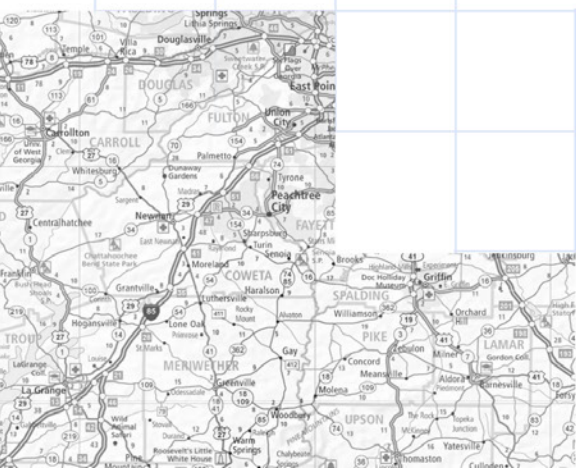




Work Intelligence You Can Trust

Using Jobs, Skills, and Tasks
to Navigate **the Future of Work**

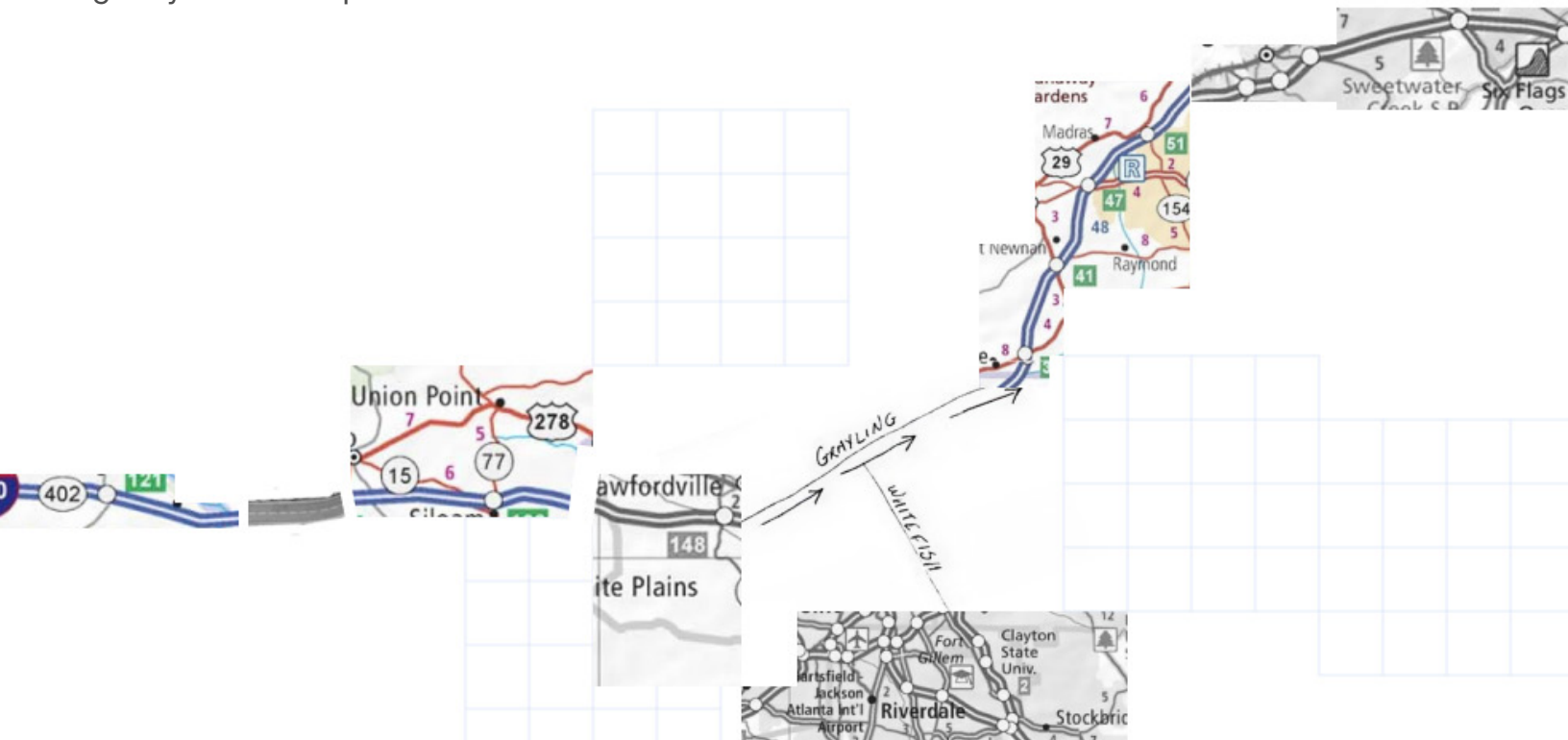


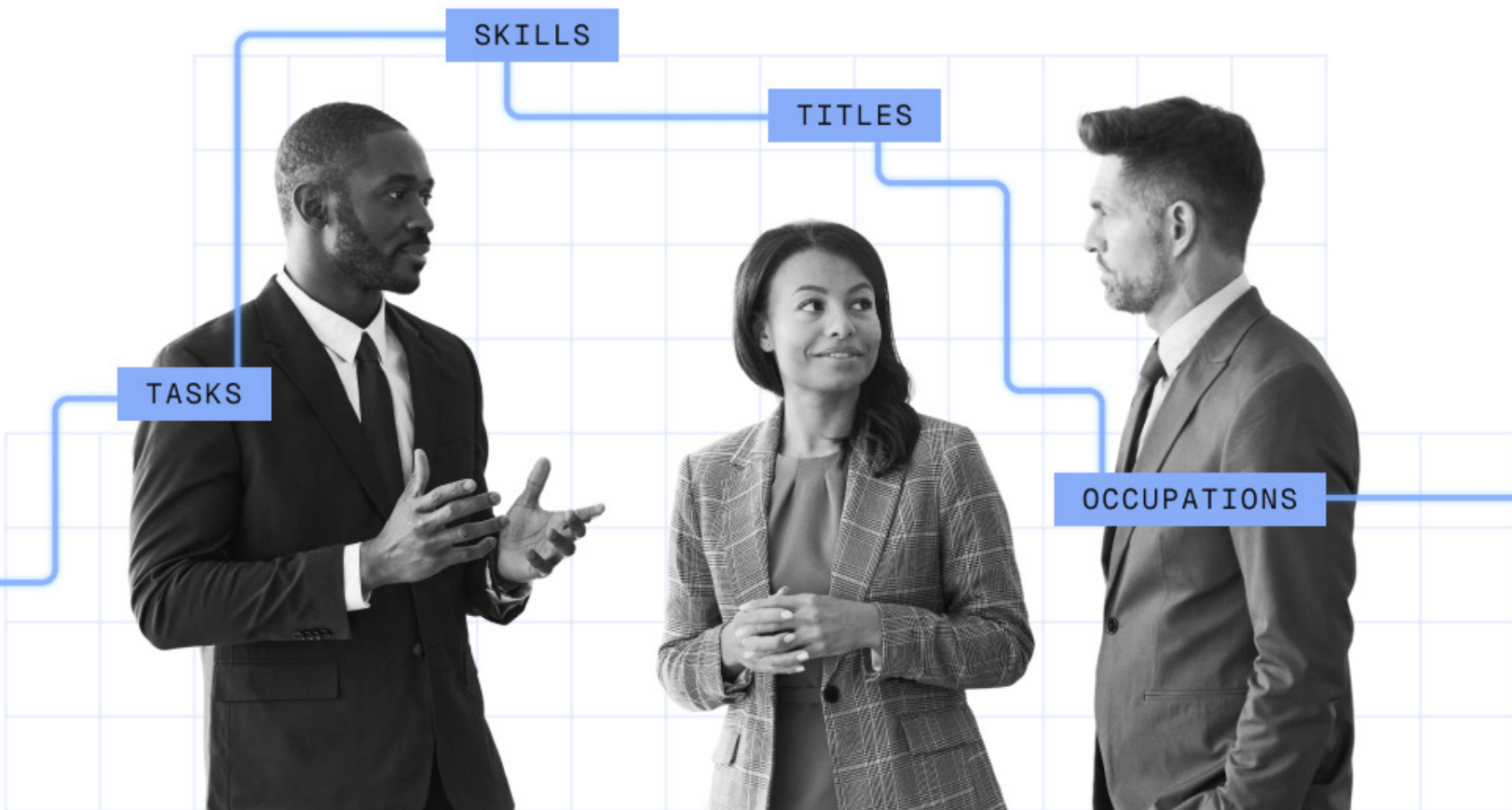
Executive Summary

Work intelligence defines how work gets done. It brings clarity and reliability to a fast-changing world of work because it provides a shared, standardized, trustworthy understanding of jobs, tasks, and skills, so that you can make workforce decisions you feel confident to stand behind.

As the pace of change accelerates, jobs require new and different skills to accomplish new and different tasks, and the pressure on every organization to optimize their workforce is unrelenting. Which skills have become obsolete? How should I retrain my existing employees to accomplish future business goals? If AI can automate some tasks but not replace entire jobs, how do I know which tasks those are? Work intelligence is how you find the answers.

Often, organizations have an abundance of messy work data—people have written down the jobs, skills, and tasks their workforce performs and possesses. But the challenge is gathering all that information into a central place, and also making sense of it. External labor market context solves that problem, because it provides an objective, reliable standard that also helps your organization benchmark your existing workforce to the broader labor market. It's like using GPS to navigate instead of cobbling together an atlas, a folding paper map, and directions someone gave you over the phone.





