



Skills Intelligence Platforms – Provider Compendium 2024

September 2024: Complimentary Abstract / Table of Contents

Provider Compendium
Multiple Research Areas



Our research offerings

This report is included in the following research program(s):

Contingent Staffing, Contingent Workforce Management, Human Resources, IT Talent Excellence, Recruitment

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- ▶ Amazon Web Services (AWS)
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- ▶ Employee Experience Management (EXM) Platforms
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- ▶ Financial Services Technology (FinTech)
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- ▶ Insurance Information Technology
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- ▶ Intelligent Document Processing
- ▶ Interactive Experience (IX) Services
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- ▶ Life Sciences Business Process
- ▶ Life Sciences Commercial Technologies
- ▶ Life Sciences Information Technology
- ▶ Locations Insider™
- ▶ Marketing Services
- ▶ Market Vista™
- ▶ Microsoft Azure
- ▶ Microsoft Business Application Services
- ▶ Modern Application Development (MAD)
- ▶ Mortgage Operations
- ▶ Multi-country Payroll
- ▶ Network Services and 5G
- ▶ Oracle Services
- ▶ Outsourcing Excellence
- ▶ Payer and Provider Business Process
- ▶ Payer and Provider Information Technology
- ▶ Price Genius – AMS Solution and Pricing Tool
- ▶ Pricing Analytics as a Service
- ▶ Process Intelligence
- ▶ Process Orchestration
- ▶ Procurement and Supply Chain
- ▶ Recruitment
- ▶ Retail and CPG
- ▶ Retirement Technologies
- ▶ Revenue Cycle Management
- ▶ Rewards and Recognition
- ▶ SAP Services
- ▶ Service Optimization Technologies
- ▶ Software Product Engineering Services
- ▶ Supply Chain Management (SCM) Services
- ▶ Sustainability Technology and Services
- ▶ Talent Genius™
- ▶ Technology Skills and Talent
- ▶ Trust and Safety
- ▶ Value and Quality Assurance (VQA)

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Benchmarking

Contract assessment

Peer analysis

Market intelligence

Tracking: providers, locations, risk,
technologies

Locations: costs, skills, sustainability,
portfolios

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Introduction

The global talent landscape is transforming. Challenges such as a shortage of skilled talent, the rapid emergence and obsolescence of skills, increased automation, and augmentation through generative AI are reshaping the workforce. Employees and candidates now seek a more personalized approach to talent acquisition and management, which impacts organizations' abilities to acquire, develop, and retain talent effectively.

In this dynamic environment, traditional talent acquisition and management approaches are inadequate for addressing these emerging challenges. Traditional approaches are often reactive and lack the precision needed to navigate today's workforce complexities. Organizations that fail to adapt risk falling behind, and struggle to fill vital roles, face skill mismatches, and experience increased attrition as employees seek employers that prioritize their professional development.

To address these challenges, skills intelligence platforms have emerged as a vital solution. They enable organizations to understand their workforce, anticipate the skills needs, and unlock hidden talent potential within and beyond organizational boundaries. These platforms also foster a culture of continuous learning and help match employees with meaningful work.

This report includes the skills intelligence profiles of 22 platform providers, covering the following aspects of their skills intelligence offerings and capabilities:

- Company overview and key clients
- Product overview and partnerships
- Recent deals and announcements
- Product vision and planned enhancements
- Product capabilities and offerings

Scope of this report

Assessment: Assessing skills intelligence platform providers available in the market for independent licensing; operational and product information as of Q3 2024

Coverage: Covers all industries, geographies, and point-based and pure-play skills intelligence platform providers

Technology providers: Covers 22 skills intelligence platform providers including Avature, Beamery, Bryq, Cornerstone OnDemand, Eightfold AI, Fuel50, GoFIGR, iCIMS, iMocha, Lightcast, MapRecruit, Neobrain, Phenom, Prismforce, Profinda, Reejig, Seekout, Spotted Zebra, TalentGuard, TechWolf, Visier, Workhuman

Overview and abbreviated summary of key messages

This report examines the detailed profiles of Skills Intelligence Platform providers and provides comprehensive snapshots of the 22 major skills intelligence platform providers. Each profile highlights the provider's offerings and technology capabilities along with the company and product overview, key clients, partnerships, planned product enhancements, and recent deals and announcements.

