



SkyHive Enterprise

Use Cases

www.skyhive.io



7-Minute Platform Overview

Dashboard

WEEK MONTH YEAR

Welcome, Allie!

This is your new Dashboard. Here you can track all the key information about your enterprise. Also, we have prepared a few handy links for you to get started.

- EDIT YOUR PROFILE
- ASSIGN NEW TRAINING
- EXPLORE ANALYTICS
- CREATE NEW JOB
- ADD NEW EMPLOYEE
- ADD NEW DEPARTMENT

Employees	Talent Acquisition	Training
Number of Employees: 36 ↑ +34	Open Jobs: 7 ↑ +2	Ongoing Training: 24 ↑ +3
Average Match to Position: 89%	Average Time to Fill: 17.5 Days	Training Requests: 2

Enterprise Structure

Departments	Offices
12	7

Workforce Planning

Retrain Cost per Person: \$857

Progress: 23%

48 Empl

- 0 Qualif
- 7 Intern
- 28 SkyH
- 13 Miss

Labour Market Research

SKILLS SUPPLY/DEMAND

Position: Electrical Engineer

Sort by: Supply Shortage

Electrical Wiring

Hand Tool Operation

Wire Splicing

Electrical Circuits

Lighting Fixture Installation

Career Pathway: Machine Learning Engineer

Employee: Sofia Manzano

Current Position: Senior Data Analyst

SKILLS TRAINED

- Artificial Intelligence
- Data Visualization

SKILLS LEFT TO TRAIN

- Data Science
- SQL
- Python

TIMELINE

- Training Started: May 12, 2019 - Junior Machine Learning Engineer (Current Position)
- Training Completed: Dec 12, 2019 - Introduction to TensorFlow for Artificial Intelligence, Machine Learning, and Deep Learning
- In Progress: SQL for Data Science – Basics

Trained Skills: Data Science, SQL

THE RESKILLING JOURNEY



Define Future Skills

With [Quantum Labor Analysis](#), identify the emerging & future skills in your sector

Match Talent to Career Pathways

Mobilize and transition talent through AI-driven [skill proximity](#) and reskilling pathway identification

Understand the Skills of Your Existing Workforce

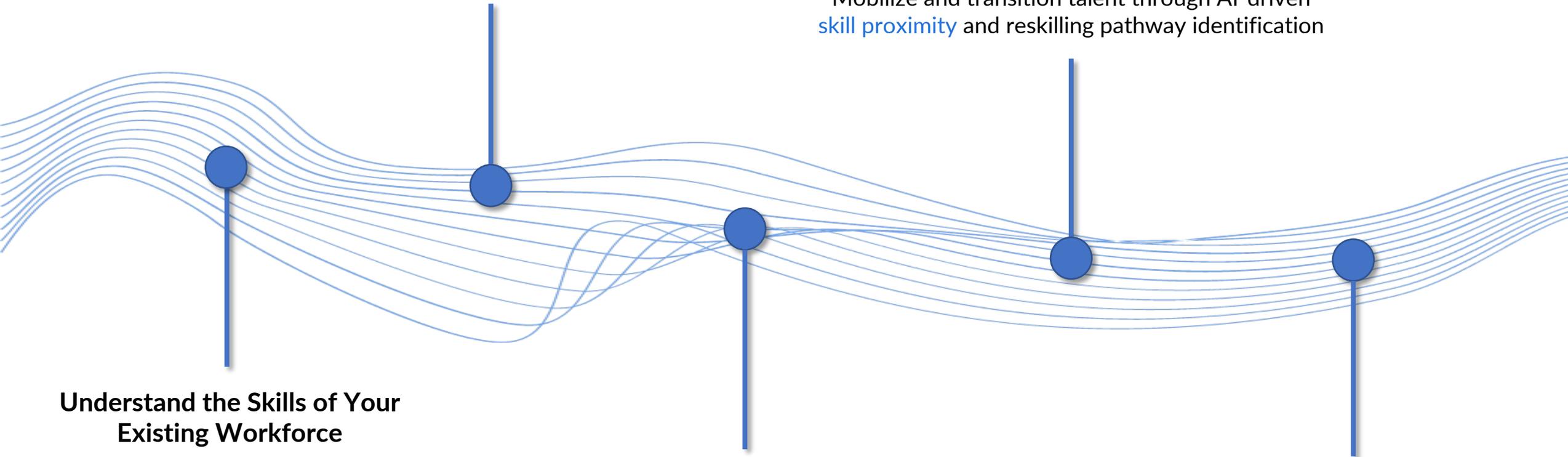
Gain deep insights into your workforce's skills through [AI-driven skills assessment](#)

Identify Skill Gaps at Workforce & Individual Level

Identify the [skill gaps](#) existing in your workforce to the desired future state

Bridge Skill Gaps with Targeted Learning

Match talent with [targeted learning](#) to fill precise skill gaps





Use Case Playbook Overview

Use Case 1. Workforce Transformation

Use Case 2. Learning & Development

Use Case 3. Career Pathways/Internal Mobility

Use Case 4. Data & Analytics

Use Case 5. Talent Acquisition (Active Candidates)

Use Case 6. Talent Acquisition (Passive Candidates)

Use Case 7. Workforce Planning

Use Case 8. Gender Equality, Diversity and Inclusion

Use Case 9. Succession Readiness

Use Case 10. Job/Role Definition

Use Case 11. Peer Mentorship



Use Case 1

WORKFORCE TRANSFORMATION

Pain Point

Digital transformation is disrupting businesses in every industry. For example, 56% of banking and financial services companies are transitioning to the cloud, yet only half say their employees possess adequate skills to execute their cloud strategy.