For over 20 years, Lightcast has set the global standard for understanding work intelligence, with our proprietary taxonomies of skills, tasks, titles, and occupations. By using these pre-built systems, your organization doesn't have to reinvent the wheel when starting a new workforce initiative. Instead of forcing your organization's data into artificial boxes, these taxonomies reveal connections and context that were always there, even if you couldn't see them.

You can't achieve your business goals without understanding how jobs, skills, and tasks connect—or when your internal workforce data is disconnected from the external labor market. Work intelligence provides the flexibility and agility to respond quickly to a fast-changing world of work.

Introduction: Something Has To Change

Work is changing faster than the systems that businesses built to understand it. Jobs require new and different skills, and the pace of change is accelerating: over three years, the average job's skills change by 33%.

AI is a major factor; automation is forcing employers to understand work at a much more granular level than they previously had, forcing them to ask new questions, like: which tasks can a human hand over to an agent? What share of their day is taken up with those tasks? Which skills have become obsolete and should be removed from active job postings? Looking ahead to future business goals, which individuals will need new training?

These are the questions that work intelligence answers.

Work intelligence provides external context so that you can be confident that your decisions are made with information that is current, competitive, and forward-looking. It helps you adapt to the market realities that will determine if projects fail or succeed.

This paper explains how Lightcast combines insights on skills, tasks, and jobs to show a complete picture of work, grounded in reliable data and relevant to the business problem you're trying to solve.

Workforce strategy can change the fate of thousands of individuals, not to mention its impact on one of your organization's biggest expenses. These decisions are too important to risk on incomplete information. You need data that works.

What Is Work Intelligence?

Work intelligence uses skills, tasks, and jobs to help you understand how work gets done—so you can connect the right people with the right jobs, optimize your workforce strategy, and be ready for an evolving future.

Large workforces are complex and require consistency to be managed well. Imagine two different teams are bringing in cybersecurity talent, and one manager puts in a request for a “Cybersecurity Associate” and another wants a “Cybersecurity Specialist.” HR needs to know the tasks that both of these people will do, and the skills required to do them, in order to determine whether or not the company is hiring two people for effectively the same job, or if they are entirely separate.

