

Skills Intelligence

Why 'do' Skills?

Everyone is talking about skills, but not everyone is able to implement on the ground in practice. Beamery's mission is to help leaders drive **better and faster talent decisions** – equipped with high quality data and a unique, comprehensive understanding of the skills available within the organization, what gaps they may have, and how these trends evolve in real-time.

Winners in a rapidly changing economy will solve their toughest business challenges with **skills intelligence**.

Strategic Workforce Planning

Skills-based Hiring and Planning,
Pipeline Diversity, Forecasting.

Upskilling & Reskilling Initiatives

AI Disruption, Emerging Skills,
Redeployment of Talent.

Workforce Optimization

M&A Strategy, Performance, Mobility.

Succession Planning

Leadership Transitions, Predictive
Scoring.

New Markets Strategy

Product Innovation, Geographical
Expansion.



"Organizations that integrate both AI and skills- based approaches stand to gain even more. They'll be able to predict talent gaps, match candidates more effectively, and uncover new opportunities in the talent market."

Deloitte, 2024.

Organizations that are skills-led can see

5x

higher job performance

Source: [BCG](#)

+57%

ability to respond to change

Source: [Deloitte](#)

98%

retention of top performers

Source: [Deloitte](#)

How Does It Work?

With Beamery, you don't have to start from scratch. We take the client's existing sources, reconciling them to our proprietary taxonomy, Beamery Knowledge Graph (over 32,000 clearly defined skills, updated each week to stay in line with the market)). **In weeks**, Beamery clients gain their own bespoke ontology, and gets to map it instantly to their HR and business applications to power even more precise talent decision-making, at scale.

[Read more here.](#)

Old

Data provided via **interviews** or a **consulting engagement**

Huge resource requirement
(time, resources & cost)

Manual entry within HR systems driving **inconsistencies**

Instantly stale - no method of proactive maintenance



With Beamery

Use **existing data sources** as foundational inputs

Structure into core framework characteristics

Extract and infer skills using Artificial Intelligence

Visualize and utilize your job family data

Connect Job Architecture to decisions inside the business

Creation in **weeks rather than months or years**

Instantly utilize your Job Architecture across talent ecosystem workflows

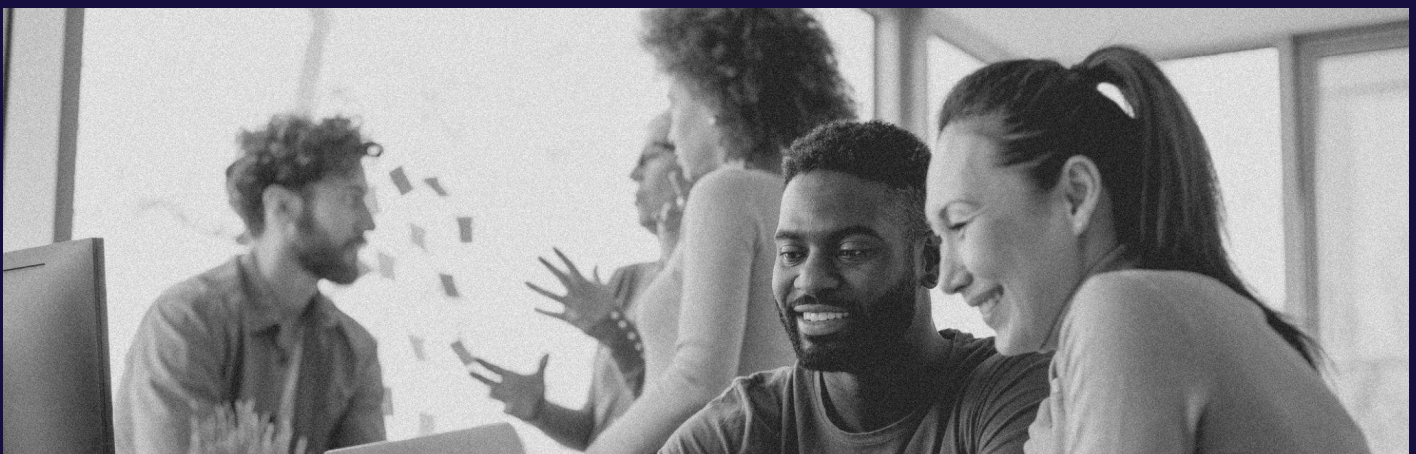
One common language of roles & skills

Proactive maintenance and evolution, driven by internal and external signals



Reduced cost, resources, complexity and time-to-value

[ESTIMATE ROI ↗](#)



What Else Can I Achieve

Use Cases with Skills Intelligence

[ESTIMATE ROI ↗](#)

Where skills can take you is limitless. Depending on what challenges you're looking to solve, Beamery and our internal team of experts can assist to share what good looks like, to maximize ROI across your skills data. Decision-making and workforce planning in the dark is a thing of the past.

Strategic Workforce Planning

E.g. Skills Gaps, DE&I

From	New way	With Beamery	Our ROI
Static processes based on point-in-time data from ERP. Doesn't reflect current state of business and labor market.	Agile, dynamic workforce planning focused on filling gaps as they emerge in real-time to meet changing business objectives.	Native, connected CRM that provides real-time, AI recommendations using dynamically evolving supply and demand data.	Improve quality of hires and reduce risks associated with having poor quality talent data.