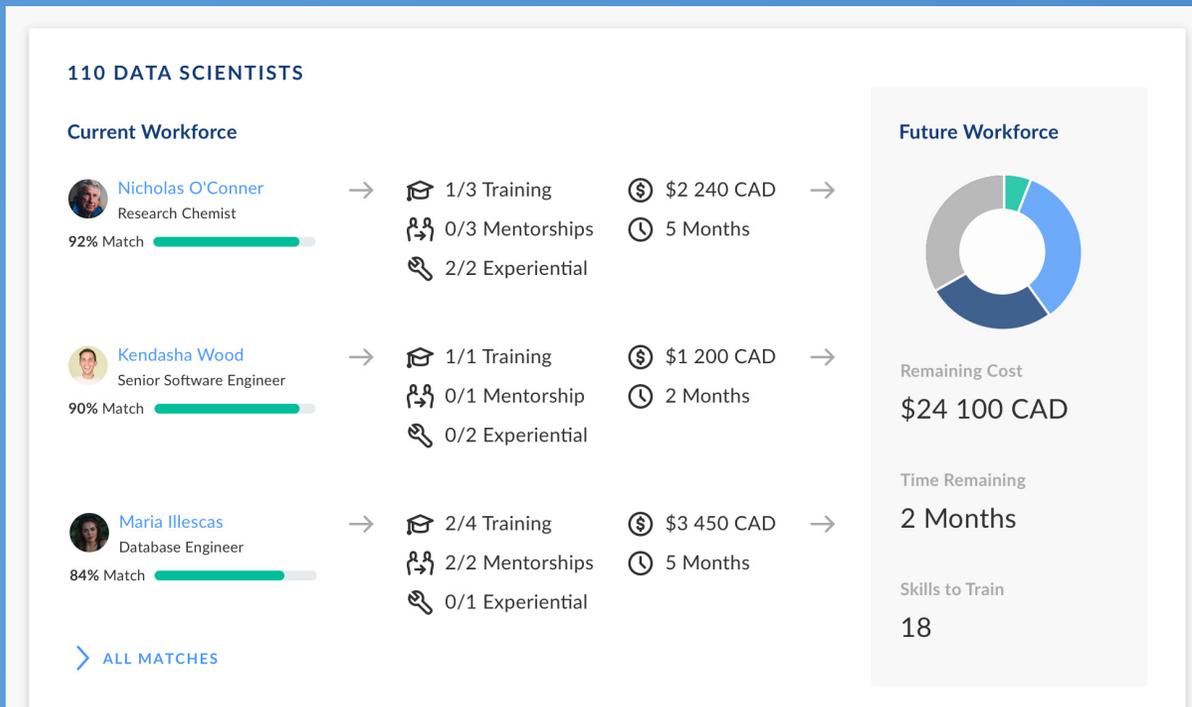
Scenario

As a leading financial services institution, ABC Inc. plans to move its entire IT infrastructure to the cloud by 2021. The company urgently requires a full-scale workforce transformation strategy and a robust set of tools to upskill/reskill its employees to achieve successful cloud migration.



Use Case 1

WORKFORCE TRANSFORMATION



Solution

Through accurate future skills and role requirements identification, SkyHive helps build a multi-stage workforce transformation roadmap, determines cloud-related skill gaps and upskilling/reskilling pathways, engages employees with targeted training, and allows ABC Inc. to monitor organizational reskilling progress in real-time. By enabling employees to transform along with the company, SkyHive helps ABC Inc. retain valuable talent and achieve digital transformation's intended ROI.

Results

Equipping workforce with skills required to successfully execute digital transformation strategies; boosting employee retention and engagement.



Use Case 2

LEARNING & DEVELOPMENT

Pain Point

On average, a company spends \$1,400 on training per employee each year. Despite this, only 12% of the learners say that they apply the skills acquired to their work. The one-size-fits-all training paradigm fails to help workers learn while representing a massive waste of training budget.

Scenario

The Learning and Development team has been provided a \$2 million budget for corporate training in the fiscal year. However, the existing, outdated training program has consistently failed to meet its objectives of improving productivity and quality of work. The company requires a new paradigm that improves training effectiveness and ROI.



Use Case 2

LEARNING & DEVELOPMENT

Solution

SkyHive identifies the skills an employee needs to excel in their role and connects them with targeted training that corresponds to that skill set. This “skills first” approach enables learners to fill precise skill gaps, resulting in optimized usage of training budgets. SkyHive complements an organization’s Learning Management System (LMS) by aggregating training content and playing the role of matchmaker. It can also incorporate learning content from online learning platforms or the company’s chosen training vendors.

Results

Rapid filling of skill gaps; up to 70% higher efficiency in aligning corporate training investment and the current & future workforce requirements.

