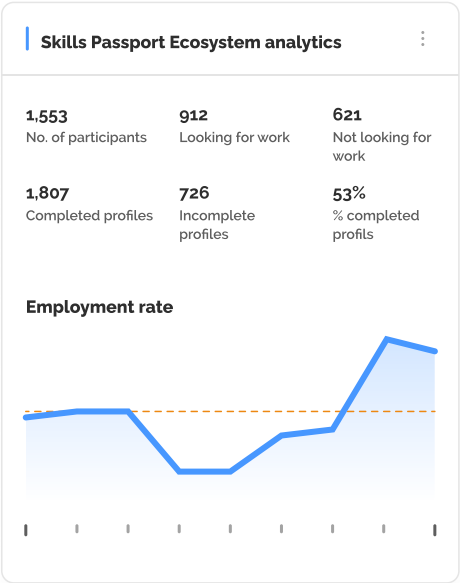
Give individuals the means to understand their skills today, what skills are sought after in the market, how they can develop the most market-relevant skill set, and chart a career path to achieve it.



MISSION CONTROL

Sponsor a skills-based ecosystem for communities, sectors, or geographies

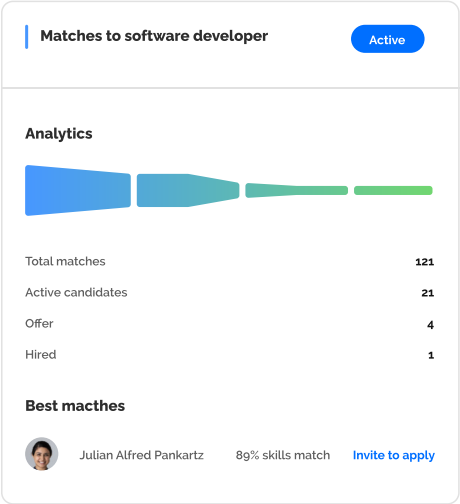
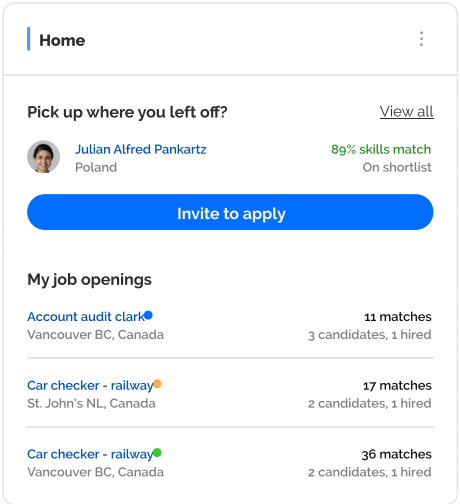
Create a thriving, dynamic marketplace where skills are developed, sought after, and ultimately individuals (citizens or otherwise) benefit. Set target outcomes for employment, training, skills, jobs, and closely monitor analytical achievement.



SKILL SOURCE

The only skills-first talent acquisition technology for employers

The first candidate sourcing technology that puts skills first in every view and perspective. Powerful job posting automation technology—including skill extraction and suggestions, and job description generation—that integrates with your ATS.





# SkyHive Platform

## Unify, enhance, or build your own applications

By seamlessly integrating into existing technologies, including systems of record and previously non-cognified applications, SkyHive Platform bridges the gap between outdated systems and the demands of the evolving workforce landscape. Using the world’s largest set of skills data, we break the labor market into its smallest pieces, for the most accurate insight.

Designed for seamless integration and relevance, SkyHive continually evolves as a low-code/no-code Platform-As-A-Service (PAAS) offering. This empowers organizations to incorporate cognified capabilities into their own applications, ensuring their technological infrastructure remains both relevant and at the forefront of innovation.

### Unify

“I have skills data across multiple systems.”

Harmonize skill and job data between human capital systems.