Upskilling & Reskilling

E.g. AI Disruption, Emerging Skills

Use of disconnected LMS platforms for learning. Data doesn't get tracked in a single source of truth.	Open and connected ecosystem of skills data that gets maintained and updated across all platforms.	Only certified Workday Skills Cloud <i>and</i> CRM vendor. Get higher adoption of skills data immediately.	Avoid regrettable attrition and voluntary turnover due to low engagement.
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Workforce Optimization

E.g. M&A Strategy, Performance

Reactive decision-making. No way for business teams to assess talent risk before it occurs.	Skills as common language. Dynamically shift workforce plans, based on the changing talent landscape.	Better scenario planning. Skills Intelligence reveals where business strategy may be at risk, offers solutions.	Optimize talent decision-making, make cost-effective decisions based on business goals.
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New Markets Strategy

E.g. Product Innovation

Access to insights about external market threats is guarded by teams, and stale the minute they get shared.	Embedded, real-time labor market intelligence in the place teams work.	Contextualized to clients' data via API. Using Talent GPT (first genAI solution for HR), surface only what's relevant to you.	Reduce third party spend. Bring market intelligence to where teams work, and elevate strategic thinking.
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Some of our customers



Johnson & Johnson

[READ MORE ↗](#)

Why Beamery

Better People + Skills Interoperability

[READ MORE](#) ↗

The journey to becoming a skills-based organization can be made, or broken, by the level of skills interoperability between providers you're investing in. This is why Beamery and our partners collaborate extremely closely to define a common skills strategy for each and every joint customer.

How Beamery is different from other skills platforms:



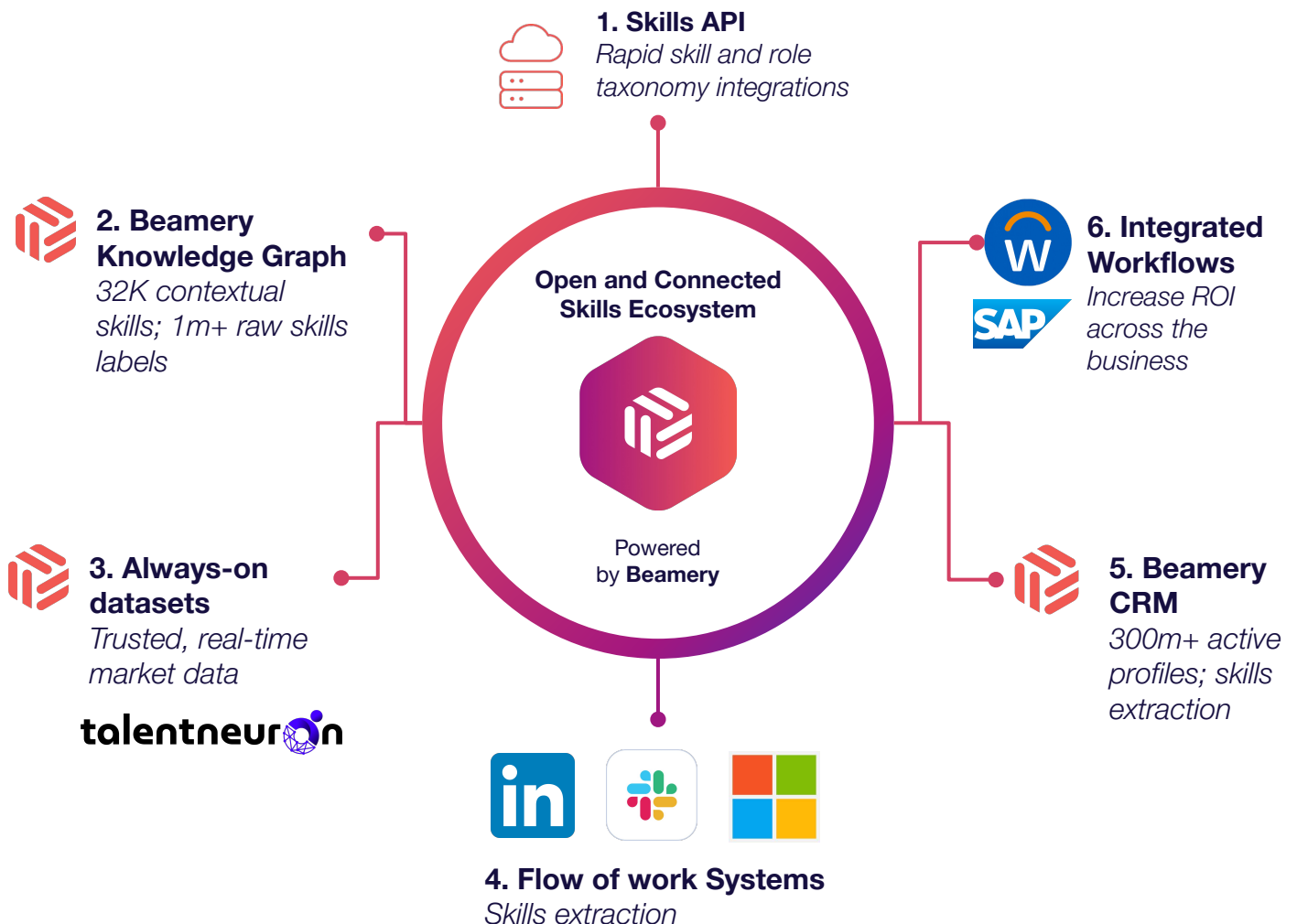
We consult with partners to align on a common skills roadmap for the client, from pre-sales and implementation, all the way to getting new users and use cases live on your Beamery instance.



We reduce manual error, costs, and effort incurred with custom integrations thanks to our certified integrations with Workday and SAP endorsed status.



We won't rip and replace your existing systems and HR tech stack. We believe in making the most of what you already have, rather than making you start again from scratch.





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