Train Angela Chi



Digital Marketing Specialist, Marketing

- A/B testing
- Adobe InDesign
- Adobe Photoshop
- Advertising
- Brand Strategy
- Business Development
- Communication Skills
- Content Marketing
- Coordination
- Copywriting
- Creative Design
- Creative Writing
- Creativity
- CSS Programming Language
- Customer Service
- Detail-Oriented
- Digital Marketing
- Digital Research
- Direct Marketing
- E-commerce
- Email Marketing
- Finance
- Google AdWords
- Google Analytics
- Graphic Design
- HTML
- Inbound Marketing
- Integrated Marketing

Angela Chi

Training Programs Skills

ENTER YOUR OWN

Please use the search below to find skills that this training program is intended to convey

Search and add your own skills

Data Visualization Data Analysis

SUGGESTED TRAINING PROGRAMS



Digital Analytics for Marketing Professionals: Marketing Analytics in Practice

Training Web Page

- Data Analysis
- Data Collection
- Data Visualization
- Marketing Analytics
- Marketing Data Analytics

Internal
Free

Reviews: No reviews added.

91% Match

ASSIGN TRAINING



Use Case 3

CAREER PATHWAYS/INTERNAL MOBILITY

Pain Point

Companies lose up to 20% of new employees within their first 45 days. Turnover can cost up to 213% of the lost employee's salary, encompassing separation, replacement costs, training, and lost productivity.

Scenario

Despite a generous compensation and benefits package, ABC Inc. is losing valuable talent at an accelerated rate. As a top priority, the company is seeking effective ways to improve employee retention and engagement.



Senior Machine Learning Engineer

ACTIONS ▾

● Ongoing

GENERAL INFORMATION

[CHANGE CAREER PATH](#)

Employee
 Sofia Manzano
Current Position
Senior Data Scientist

Progress
40%

Remaining Cost
\$500 CAD

SKILLS TRAINED

Artificial Intelligence Data Visualization

SKILLS LEFT TO TRAIN

Data Science SQL Python

TIMELINE

Career Path Started May 12, 2019 Senior Data Scientist
Current Position

Training Completed Dec 12, 2019 Introduction to TensorFlow for Artificial Intelligence, Machine Learning, and Deep Learning
Trained Skills: Artificial Intelligence Data Visualization

In Progress SQL for Data Science – Basics
Trained Skills: Python SQL

Mentorship with Barrett Moore
Trained Skills: Data Science SQL Artificial Intelligence

Senior Machine Learning Engineer
Projected Position

Use Case 3

CAREER PATHWAYS/ INTERNAL MOBILITY

Solution

SkyHive's Career Pathways tool allows employees to explore internal job openings, helps them identify hidden and adjacent skills, skill gaps to their desired roles, and targeted learning pathways to bridge those gaps. By helping employees understand how they can progress within the company, SkyHive effectively redeploys and retains valuable talent while supporting individual upskilling and career advancement.

Results

Successful identification, development, and retention of 'hidden talent'; saving an average of \$15,000 per employee retained.



Use Case 4

DATA & ANALYTICS

Pain Point

Companies today are required to move at a faster pace than ever. However, legacy HR systems are not providing best-in-class insights on the workforce, hindering sound strategic decision-making and planning.

Scenario

In banking, 70% of front-office jobs will be displaced by AI. As a large banking institution, ABC Inc. requires a deep understanding of the skillsets of its existing workforce, business areas that will be impacted by automation, and the future skills required. With inadequate data & analytics, the company's executives have little direction on how to adapt their workforce to the swiftly approaching changes.