### Enhance

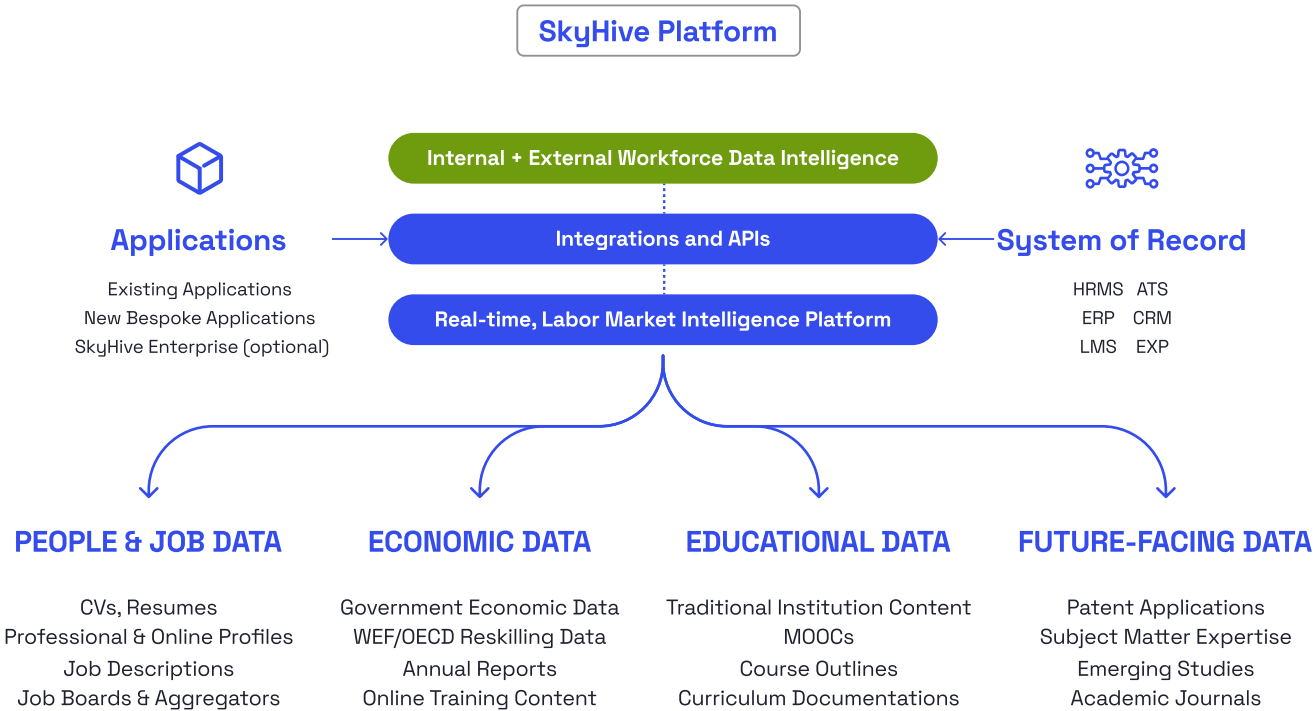
“I have existing systems that I want to super power with skills.”

Augment job architecture data and enhance talent analytics.

### Build

“I have a vision for a new skills-based solution that does not exist.”

Build insightful experiences for employees, recruiters, managers, and others.



# SkyHive seamlessly integrates with leading HCM systems

## Our Platform

SkyHive's technology was purpose-built to be a system of intelligence for current and future HCM technologies. It cognifies and addresses the complete life cycle of workforce transformation, including monitoring all external labor market signals, automating the traditionally complex processing of data into quantum elements such as technical skills, soft skills, tools, technologies, methodologies, salary levels, etc., and continuously feeds this information to clients in real-time.

Harnessing the power of cutting-edge machine learning, SkyHive revolutionizes workforce planning and transformation. It brings unprecedented efficiency, user-friendliness, and intuitiveness to address complex challenges that were traditionally considered unsolvable. Leading HCM providers and systems integrators have chosen to leverage SkyHive as a key engine, recognizing its ability to drive their workforce transformation initiatives effectively and efficiently.