Some of the findings in this report, among others, are:

Definition and scope

- This section outlines the criteria used to identify skills intelligence platform providers
- This assessment includes both pure-play skills intelligence platforms as well as technology providers with skills intelligence module

Skills intelligence platform provider profile

- Skills intelligence platforms overview – Includes company overview, product overview, key leaders, product vision and planned enhancements, recent deals and announcements, key clients, and other key partnerships.
- Skills intelligence platforms capabilities and offerings – Includes detailed capabilities and offerings of the skills intelligence platforms within the sub-dimensions of skills ontology, talent acquisition, talent management, and additional supporting functionalities

The study provides detailed view of providers’ skills intelligence offerings and capabilities | snapshots to illustrate the depth of report

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Provider 1 profile (page 1 of 3)

Overview

Company overview
 Provider 1 is a skills intelligence company headquartered in the XYZ, founded in 20XX. With its expertise in skills intelligence, it can enable organizations to make strategic business decisions regarding an organization's talent acquisition and talent management processes.

Headquarters: XYZ **Website:** www.xyz.com

Key leaders

- XYZ
- XYZ
- XYZ

Product overview
 XYZ is an AI-based skills intelligence platform offering talent acquisition and talent management capabilities. It focuses on improving end-to-end stakeholder experience and enabling organizations to attract, upskill, and engage their workforce

Product vision and planned enhancements

- 2025: XYZ
- 2024: XYZ

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[NOT EXHAUSTIVE]

Provider 1 profile (page 2 of 3)

Product capability and offerings

Recent deals and announcements

Skills ontology

Key areas	Capability	Proprietary/Partnership	Details
Skills taxonomy	Available	Both	Provider 1 leverages its proprietary skills ontology for terminologies in multiple languages
Skills adjacency and relationships	Available	Proprietary	Provider 1 identifies the similarity between skills and relationships
Skills data management	Not available	NA	NA

Talent acquisition

Key areas	Capability	Proprietary/Partnership	Details
Recruitment	Available	Proprietary	Provider 1 provides candidate recommendations to skills-based job descriptions and build talent pipeline
Candidate assessments	Not available	NA	NA
Peer insights and market intelligence	Available	Proprietary	It provides market intelligence in order to provide up peers to outgrow their competition

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Provider 1 profile (page 3 of 3)

Product capability and offerings

Talent management

Key areas	Capability	Proprietary/Partnership	Details
Internal mobility	Available	Partnership	Provider 1 matches employees with open vacancies available within the organization
Learning and development	Available	Partnership	Provider 1 provides learning recommendations to employees based on their aspirations, skills, and job requirements
Employee assessments	Available	Proprietary	Provider 1 offers skills assessments based on employees' skills to validate and track their strengths, development areas, and provide guidance based on the assessment results
Performance management	Not Available	NA	NA

Additional support/functionality

Key areas	Capability	Proprietary/Partnership	Details
Skills analytics and insights	Not Available	NA	NA
API-based integration support	Available	Proprietary	Provider 1 enables API integration with other solutions in the client's technology stack as well as third-party platforms such as ATS and LMS/LXP platforms
Workforce planning and forecasting	Available	Both	Provider 1 offers detailed insights into an organization's skills supply and demand, highlighting skills gaps, comparing them against market trends, and analyzing future skill requirements

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Research calendar

Contingent Staffing

	Published	Current release	Planned
Reports title	Release date		
Internal Talent Mobility			January 2024
Avionté Acquires SimpleVMS: Forging an End-to-End Integrated Platform for Contingent Talent Acquisition and Management			January 2024
Talent Demand Trends India IT Services – H2 2023			February 2024
Steering into the Wind: Future-proofing Your Talent Strategy for the BFSI Industry			March 2024
Technology Talent Playbook for IT Service Providers – Key Game Changers to Drive Next-generation IT Talent Readiness			March 2024
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
Staffing Software Spotlight: Exploring the Predominant Staffing Applicant Tracking Software (ATS) Providers			July 2024
US Contingent Talent and Strategic Solutions PEAK Matrix® Assessment 2024 – IT, Engineering, Business and Professionals			July 2024
US Contingent Talent and Strategic Solutions PEAK Matrix® Assessment 2024 – Industrial			September 2024
Skills Intelligence Platforms – Provider Compendium 2024			September 2024
UK Contingent Talent and Strategic Solutions PEAK Matrix® Assessment 2024			Q3 2024
Workforce as a Service: Emergence of Online Staffing Platforms			Q4 2024
Contingent Staffing State of the Market 2024			Q4 2024
Talent Providers to Strategic Partners: Redefining the Role of Contingent Staffing Providers			Q4 2024

Note: [Click](#) to see a list of all of our published Contingent Staffing reports

