Data Enrichment

Untangle the skills knot with skills intelligence

Do your customers struggle to understand the skills gap in their workforce?

Skills intelligence helps your customers plan for the future by understanding what skills are present and what skills are lacking in current title-defined job roles. Titles aside, many of the people they need may already be in their organization, hiding in plain sight. Some people have the skills they need now, ready to step into their next role, and others have the potential to develop them over time. The challenge many companies face in understanding their current position is standardizing employee roles and skills data—a difficult and laborious task that often ends up deprioritized or abandoned before organizations see results.

How do Visier's Skills Intelligence APIs add a must-have dimension to your product?

Data is abundant, but it isn't always reliable. In a fast-paced, heterogeneous technology environment, data around skills and job titles is often fragmented, incomplete, inaccurate, and outdated.

Visier's API unlocks an extensive job and skills ontology curated from over 15 million unique job titles, 3,300 standardized occupations, and more than 14,000 standardized skills, across 27 industries, updated regularly. Leverage our APIs and get the shortcut you need to help your customers harmonize this data so they can make sense of their talent and skills pool and drive decisions that positively impact talent acquisition, development, and management.

What solutions does Visier offer?

Our suite of Skills Intelligence APIs supercharges HR tech solutions to unlock the potential of employees and candidates:

- Jobs and Skills Ontology API
- Job Standardization API
- Skills Extraction API
- Jobs and Skills Matching API

Visier's Skills Intelligence APIs eliminate the manual workload that too often results in obsolete, redundant, and inaccurate data. Powered by a robust, regularly updated ontology of standardized jobs and skills, they also offer powerful mapping and matching algorithms. When added to your product capabilities, this means your customers can converge a sea of job titles alongside their skills in a snap and assess the skills landscape of their organization to determine areas of relative strength and weakness.

Building a similar solution from scratch could take up to two years between ontology setup and automation, then building, training, and testing algorithms. Why not fast track your product development with our extensive API so you can harmonize job titles and map and match skills within your platform faster?

Job and skills ontology available via API with Visier

Talent Acquisition

Your customers want to help streamline recruitment processes, improve efficiency, and make better hiring decisions.

WITH SKILLS INTELLIGENCE

Streamline hiring process by creating candidate shortlists for every requisition

Talent Management

Your customers want to manage their workforce better, improve engagement and retention, and ensure the organization has the required skills to succeed.

WITH SKILLS INTELLIGENCE

Foster internal mobility by creating career paths for each employee

Learning and Development

Your customers want to better manage employee training, personalize learning, increase efficiency, monitor progress, and ensure compliance.

WITH SKILLS INTELLIGENCE

Future-proof workforce by creating learning paths for all employees

Jobs and Skills Ontology API

At the heart of our Skills Intelligence APIs is a comprehensive jobs and skills ontology.

This powerful ontology is a relational database that includes an exhaustive taxonomy of jobs, skills, and related concepts, designed to provide a clear and accurate understanding of the skills required for thousands of different roles.

Job Standardization API

Our Job Standardization API provides a job (occupation) ontology and the ability to match any job title to a standard occupation.

In a market of increasingly unique and nuanced job titles, our algorithm helps to quiet the noise. We harmonize the data and bring order to the chaos by consolidating the variances in job titles into meaningful occupations that can be compared and contrasted.

Skills Extraction API

Our Skills Extraction API uses mapping algorithms that extract skills from any document (e.g., Job Requisitions, Course Descriptions, Job Descriptions, Project Briefings).