Use Case 4

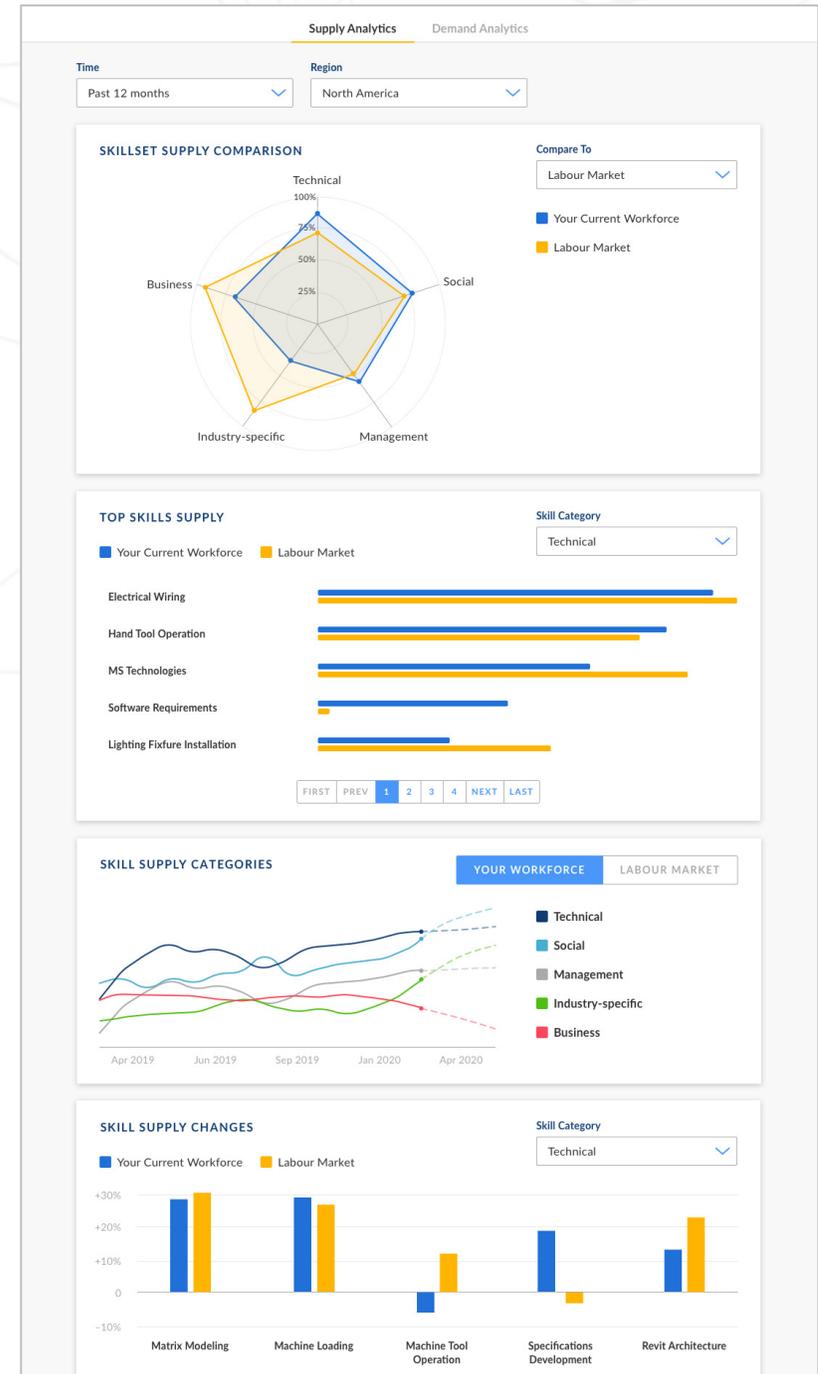
DATA & ANALYTICS

Solution

SkyHive provides in-depth workforce insights at a level of granularity never before available, including real-time analytics on organizational skill supply and demand, current skill gaps and future skills deficits, as well as skill adjacencies and internal mobility paths for occupational transitions. It also provides real-time labor market data for emerging and declining skills to help ABC Inc. understand how it benchmarks against the industry/competitors.

Results

Workforce insights that guide management's strategic planning and decision-making, supported by skill-level workforce and labor market intelligence, both predictive and real-time.





Use Case 5

TALENT ACQUISITION

(ACTIVE CANDIDATES)

Pain Point

Manual candidate screening is an inefficient and costly process that fails to quickly bring forward the most qualified applicants while representing a significant waste of HR manpower.

Scenario

A recruitment specialist on the HR team is tasked to spend hours reviewing applications for each job vacancy. A considerable amount of time is spent on this repetitive, low-value task, which takes focus away from higher-value activities in the hiring process.



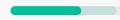
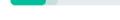
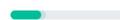
SkyHive  

Talent Acquisition > Business Systems Analyst

Business Systems Analyst

ACTIONS ▾

JOB DETAILS	CANDIDATES 11 (4 NEW)	MATCHES 23	HIRED 2/5	REJECTED 11
-------------	---------------------------------	---------------	--------------	----------------

Name	Total Match	Skills Match	Source	Status	Date Applied
 Quinten Lee quinten.lee@gmail.com (544) 185-2149	67%	94% 	Internal	Applied	Oct 10, 2020
Match Breakdown					
Skills Match	91%				
Relevant Experience	-9%				
Distance	-12%				
Total Match	67%				
COMMON SKILLS					
 Requirements Gathering	 Root Cause Analysis	 Teamwork	 SQL		
 Detail-oriented	 Guidewire Core (optional)				
PARTIAL SKILLS					
 Oracle Database	 Agile Management	 Needs Assessment	 Big Data		
MISSING SKILLS					
 Design Thinking					
 Kane Carroll	49%	67% 	SkyHive	Shortlisted	
 Chaim Labadie	45%	48% 	External	Applied	Oct 15, 2020
 Catharine Schinner	32%	39% 	External	Shortlisted	
 Deleted Account			External	Shortlisted	
 Bryce Howell	24%	26% 	External	Applied	Oct 11, 2020

Total: 6

Per page: ▾

Use Case 5 TALENT ACQUISITION (ACTIVE CANDIDATES)

Solution

SkyHive integrates with the company's applicant tracking system (ATS) and aggregates job applications from both the ATS and SkyHive's talent pool. It then matches each candidate's skill set to the skills required by the vacant role in real-time. This enables recruiters to reach applicants with the highest skills match instantly.

Results

Automated candidate sourcing reduces average time-to-hire by 30%; complementing and adding significant value to the existing ATS.