That clarity isn't always easy to find. Your HRIS, ATS, learning platform, and talent pool might use different definitions for every job and every skill. Now imagine you're hiring for that same role across five countries. Without a common understanding of work, you're no longer comparing like with like, and confusion and inefficiency follow.

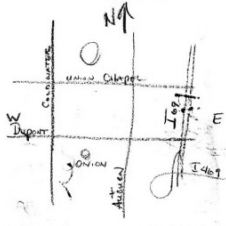
To use our cybersecurity example, work intelligence is the information you need to decide, confidently, that both cybersecurity jobs are the same—saving everyone the confusion and hassle of creating a new job title in your HCM—and have the evidence to defend that decision when the CHRO asks.



Cybersecurity Associate



Cybersecurity Specialist



EXIT 18 - @ 180 NORTH
AT UNIV. OF VA. TURN
LEFT OND. @ 180
TURN LEFT TO SEE OND.

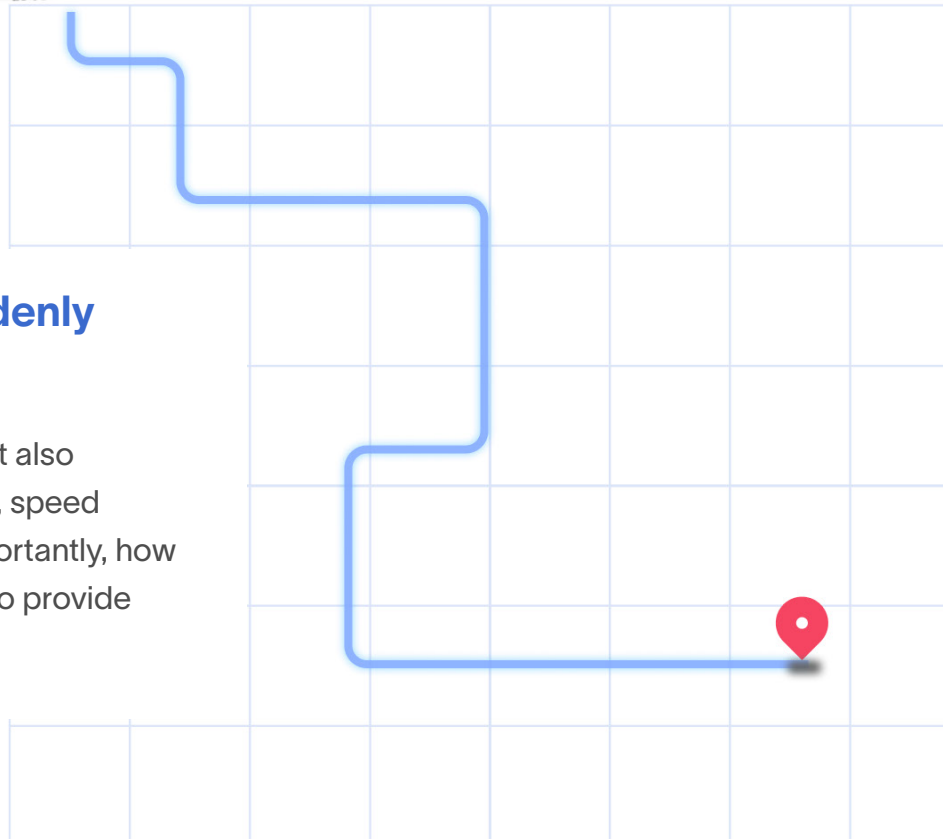


It's like taking a road trip without GPS.

You would need a new map for every town you went through, as well as an atlas to navigate highways and broader areas. But imagine you're also trying to remember directions that were given to you over the phone, and someone also sketched a rough map for you on the back of a napkin, and you have to keep track of all of it. To add to the confusion, imagine that the roads and intersections themselves are changing as fast as jobs and skills do.

Work intelligence is like suddenly having Google Maps.

Not only does it know your destination, it also understands roads, intersections, traffic, speed limits, and construction—and, more importantly, how they all connect, and when it's relevant to provide information on each.



