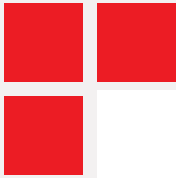




# Top 5 Providers In Skills Intelligence Software





The secret is in the recommendations

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A skills intelligence platform is a type of software that helps organisations identify, measure, and manage the skills and competencies of their employees.

Skills intelligence platforms use data-driven insights to comprehensively view an organisation's workforce and capabilities.

It differs from traditional talent management systems that rely on manual methods or self-reported data to capture skills information. Instead, skills intelligence platforms use artificial intelligence to infer skills from various sources where employees work, such as projects, systems, or learning platforms.

Skills intelligence platforms can also analyse the skills needed for specific roles within an organisation based on a global view of all talent in the market. They can thus provide a more accurate, granular, and dynamic picture of the skills landscape within and outside an organisation.

**Skills intelligence platforms offer various benefits for both the business and the employees, such as:**

## **FOR THE BUSINESS:**

- Align the workforce's skills with the organisation's goals and needs.
- Optimise talent management by finding, developing, and deploying skills-based talent.
- Achieve talent transformation by leveraging artificial intelligence to scale up HR functionalities, including recruitment, employee engagement, learning, and development.
- Attain strategic business growth by having a competitive edge in the market and avoiding skills obsolescence.
- Improve productivity, efficiency, and innovation by having a skilled and capable workforce.



## FOR THE EMPLOYEES:

- Create self-directed career trajectories with a clear roadmap of their skills and potential.
- Close skill gaps with learning by having personalised and relevant learning paths and recommendations.
- Increase job satisfaction, motivation, and retention through career growth opportunities and recognition.
- Expand their opportunities by having a more objective and inclusive view of their skills and readiness for different roles.
- Enhance their employability and marketability by having a verifiable and up-to-date skills profile.

Skills intelligence platforms are essential for organisations that want to optimise their workforce and achieve their goals more effectively and efficiently.

They enable organisations to become skills-based, meaning they can leverage their human capital to the fullest by understanding, developing, and deploying their skills in the best possible way.

## THE SECRET IS IN THE RECOMMENDATIONS.

Skills intelligence software can offer various recommendations to help users maximise their skills and achieve their career goals. Some examples of these recommendations are



### Job Recommendations:

These are suggestions for open jobs that match the user's skills and experience. They can help users find new opportunities within or outside the organisation.



### Training and Development Recommendations:

These are suggestions for training, courses or other development opportunities to help users improve their skills and close any skill gaps. They can help users enhance their performance and prepare for future roles.



### Career Path Recommendations:

These are suggestions for career paths that align with the user's skills and interests. They can help users plan their career progression and identify which roles within the organisation they can aspire to.



### Team Composition Recommendations:

These are suggestions for which team members are best suited for specific projects based on their skills and experience. They can help managers and leaders optimise their team's performance and collaboration.





### **Mentoring and Coaching Recommendations:**

These are suggestions for which mentors or coaches best match users based on their skills, experience and personality. They can help users receive guidance, feedback and support from more experienced or skilled professionals.



### **Success Stories Recommendations:**

These are stories of successful careers within the organisation that relate to the user's skills and experience. They can help users get inspired and motivated by seeing how others have used their skills to achieve their career goals.

## **HOW TO SELECT THE RIGHT SKILLS INTELLIGENCE SOFTWARE WITH RECOMMENDATION FEATURES**

**Before choosing skills intelligence software, an organisation should clarify its goals and needs. An organisation should ask itself why it wants to use skills intelligence software and what benefits it expects to gain from it. For example, an organisation may want to use skills intelligence software to:**

- Manage the skills and competencies of its current workforce more effectively and efficiently.
- Improve new hires' recruitment and selection process and reduce hiring costs and time.
- Enhance the career development and succession planning for its employees and increase retention and engagement.