Research calendar

Contingent Workforce Management

	Published	Current release	Planned
Reports title	Release date		
Contingent Workforce Management (CWM) and Vendor Management System (VMS) State of the Market 2023 – Adapting to the Ever-evolving Economic and Business Environment			January 2024
Avionté Acquires SimpleVMS: Forging an End-to-end Integrated Platform for Contingent Talent Acquisition and Management			January 2024
Steering into the Wind: Future-proofing Your Talent Strategy for the BFSI Industry			March 2024
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
Vendor Management Systems (VMS) PEAK Matrix® Assessment 2024			May 2024
Steering into the Wind: Future-proofing Your Talent Strategy for the IT and Tech Industry			May 2024
Steering into the Wind: Future-proofing Your Talent Strategy for the Life Sciences Industry			July 2024
Vendor Management Systems (VMS) – Provider Compendium 2024			July 2024
Steering into the Wind: Future-proofing Your Talent Strategy for the Energy and Utility Industry			August 2024
Contingent Workforce Management (CWM) / Managed Service Provider (MSP) and Services Procurement / Statement of Work (SOW) PEAK Matrix® Assessments 2024			September 2024
Skills Intelligence Platforms – Provider Compendium 2024			September 2024
Contingent Workforce Management and Statement of Work Service Provider – Provider Compendium 2024			Q3 2024
Contingent Workforce Management (CWM) and Vendor Management System (VMS) State of the Market 2024			Q3 2024
Freelancer Management System (FMS) PEAK Matrix Report 2024			Q4 2024

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Research calendar

Human Resources

Published **Current release** Planned

Reports title	Release date
Nine Employee Experience Solutions Enterprises Need – Is Surviving the Recession Enough?	March 2023
Candidate Relationship Management (CRM) Platforms PEAK Matrix® Assessment 2023	May 2023
Internal Talent Mobility	January 2024
Digital Adoption Platforms (DAP) State of the Market 2023 – Update	December 2023
Evolving with AI - the Rise of Next-Generation Digital Adoption Platforms (DAPs)	March 2024
Reaping the Benefits of Unified Pay Solutions	April 2024
People Analytics Platforms PEAK Matrix® Assessment 2024	April 2024
Introduction to the Skills Intelligence Technology Landscape	April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management	May 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition	May 2024
People Analytics Platforms – Provider Compendium 2024	June 2024
Digital Adoption Platforms (DAP) PEAK Matrix® Assessment 2024	September 2024
Skills Intelligence Platforms – Provider Compendium 2024	September 2024
Employer of Record (EOR) Solutions PEAK Matrix® Assessment 2024	Q3 2024
Multi-country Payroll (MCP) Solutions PEAK Matrix® Assessment 2024	Q3 2024
Multi-Process Human Resources Outsourcing (MPHRO) Services PEAK Matrix® Assessment 2024	Q3 2024

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IT Talent Excellence

	Published	Current release	Planned
Reports title	Release date		
Webinar Deck: The 2023 Top Employers for Tech Talent: Insights to Create a Powerful Employer Value Proposition			July 2023
Top Employers for Tech Talent™ in India, the US, and the UK – 2023			July 2023
How GBS Organizations Build Differentiated Employer Brand Perception			August 2023
Talent Demand Trends India IT Services – H2 2023			February 2024
GBS Executive Insights: Key Issues for 2024			February 2024
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
Top GBS Employers™ in India, the Philippines, and Poland – 2024			July 2024
Top Employers for Tech Talent™ in India, the US, and the UK – 2024			July 2024
Skills Intelligence Platforms – Provider Compendium 2024			September 2024
Webinar Deck: Evaluating Brand Perception Data to Improve EVP and Talent Attraction			Q3 2024
How Organizations Build Differentiated Employer Brand Perception			Q3 2024
Improving the Robustness of the Talent Acquisition Supply Chain			Q3 2024
Generative AI in GBS Talent Management			Q4 2024

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Research calendar

Recruitment

	Published	Current release	Planned
Reports title	Release date		
Candidate Relationship Management (CRM) Platforms PEAK Matrix® Assessment 2023			May 2023
Recruitment Process Outsourcing (RPO) Services PEAK Matrix® Assessment 2023			May 2023
Maneuvering through Talent Challenges in Manufacturing			June 2023
Maneuvering through Talent Challenges in Healthcare			June 2023
Maneuvering through Talent Challenges in Consumer Brands and Retail			June 2023
Maneuvering through Talent Challenges in Life Sciences			June 2023
Recruitment Process Outsourcing (RPO) Services – Provider Compendium 2023			August 2023
Smart Trends Moving Talent and Business Forward			November 2023
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			May 2024
Recruitment Process Outsourcing (RPO) PEAK Matrix® Assessment 2024 – Global			May 2024
Recruitment Process Outsourcing (RPO) Services PEAK Matrix® Assessment 2024 – North America, EMEA, and Asia Pacific			August 2024
Skills Intelligence Platforms – Provider Compendium 2024			September 2024
Recruitment State of the Market 2024			Q3 2024
Candidate Engagement and Experience Platforms (CEEP) PEAK Matrix® Assessment 2024			Q3 2024

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