Use Case 6

TALENT ACQUISITION

(PASSIVE CANDIDATES)

Pain Point

For hard-to-fill positions, recruiters typically spend a significant amount of time looking for passive candidates on resume-listing websites – a process that’s costly and ineffective. Recruiters require a tool that enables them to source external candidates as well as re-engage previous candidates who may be a good fit.

Scenario

A recruitment specialist is seeking to fill a Retail Merchandising Director position, and is spending hours doing keyword searches on multiple job boards to produce a list of potential candidates to approach.



Use Case 6

TALENT ACQUISITION (PASSIVE CANDIDATES)

Solution

SkyHive scans across millions of potential candidates who have digital profiles publicly available, then processes the profiles into the skills-based format to match the skills required by the Retail Merchandising Director position. SkyHive can also import previous candidates from the organization's ATS to produce a shortlist of past 'silver medalists' who are high skill matches to the position.

Results

Significant increase in candidate pipeline and instant identification of qualified candidates; ability to modernize old data and nurture high-potential candidates.

Retail Merchandising Director ACTIONS ▾

● Published

JOB DETAILS	CANDIDATES 3 (2 NEW)	MATCHES 490	HIRED 0	REJECTED 0
-------------	-------------------------	----------------	------------	---------------

Matches are potential candidates with high skill correlation to this job. Shortlisted Matches become Candidates.

Name: Source: External (406) Months of Experience: Any to Any

Skills: Minimum Overall Match: 0% to 100%

By Relevant Experience Show Hidden

Number of Matches	Internal	External
406	0	406

LIST ANALYTICS

Name	Applications	Overall Match	Skill Match	Source
Mohamed Helmy	0	53%	66%	Indeed
Chris Foo	0	53%	66%	Indeed
Keri Leigh May	0	50%	63%	Indeed
VINCE SLAVOV	0	50%	63%	Indeed
Oi Yee Ivy LIU	0	44%	55%	Indeed
Kristy Lawrence	0	44%	55%	Indeed
Joseph Ennis	0	42%	53%	Indeed
Geoffrey LaPlante	0	22%	53%	Indeed

Match Breakdown

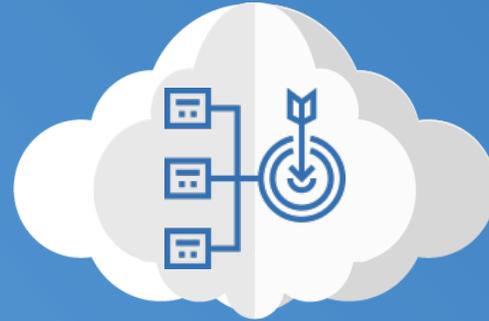
- Skills Relevance: 66%
- Not Relevant Experience: -13%
- Total Match: 53%

SHARED SKILLS

- Business Strategy, Management, Merchandising, Organization Skills, Product Marketing, Project Management, Project Team Management