**Depending on the answers to these questions, an organisation may have different preferences and requirements for the features and functionalities of the skills intelligence software. For instance, an organisation may look for skills intelligence software that offers:**

- job recommendations based on skills and experience.
- Career path recommendations based on skills and interests.
- Training and development recommendations based on skills gaps and learning needs.
- Team composition recommendations based on skills and project requirements.
- Mentoring and coaching recommendations based on skills, experience and personality.
- Success stories recommendations based on skills and career goals.
- After identifying its goals and needs, an organisation can compare different providers of skills intelligence software and select the one that best suits its expectations and budget.

# Recommended skills intelligence platforms for SAP SuccessFactors Users

## JobTech



- **Headquartered:** Singapore
- **Founded:** 2017
- **Company Size:** 33
- **Total Funding:** \$2.5 million from investors such as Temasek Holdings, Wavemaker Partners and SGInnovate.

Jobtech is a skills intelligence platform that helps job seekers and employers in Singapore find the best match for their skills and needs. Jobtech uses artificial intelligence to analyse millions of online job postings and resumes to provide insights into the skills demand and supply in the market.

### Unique feature:

The Skills Map shows the distribution of skills across sectors, occupations, and levels and the relationships between skills. Users can explore the Skills Map to discover new talents, career paths, and learning opportunities that suit their interests and aspirations. The Skills Map also helps users understand the skills requirements and expectations for different roles and industries and the skills gaps and surpluses in the market.

# JobKred

JobKred

Platform Use Cases Customers Resources Company

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Ready Talent. Ready Business.  
Make better decisions with Skills Intelligence

JobKred empowers businesses to make data-driven decisions about people and business with real-time skills intelligence, labour market insights and analytics through Lithium, an AI-powered skills intelligence platform.



AI-powered skills  
intelligence  
platform

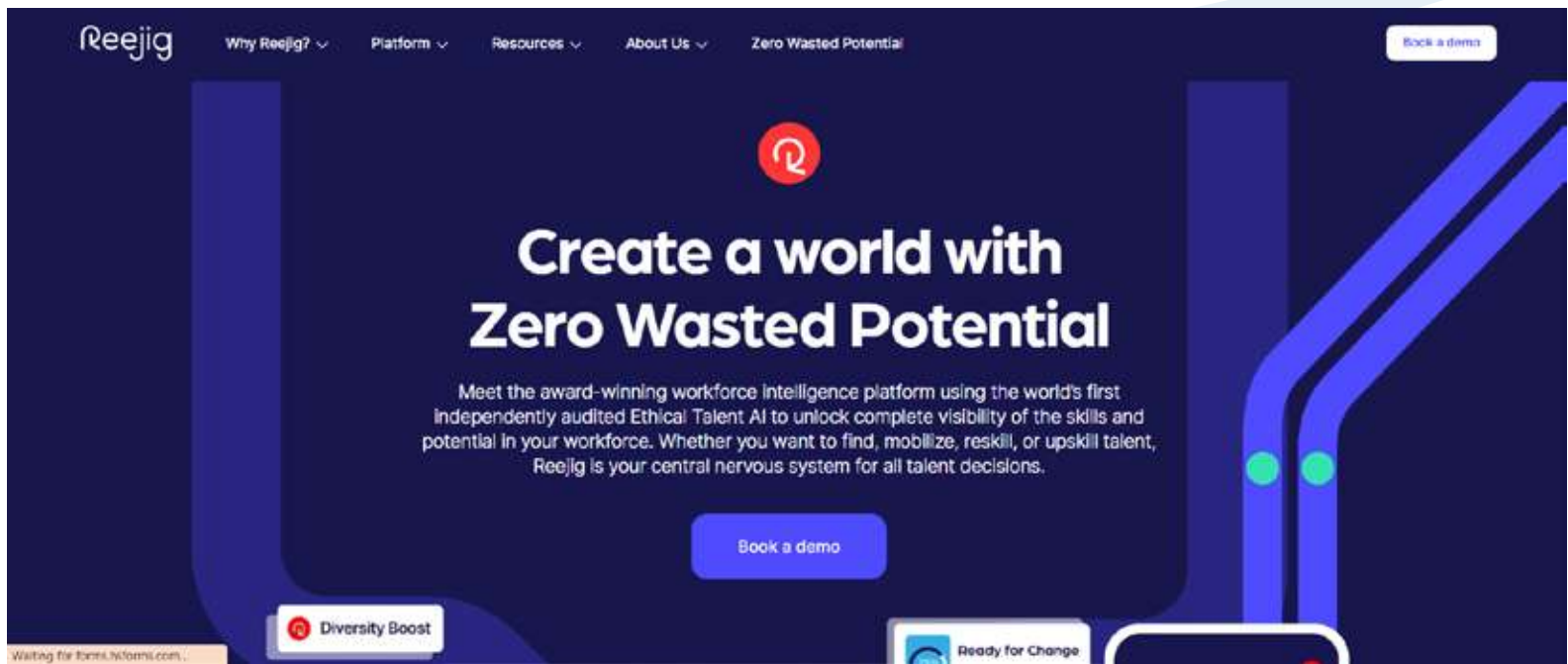
- **Headquartered:** Singapore
- **Founded:** 2014
- **Company Size:** 20
- **Total Funding:** \$1.5 million from investors such as SPRING Singapore, Wavemaker Partners and SGInnovate.