Every workforce decision starts with understanding the work itself, and having that information ready when you need it. When you have a shared understanding of work that connects jobs, skills, and tasks into one integrated framework, then people, software tools, and AI can work toward shared goals, without confusion or miscommunication.

Reimagining your organization for the next decade means intentional decisions on how work gets done. Leaders need to know how humans and their skills can be protected to drive unique value, while being augmented with technologies that enhance performance. Without sufficient data and insight, your decisions about which jobs, skills, and tasks to prioritize will be no better than guesswork.

Work intelligence connects the dots, giving you a trustworthy, shared understanding that makes better business and workforce decisions possible.

Data That Works For Everyone

What about educators and community leaders? Work intelligence helps them too, because everyone involved in the labor market wants to connect the right people with the right jobs—which means everyone needs a common language. Educators and workforce development organizations need to know what jobs, skills, and tasks employers are hiring for, so they can help prepare the workforce of tomorrow.



The Trust Problem

Organizations often have plenty of work intelligence, but don't recognize it as such. So the challenge isn't a lack of information, but how to centralize and understand it.

For example, a manager might have written down—somewhere—a list of their direct reports' tasks. But that's not helpful at an organization-wide level. Likewise, internal skills data is often fragmented across HCM systems, job descriptions, learning platforms, spreadsheets, talent marketplaces, and performance reviews.

So when it comes time to simplify and standardize that data across the company—maybe because of a merger, or because leadership has asked HR to streamline the hiring process, or because any number of talent problems need to be solved—the pushback is inevitable: “Why should I trust your list of jobs (or tasks, or skills)? How do I know it's accurate for my team?”

Maybe your L&D vendor has a list of skills you can use. Or someone built a bespoke set of job titles at their previous organization and wants to reuse the same one. Someone else is saying you can use AI to provide a list of tasks, despite the risk it will make something up without evidence.

To use our navigation example, **it's like you're setting off on a road trip, and every passenger wants the driver to use their own map.** What you need is one trustworthy, agreed-upon standard.

FOR WORK INTELLIGENCE TO BE USEFUL, HR NEEDS TO BE READY FOR THREE QUESTIONS:

1. Will this intelligence enable us to outperform our peers and accomplish our biggest goals?
2. Can I trust this data? Can I stand behind it in a meeting with my CEO, when my personal credibility is on the line?
3. Can we govern and maintain it over time? Will I need to commit my team's capacity and resources to redo this work in the future?