SKILLS TO TRAIN

- Merchandise Planning, Promotional Strategy, Sales Strategy



Use Case 7

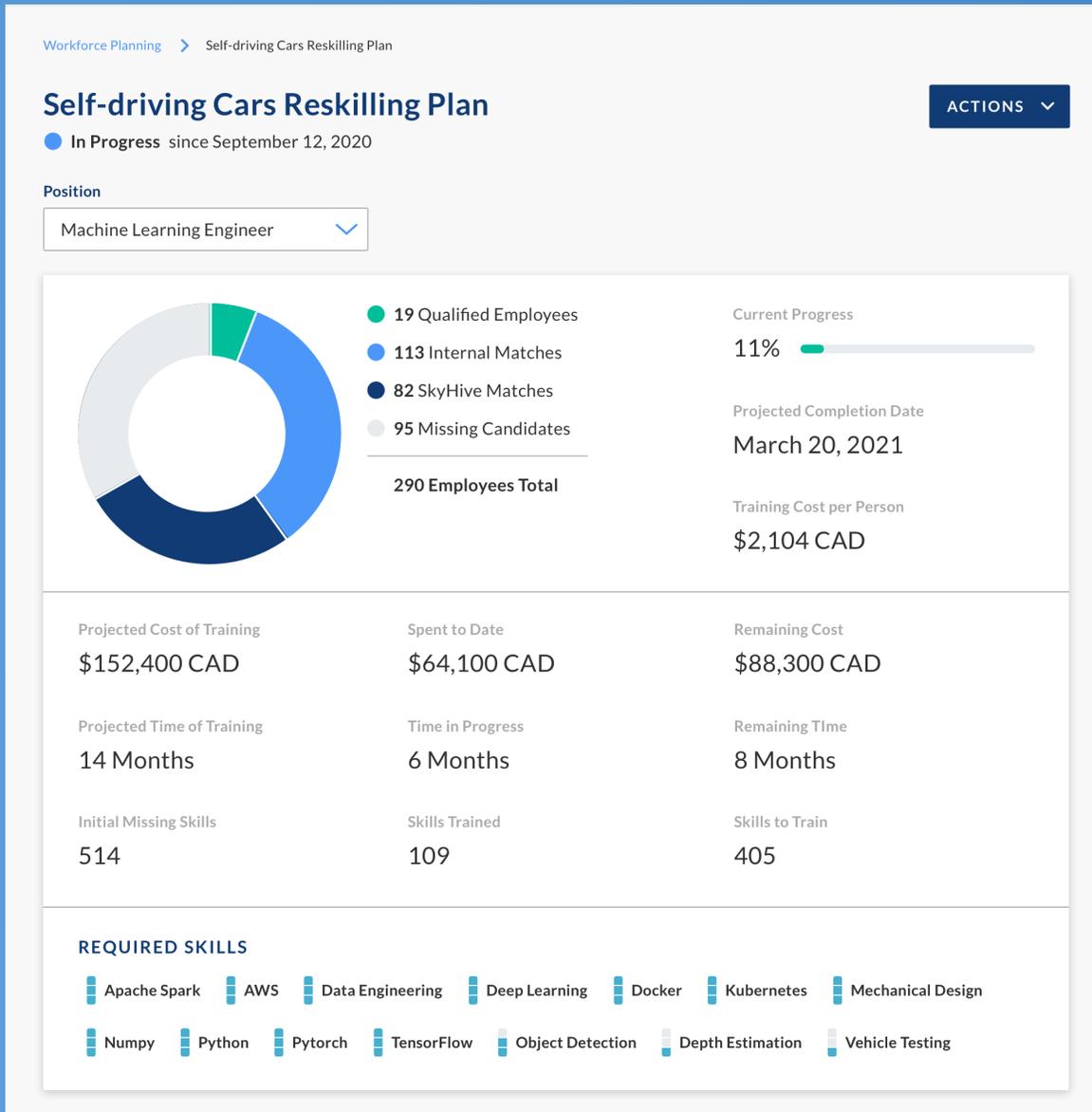
WORKFORCE PLANNING

Pain Point

C-suite executives across the globe identify urgent needs to forecast the changing requirements of the workforce and the changing labor market conditions in order to build workforce resilience. The lack of visibility on the skills of the future result in ineffective strategic planning and failure to meet business needs.

Scenario

ABC Inc. is one of the world's largest oil and gas companies. Faced with the massive global shift to clean energy, the company is required to transform its operating model, adopt new technologies, and bring in new skills. Despite the urgent need, the company's Head of Workforce Planning struggles to produce a clear roadmap for reskilling existing employees and bringing on new skilled workers, or create a budget plan for associated training and recruitment costs to meet the company's 1, 3, and 5-year strategic priorities.



Use Case 7 WORKFORCE PLANNING

Solution

Leveraging real-time labor market intelligence, SkyHive helps ABC Inc. understand the baseline skills and capabilities of its existing workforce, compare those against industry benchmarks, incorporate emerging and future skills, and address skill gaps with “build, borrow, buy or bot” strategies; ensuring an agile and future-proof workforce plan that adapts to the evolving world of work.

Results

Adaptive workforce plans that ensure talent competitiveness and that employees are equipped with the skills needed for the fast-changing business and technological landscape.



Use Case 8

GENDER EQUALITY, DIVERSITY, AND INCLUSION

Pain Point

Organizations across the globe are committing to diversity & inclusion initiatives at higher rates than ever. Despite this commitment, employees view diversity as a barrier to career progression at their organizations.

Scenario

ABC Inc. has adopted a Diversity and Inclusion policy to guide the future of the organization in its effort to promote greater diversity. All departments are expected to implement actions to deliver on this strategy and report on performance.



Use Case 8

GENDER EQUALITY, DIVERSITY, AND INCLUSION

Solution

By matching individuals with jobs and learning opportunities based on skills, SkyHive eliminates both systemic and unconscious bias that often occur in the traditional recruitment and resource allocation processes. SkyHive has also built a gender-biased language detection feature to help organizations reduce biased language in job descriptions. As a partner of the Department of National Defence (DND), SkyHive is successfully [helping the Canadian Military increase the acquisition and retention of women](#) into the Canadian Armed Forces.

Results

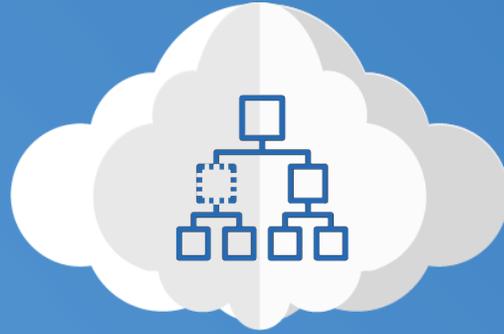
Increased ability to attract talent and stronger financial performance; 56% of the candidates shortlisted on SkyHive's consumer marketplace are women.