Jobkred.com is a skills intelligence platform that helps individuals and organisations thrive in the new digital economy. Jobkred.com uses big data and artificial intelligence to decode the interdependent relationships among industries, careers, jobs and skills and presents them in a digital self-help platform.

### Unique feature:

its Lithium platform, an AI-powered skills intelligence platform that empowers businesses to make data-driven decisions about people and business with real-time skills intelligence, labour market insights and analytics.

# Reejig



- **Headquartered:** San Francisco, California
- **Founded:** 2016
- **Company Size:** 65
- **Total Funding:** \$10.5M

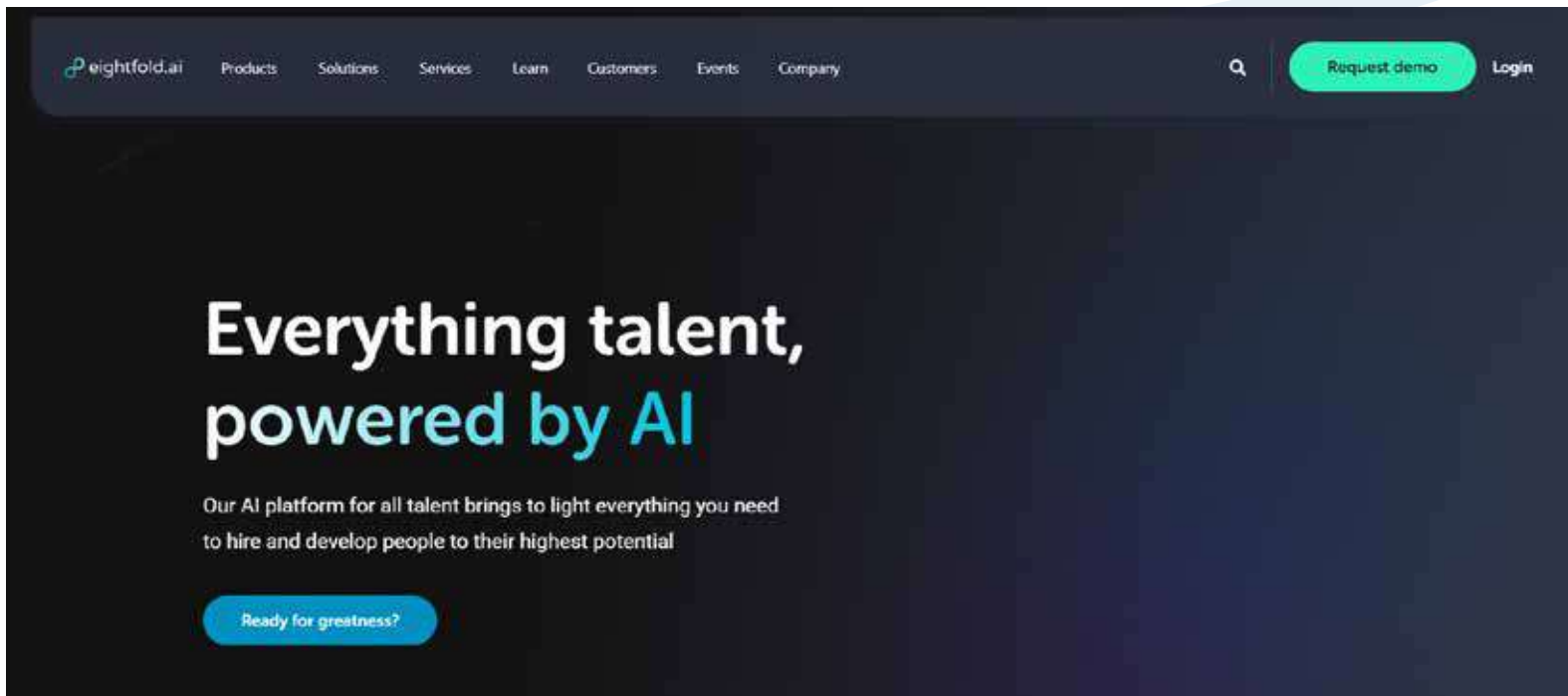
Reejig is a workforce intelligence platform that helps organisations find, mobilise, retain, and reskill talent using the world's first independently audited Ethical Talent AI. Reejig uses artificial intelligence to analyse data from various sources, such as job postings, resumes, learning platforms, and public profiles, to provide insights into the skills and potential of the workforce.

