

SkyHive Platform-as-a-Service (PaaS) is the first-of-its-kind infrastructure that enables companies and communities to create bespoke skills-first experiences for users. Built using SkyHive's real-time Labor Market Intelligence (LMI), PaaS combines internal and external data and empowers organizations to normalize their skills architecture from end to end.



Transform your talent architecture.

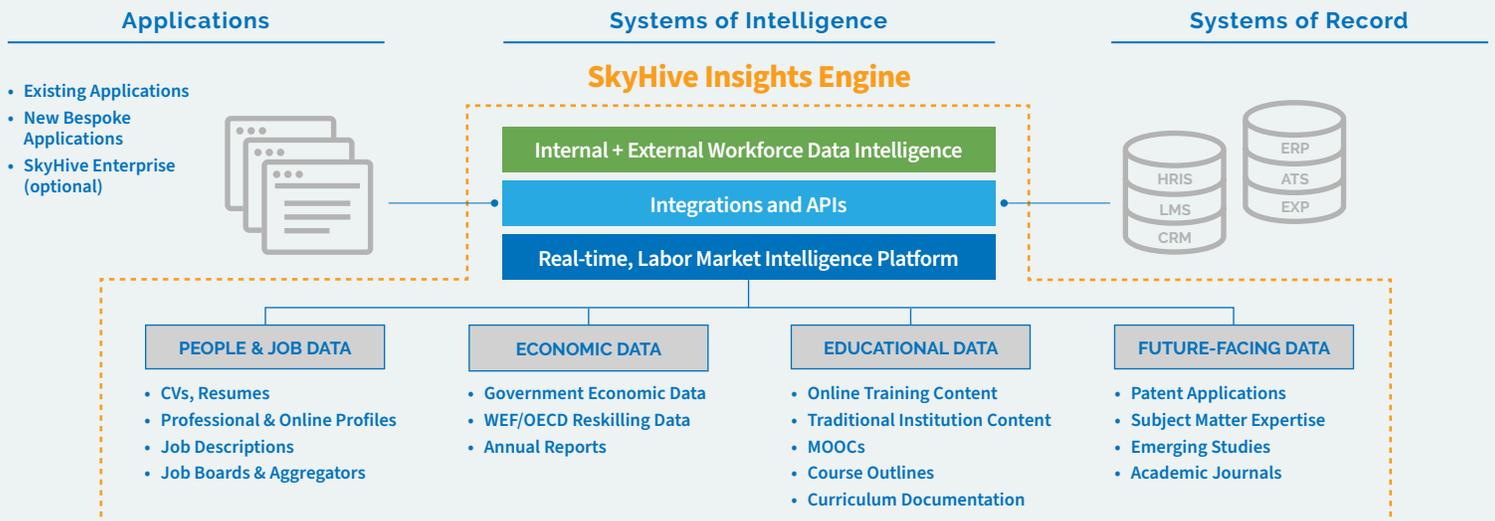
In the quickly-evolving world of work, progressive organizations are equipped with data on skills and workforce intelligence. SkyHive PaaS provides deep insight on skill proximity and evolution, trend and industry benchmarks, and the understanding the each workforce decision is—or soon will be—based on skills.

SkyHive PaaS enables data-driven talent decisions and power user experience. We utilize real-time, global labor market data and the application of artificial intelligence to analyze a workforce or labor market at its most granular level—skills. This allows you to focus on

envisioning, designing and developing skill-first experiences without the cost or maintenance of building a system of intelligence.

SkyHive PaaS offers secure, scalable APIs that seamlessly integrate with any system. This enables you to maintain existing systems of engagement while leveraging SkyHive as the system for skills intelligence and facilitate unified data-driven skill insights for:

- Internal mobility
- Workforce planning
- Hiring geographies and location optimization
- Training suggestions
- Competitive benchmarks
- DEI analysis
- Strategic recruiting



“Current talent analytics platforms lack the external market data necessary to provide benchmarks against internal findings. SkyHive automates skills detection, forecasts skills evolution and provides learning program recommendations that can reduce skills gaps or support career movement.”

—Gartner

Why SkyHive?