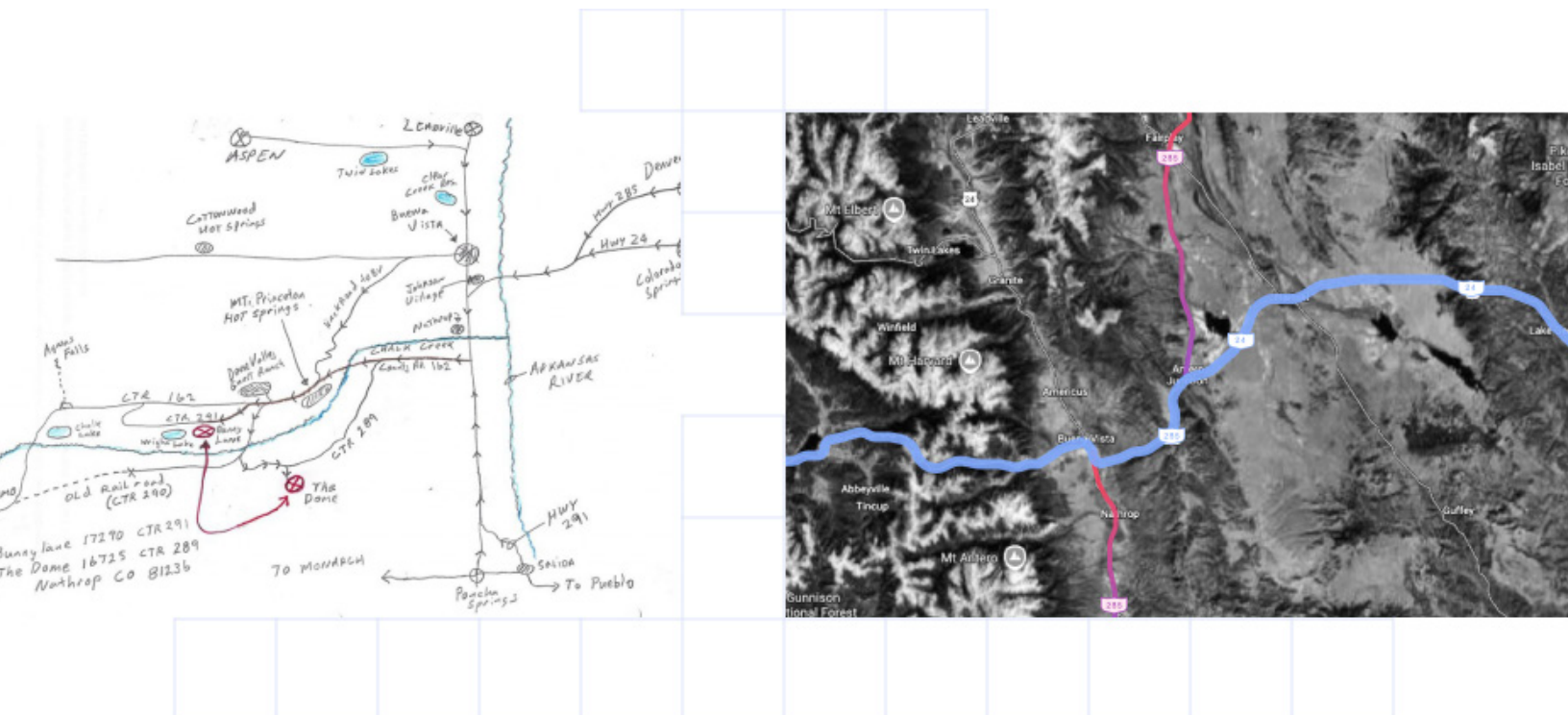
When your whole workforce and millions of dollars rest on a successful people strategy, it needs external validation, structure, and governance.

Why Do Enterprises Need External Data?

No workforce decision happens in a vacuum. Benchmarking is a key element of workforce strategy: Are we paying competitively? Are our job requirements realistic? Are we hiring for skills that are becoming more or less valuable? Is the talent we need available where we operate? Answering those questions requires external market intelligence that is current, comprehensive, and connected to your internal workforce data.

Returning to the road trip, **you don't want your trustworthy, agreed-upon standard to be a map that your friend Joe drew by hand.** You want satellite imagery to see the big picture. You want every street labeled so you have all the detail you need.

If you rely only on internal data, at the very most you will have information about the ground your company has already covered—but nothing about where you're going next, and no benchmarks to help guide your decisions.



An external perspective turns workforce data into a strategic advantage. It allows you to benchmark your workforce against the market instead of relying on outdated job descriptions, identify and activate emerging skills before competitors do, understand where talent is abundant or scarce, and detect when internal job definitions have drifted away from market reality.

For example, an organization may discover that a job it still calls “Systems Administrator” now increasingly requires cloud engineering skills, or that a software engineering position is significantly harder to fill in one region than another because of local talent supply. That leads directly to action: external benchmarking allows HR teams to proactively update job descriptions, adjust compensation bands, shift hiring to a different location, or launch a targeted reskilling program for existing employees.

Another advantage of using external data is that it’s ready to provide answers right now. The intelligence has already been gathered, refined, and processed for use. **External data is practical and helpful even if your internal data isn’t perfectly clean and ready.** Waiting for internal answers, you run the risk of delaying important decisions while the market continues to move around you.

By grounding decisions in both internal data and external labor market evidence, organizations can make smarter investments in hiring, reskilling, and workforce planning. Lightcast provides the intelligence that makes this possible.