Business Systems Analyst

● Published

JOB DETAILS	CANDIDATES 10	MATCHES 23	HIRED 2	REJECTED 11
-------------	------------------	---------------	------------	----------------

Name	Match	Source	Status
Melinda Manzano	94%	SkyHive	Shortlisted
Guillermo Legros	92%	External	Applied
Sofia Barrows	91%	External	Shortlisted
Olivia Lynch	83%	External	Shortlisted
Bryce Howell	83%	External	Applied
Natalie Cormier	70%	SkyHive	Shortlisted
James Sipes	69%	External	Applied
Ava Gregoraci	64%	External	Shortlisted
Alan Buckridge	61%	External	Shortlisted
Melissa Wuckert	32%	External	Applied



Use Case 9

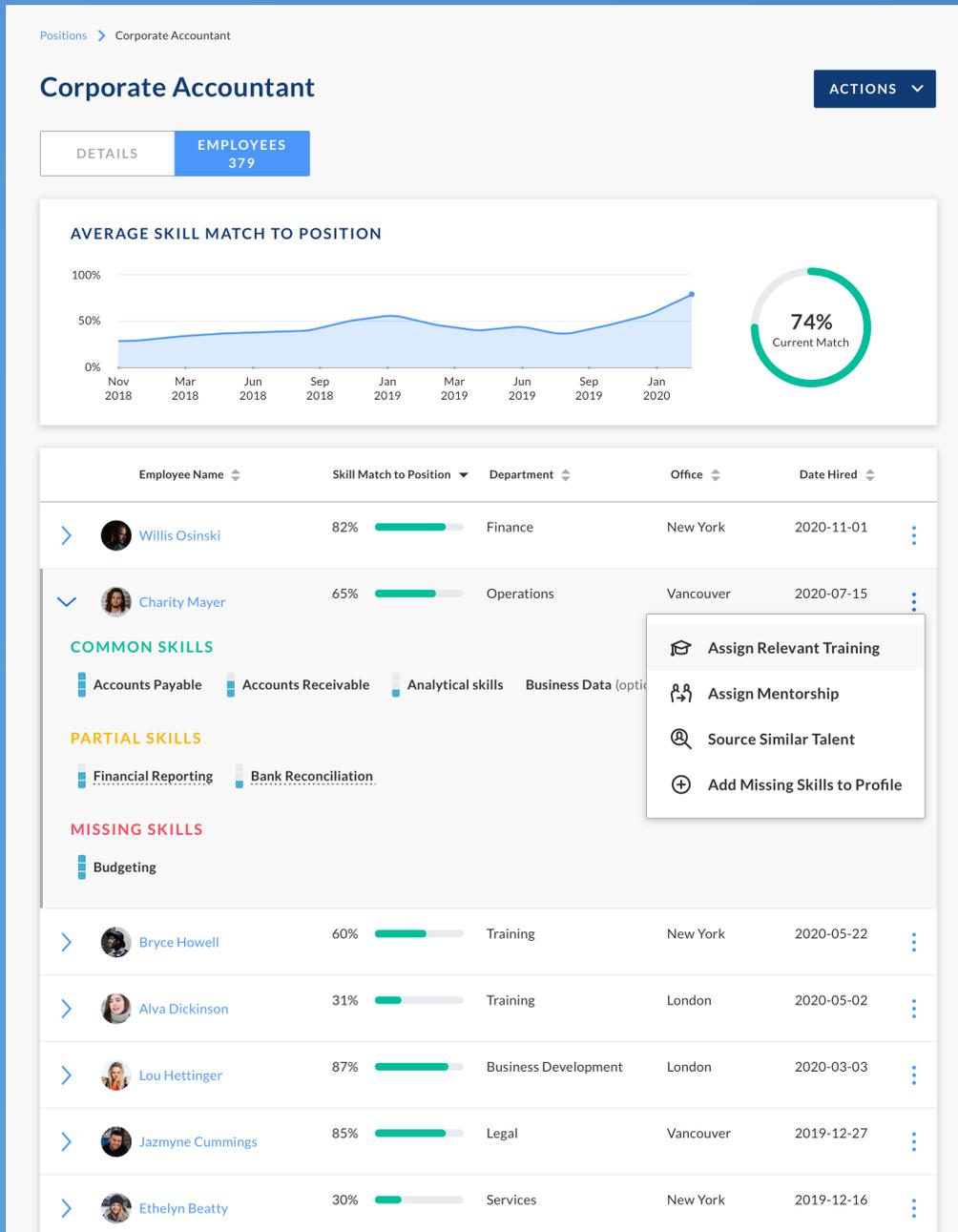
SUCCESSION READINESS

Pain Point

An alarming 70% of all employee turnover is voluntary. Unplanned departures can be costly to employers, as companies often are either forced to hire expensive contractors to quickly fill the gap, or leave the seats empty, which can incur more costs due to lost productivity.

Scenario

ABC Inc. is a fast-growing enterprise software company. To the company's surprise, its Senior VP of Solutions Engineering handed in his resignation. This presents a significant challenge to the company, as this highly-trained employee plays a critical role in ensuring customer integration success and delivering key strategic projects vital to the company's continued growth.



Use Case 9 SUCCESSION READINESS

Solution

SkyHive integrates with ABC Inc.'s HCM system and maintains a detailed skills inventory of each employee. By examining any existing role and its required skills, SkyHive can rank order internal employees with the highest skills match to the position in real-time, allowing ABC Inc. to identify the best individual for succession or alternative roles within the company instantly.

Results

Substantial savings by ensuring critical jobs are covered quickly; ability to rapidly repurpose/redeploy talent, enabling uninterrupted operation and revenue generation.



Use Case 10

JOB/ROLE DEFINITION

Pain Point

Lack of consistent job/role definition creates inefficiencies and mismatches in the talent acquisition and human capital management processes.