## Unique feature:

it uses the world's first independently audited Ethical Talent AI to unlock complete visibility of the skills and potential in your workforce. Reejig ensures that its AI is fair, transparent, accountable and respectful of data privacy and security. Reejig also claims to be the only platform to provide a 360-degree view of your talent ecosystem, including internal and external talent, contractors, alums and more.



# Eighfold.AI



- **Headquartered:** Santa Clara, California, United States
- **Founded:** 2016
- **Company Size:** 569
- **Total Funding:** \$396.7M

Eighfold.ai is a talent intelligence platform that helps organisations find, hire, and retain diverse talent with the right skills faster. Eighfold.ai uses artificial intelligence to analyse data from various sources, such as job postings, resumes, learning platforms, and public profiles, to provide insights into the skills and potential of the talent pool.

## Unique feature:

its explainable AI helps candidates and recruiters understand why they are matched with specific jobs or roles. Explainable AI shows skills and experiences that make candidates qualified for a job and areas where they can improve. Explainable AI also offers career paths that a candidate can pursue.

# Pluralsight Skills



- **Headquartered:** Draper, Utah, United States
- **Founded:** 2004
- **Company Size:** 2,481
- **Total Funding:** \$238.5M

Pluralsight is a technology skills platform that helps individuals and organisations develop critical skills and achieve their goals. Pluralsight offers thousands of courses authored by industry experts, covering software development, cloud computing, cybersecurity, data science, and more.

## Unique feature:

its Role IQ, which is a way to measure a user's proficiency in a specific role based on the skills required for that role. Role IQ helps users understand where they stand concerning their peers and industry standard and what they need to do to advance their careers. Role IQ also allows managers and leaders to identify the skill gaps in their teams and provide personalised learning paths to close them.

## CONCLUSION

Skills intelligence platforms are becoming increasingly popular among companies as they provide a range of benefits that can help optimise the workforce and achieve their goals more effectively and efficiently. The main benefits include identifying and measuring skills, finding and developing talent, making data-driven decisions, increasing employee engagement and continuous self-improvement.

When shopping for a skills intelligence platform, companies should consider factors such as functionality (with regards to the current advancement of AI technology, especially in the field of NLP that covers sound, voice, text and video), integration, customisation, data security, scalability, language support, machine learning and AI integration, customer support, cost, and user-friendliness.

Each of these recommended platforms has unique features and capabilities, and companies should carefully evaluate which would best meet their specific needs and requirements. With the help of a skills intelligence platform, companies can leverage their human capital to the fullest by understanding, developing and deploying their skills in the best possible way.

**Transform your organization with the right skills intelligence software**



**Get in Touch**



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