This capability eliminates hundreds of hours traditionally spent manually reviewing documents by automating this step using natural language processing (NLP) and then mapping relevant skills to any job or course description.
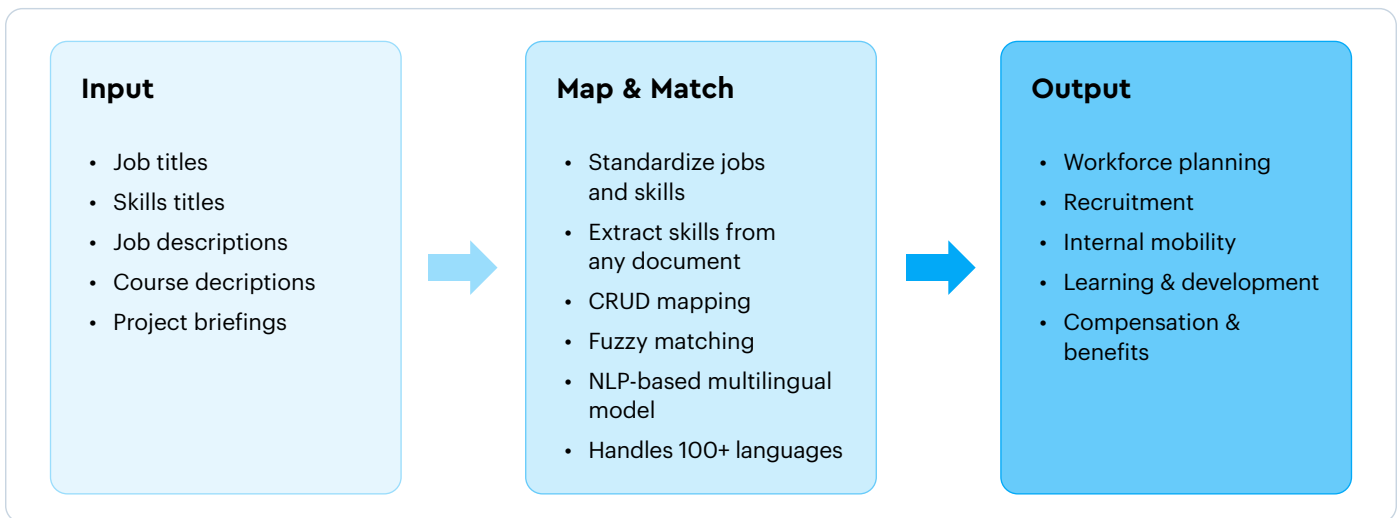
Jobs and Skills Matching API

Our Jobs and Skills Matching API employs algorithms that are purpose-built for crucial HR tech needs, such as skills-based recruiting, career and learning paths, and strategic workforce planning.

Even with job titles and skills data in hand, the sheer abundance of data makes for a daunting and time-consuming undertaking to match job applicant profiles to skills required in a job requisition or match employees across different functions to a pool of learning content for skills development.

Our matching API uses neural network artificial intelligence to analyze the data then create connections and insights that would otherwise take considerable time or be entirely overlooked by the naked eye.

Untangle the skills knot with skills intelligence

Input

- Job titles
- Skills titles
- Job descriptions
- Course decriptions
- Project briefings

Map & Match

- Standardize jobs and skills
- Extract skills from any document
- CRUD mapping
- Fuzzy matching
- NLP-based multilingual model
- Handles 100+ languages

Output

- Workforce planning
- Recruitment
- Internal mobility
- Learning & development
- Compensation & benefits

You can skip the laborious path of building your own job and skills ontology. Instead, focus your time and effort on augmenting what your customers know about their employees with insights about their skills and capabilities to understand and solve critical business questions, such as where skills gaps exist or whether people with essential skills are leaving your workforce. From there, help your customers level up with greater benchmarking and comparisons and gain better visibility into trends and patterns.

Ready to leverage Visier's Skills Intelligence APIs? Reach out to our sales team or your partner success manager to learn how your customers can standardize their job titles and map skills in a snap.

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About Visier

Visier's purpose is to reveal the human truth about your workforce and contribute to a better future. Visier was founded to focus on what matters to business people: answering the right questions, even the ones a person might not know to ask. These questions shape business strategy, provide the impetus for taking action, and drive better business results. Visier delivers fast, clear people insight by using all the available people data, from all available sources. With best-practice expertise built in, decision-makers can confidently take action.

Thanks to our amazing customers, Visier is the market leader in Workforce Analytics, with more than 25,000 customers in 75 countries around the world. Our award-winning people analytics continue to be recognized for innovation, user experience, and vendor and customer satisfaction by trusted sources like Gartner, G2, TrustRadius, RedThread Research, and Sapient Insights Group.

For more information, visit **viser.com/embedded**

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