Fluid Skills Ontology

With the world’s most advanced fluid skills ontology, SkyHive’s PaaS solves challenges beyond the scope of humans using exponential computing power. SkyHive’s ontology is universal, normalized, correlated, contextual and unbiased.



Internal and External Data & Analytics

SkyHive provides in-depth workforce insights at an unprecedented level of granularity. This includes real-time analytics on the supply and demand of skills, current skill gaps, future skills deficits, skill adjacencies, real-time talent architecture reconciliation, and internal mobility paths for occupational transitions.



Labor Market Insights

SkyHive’s labor market intelligence is based on unique methodology called Quantum Labor Analysis®, which collects and analyzes the world’s most extensive real-time set of global labor market supply, demand, and training data points:

- 20 TB of raw data processed daily
- 1 billion anonymized worker profiles
- 1.6 billion job descriptions from 180 countries
- 3 trillion unique skill graph combinations
- 150 trillion computations every day



Ethical AI

SkyHive is a strong public proponent of the ethical use of Artificial Intelligence (AI). We apply a whitebox AI approach, ethics by design, non-predictive, out-of-the-box bias detection, no protected characteristics, and discrimination prevention practices.

WHO USES PaaS?

SkyHive PaaS is valuable with or without subscribing to SkyHive Enterprise. It serves as a standalone intelligence platform, an extension to SkyHive Enterprise, or both at the same time.

You’ll realize value from PaaS if you are:

- An organizational leader looking to drive a skills-first offering but lacking the skills or resources to develop your own system of intelligence.
- A developer seeking to create a consistent talent architecture for your organization.
- A user of SkyHive Enterprise, who wants to extend SkyHive intelligence to other workforce systems used by talent acquisition, learning development, people analytics and managers.

	FEATURES	BENEFITS
Infrastructure	Application Programming Interfaces (APIs)	Scalable APIs for labor market intelligence, parsing, matching, training, jobs, and more allow you to build or embed relevant, real-time labor market data into your applications. For example, you can leverage SkyHive's matching intelligence to embed job suggestions for employees; you can provide real-time labor market insights on specific hiring geographies directly within your applicant tracking system (ATS); and you can surface training suggestions to employees within your system of engagement.
	Compliance	SkyHive is committed to the highest standards of compliance by ensuring our systems are fully compliant with GDPR and other regional regulatory frameworks such as SOC2 Type II, ISO 27001, IOS 9001, FedRAMP and others.
	Robust Security	Data is fully encrypted and secure at rest and in transit using AES 256-bit and TSL 1.2.
	Scalability	SkyHive PaaS scales with your needs. There is no limit to scalability based on user numbers. SkyHive PaaS scales horizontally as more users access the technology. The infrastructure is designed to support millions of users.
Labor Market Data	Real-time Labor Market Data	Global labor market data is collected continuously so you can make critical business decisions with the assurance that you have real-time insights at your fingertips at all times.
	Fluid Skills Ontology	The SkyHive ontology is designed to be a fluid classification system, meaning that it can dynamically map to your existing taxonomies/frameworks and automate large portions of the manual mapping process by leveraging AI.
	Wide Global Reach	Unlike other providers, SkyHive collects data from over 150 countries, in multiple languages, to give you the most comprehensive, targeted, and regional labor market intelligence available.
	Privacy	SkyHive data is anonymized and does not include any personally identifiable information.
	Ethical Artificial Intelligence (AI)	The design of our products is guided the highest standards of ethical AI. This means that we deploy transparency, out-of-the-box bias detection, and discrimination prevention.
	Core Languages	SkyHive supports a number of languages, with remaining ones being pursued under an aggressive localization schedule. English, German, French, Spanish, Japanese and Chinese are some of the most requested among supported languages.
Packaged Connectors	HRIS, HCM, LMS, LXP Integrations	The PaaS infrastructure seamlessly integrates with your existing HR systems, such as Workday, Pluralsight, LinkedIn Learning, Dynamics365, Oracle, SuccessFactors, OrgVue, MyNav, SAP and others. Full frameworks for REST API and SOAP (XML-based) services are enabled and SDKs are available for customization and preparation.

We are recognized by leading organizations.



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.

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