Scenario

A departmental manager is hiring a new role and is tasked with preparing a job description for the HR team to begin recruitment.



Positions > Corporate Accountant

Corporate Accountant

ACTIONS ▾

DETAILS EMPLOYEES 6

DESCRIPTION

Accountants and auditors prepare and examine financial records. They ensure that financial records are accurate and that taxes are paid properly and on time. Accountants and auditors assess financial operations and work to help ensure that organizations run efficiently. In addition to examining and preparing financial documentation, accountants and auditors must explain their findings. This includes preparing written reports and meeting face-to-face with organization managers and individual clients.

REQUIRED SKILLS

- Accounts Payable
- Accounts Receivable
- Budget Management
- Analytical skills
- QuickBooks
- Business Data Analytics
- Financial Reporting
- Bank Reconciliation
- Corporate Accounting

RELEVANCE TO LABOUR MARKET

Skill Match
80%

Shared Skills

- Accounts Payable
- Accounts Receivable
- Budget Management
- Analytical skills
- Financial Reporting
- Bank Reconciliation
- Corporate Accounting
- Account Reconciliation

Enterprise-specific Skills

- QuickBooks
- Business Data Analytics

Use Case 10 JOB/ROLE DEFINITION

Solution

SkyHive provides a framework for organizations to define the core skills required for each position based on existing job descriptions with the option of incorporating relevant skills observed in the labor market. With SkyHive, the departmental manager can determine the precise skills requirements for the position in minutes. This information can then be shared with the broader HR team to ensure consistency and alignment between role expectations and job requirements.

Results

Drastic efficiency improvements in recruitment and cross-departmental communication while ensuring talent competitiveness.



Use Case 11

PEER MENTORSHIP

Pain Point

New hires are seldom a 100% match for the roles they were hired for. Typically, there exist skill gaps that, if not addressed, will lead to prolonged time-to-productivity and significant lost productivity costs.

Scenario

ABC Inc. has just hired a Director of Marketing. The new employee brings a wealth of experience to the role and is a strong fit for the job requirements, but has not been trained on the company-wide lean methodology or its ERP system. It can take several months for the new employee to identify their skill gaps and catch up as they navigate through work.



Mentee – Devin Hemond



Inside Sales Consultant 📍 New York, NY

SKILLS TO TRAIN

- Salesforce
- Data Analysis
- Budget Management

Devin Hemond

Mentors for Devin Hemond



Sales Operations Coordinator 📍 100 Yonge Street, Toronto, ON M5C 2W1, Canada [Click card for more info](#)

Proficiency In:

- Budget Management
- Data Analysis
- Salesforce

90% Match

Shane Chung

👤 Current Mentorships: 0 [PAIR DEVIN WITH THIS MENTOR](#)



Director of Marketing 📍 333 Seymour Street, Vancouver, BC V6B 5A7, Canada [Click card for more info](#)

Proficiency In:

- Budget Management
- Data Analysis

68% Match

Allie Johnson

👤 Current Mentorships: 0 [PAIR DEVIN WITH THIS MENTOR](#)



Customer Operations Analyst 📍 London Street, Halifax, NS B3L, Canada [Click card for more info](#)

Proficiency In:

- Budget Management
- Data Analysis

60% Match

Anna Smithson

👤 Current Mentorships: 0 [PAIR DEVIN WITH THIS MENTOR](#)

Use Case 11 PEER MENTORSHIP

Solution

SkyHive's skills-based peer mentorship tool allows organizations or departments to identify key skills required by all members. Starting on day one of employment, the new employee's skills gap is identified, and SkyHive produces a rank order list of internal mentors to pair the new employee with based on the targeted skills, mentorship capabilities, and distance/availability.

Results

Minimized time-to-productivity, rapid upskilling to requirements, and increased employee engagement that results in up to 57% higher performance.



IMPACT AT A GLANCE

30%

Reduction in time-to-hire

50%

Higher efficiency in
onboarding

70%

Higher efficiency in
learning & development

10%

Increase in gender
diversity





INTEGRATION

SkyHive integrates with various HR systems, complementing existing technologies and capitalizing on IT investments by unlocking new value from existing data never before achievable.



and more...



Labor Market Intelligence

Labor Market Intelligence and Workforce Analytics Dashboard

Real-time, on-platform skills analysis of both internal workforce and external labor market

Labor Market Intelligence Report

Targeted skills analytics reports to deep dive future skills, industry benchmarks, and the competitive landscape

[Contact us](#) to learn more about SkyHive LMI

www.skyhive.io/data

MEDIA COVERAGE



Post-Pandemic Growth Needs New Skills for New Jobs that Are Open to All

Forbes

The New Normal: Supporting Internal Mobility Through Reskilling

accenture

CHRO Focus in COVID-19: Predict Shifts, Assess Skills



Reskilling and Solving For The Future Of Work

Deloitte.

SkyHive CEO: Harnessing the Power of AI to Create the Workforce of the Future



Behind-the-scenes Work on Skills Policy Detailed in Election-tinged Documents



SkyHive CEO: Governments Should Help Bridge Job Skills Gap



SkyHive Supporting the Canadian Armed Forces to Achieve Gender Diversity Goals