### Expanded Rollout to Complement HCM Strategy

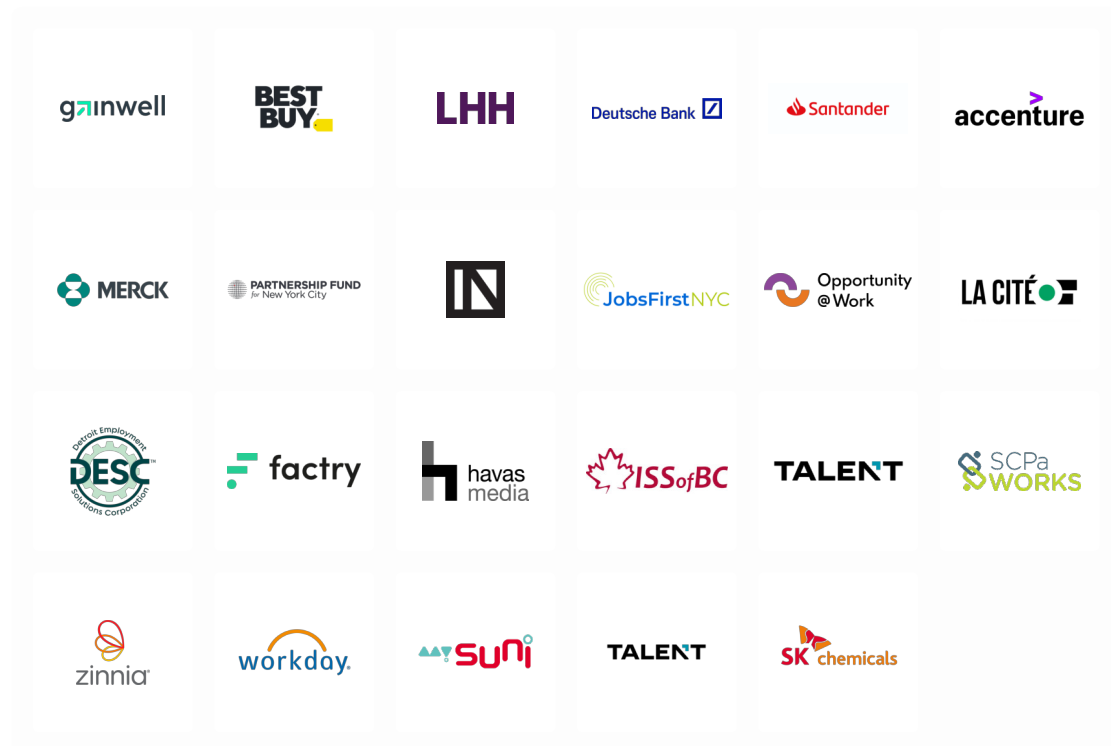
	What skills do we need? (Job Architecture)	What skills do we have? (Skill Hub)	What are the gaps? (Workforce Strategy)	What actions do we take? (Employee Reskilling)
<b>Business Objective</b>	<b>Define 'work' at the skill level</b> <ul style="list-style-type: none"> <li>Establish foundation for gap analysis</li> <li>Generate job-to-skills mapping; define new roles as needed</li> </ul>	<b>Understand current employee skills</b> <ul style="list-style-type: none"> <li>Understand organization's skills blueprint</li> <li>Accelerate time to value for key roles</li> </ul>	<b>Enable strategic talent decisions</b> <ul style="list-style-type: none"> <li>Develop data-driven talent strategy</li> <li>Identify workforce skill gaps through labor market insight on future trends, skills, and adjacencies</li> </ul>	<b>Mobilize &amp; execute workforce plan in HCM</b> <ul style="list-style-type: none"> <li>Optimize &amp; create sustainable skill-based practices in HCM</li> <li>Targeted training to bridge skill gaps</li> <li>Increase engagement with key skills</li> </ul>
<b>Technology Drivers</b>	<b>Job Profile and Job Requisition Integration</b> <ul style="list-style-type: none"> <li>Job-to-skill mapping automation</li> <li>Job description generator</li> <li>Embed in talent mgmt. and talent acq. processes</li> </ul>	<b>Employee Profile Integration</b> <ul style="list-style-type: none"> <li>Auto generate and maintain skill profiles</li> <li>Augment skills profiles with labor market recommended skills</li> </ul>	<b>SkyHive UI or Analytics Platform Integration (via SkyHive APIs)</b> <ul style="list-style-type: none"> <li>Labor market Intelligence</li> <li>Position Supply/Demand</li> <li>Workforce Planning</li> <li>Buy strategy leans on adjacent roles</li> </ul>	<b>Learning Course Integration (+ other systems as needed)</b> <ul style="list-style-type: none"> <li>Career paths &amp; mentorships</li> <li>Opportunity Graph skill requirements</li> <li>Training-to-skill mapping automation</li> </ul>
<b>Impact Delivered</b>	<b>Full identification of the workforce's skill requirements</b>	<b>Automated, real-time visibility into workforce skills</b>	<b>Data-driven plan to close skill gaps (build, buy, or borrow)</b>	<b>Business value realized from skills transformation</b>

To learn more visit [www.skyhive.ai](http://www.skyhive.ai)

### Systems compatible with SkyHive Platform



### We are recognized by leading organizations.



### 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.