The Lightcast Approach

Lightcast pioneered big-data analysis of the labor market. Over the past 20 years, our machine learning and natural language processing tools have gathered over 18 billion current and historical data points from job postings, professional profiles, and government statistics to provide the most complete view possible of the fast-changing labor market.

Where Does Lightcast Data Come From?



Online Job Postings

Includes: Demand for jobs and skills, salary observations, and specific keyword trends like benefits

- **Real-time data is indispensable.** Our proprietary data on online job postings provides a real-time view of emerging (sunrise) and declining (sunset) skills, evolving jobs, and the immediate demands of employers.
- This data allows us to identify **the skills that are currently in demand**, the types of jobs that are being created, and the shifting requirements of industries.
- **New technologies and value-streams show up first as skills**, long before structured jobs hit the labor market, and our longitudinal dataset gives you insight into how you can optimize your business.
- This data is available to users immediately after it has been refined and confirmed by our machine learning tools and **hundreds of in-house experts and data scientists**, which ensures connections between data points are both responsive and reliable.



Official Government Statistics

Includes: employment rates, population count, industry presence, historic economic shifts

- **Government statistics provide essential demographic and economic context for your business and workforce decisions.** They're fundamental context for any meaningful workforce decisions like site selection and entering new markets. For example, a manufacturer building a new facility can use official population, employment, wage, and industry statistics to understand if their intended market has enough workers to sustain the new plant, and if the community is likely to continue having enough workers in the future.
- While not every government provides data in a timely and accurate way, for those that do, these statistics allow us to **understand the broader trends and patterns that shape the workforce.**
- **Over time, Lightcast has enhanced this data with an unsuppression model** that reveals information beyond the published data for specific markets, and we use our knowledge of the labor market to project changes. Governments collect more statistics than they actually publish, withholding data if publication would infringe on a right to privacy, but Lightcast has enough experience analyzing these datasets to infer the missing data points. This way, we keep sensitive information private but can still provide unique work intelligence to our customers.



- **This data captures the lived experiences of individuals**, offering invaluable insights into how skills are being used in real-world contexts and the trajectories of career development.

- ## Our Process: From Data To Decision

Employee Gain and Drain [View Feedback](#)

Load 3 Full Years ▾

From 2023 to 2025, your selected companies hired a total of 1,670 new employees and lost 827, according to external profile data in your selected regions listing your selected companies as a current or previous employer. Below, you can see the previous and following employers recorded on those online profiles.

The diagram illustrates the flow of employees from previous employers to your selected companies and then to following employers. The flow is represented by colored bands: blue for the transition from previous employers to your selected companies, and red for the transition from your selected companies to following employers.

Previous Employer	Your Selected Companies	Following Employer
Heiggen Asset Lifecycle Intelligence		Other
Heiggen Safety, Infrastructure & S.		Baker M&U Group - USA
Heiggen Agency		Heiggen Agency
Heiggen		Heiggen Asset Lifecycle Intelligence
Enx		Heiggen Manufacturing Intelligence
Innovative		Spring Health
Axion		Atlantic
Orion		Amesbury
Rohr		PTC Consulting
Heiggen Manufacturing Intelligence		W&P

What Sets Lightcast Apart

20+
YEARS OF
EXPERIENCE

Organizations around the world trust Lightcast because we have **over two decades of experience** helping businesses, education institutions, and governments understand work. For decades, our machine learning and natural language processing AI tools have organized the world's labor market data into intelligence that's actionable and useful.

Lightcast is built for decisions, not just analysis. Our work intelligence is continuously updated to reflect a changing labor market while remaining stable enough to support enterprise job architectures, workforce planning, AI transformation, and skills strategies over time.



3
BILLION
JOB POSTINGS

This has created a database of billions of data points we can use for historical context and rich detail, but scale alone is not enough. Workforce data only becomes valuable when it is organized, connected, and continuously maintained. Every job, skill, and task in the Lightcast ecosystem is linked through a combined knowledge graph that captures how work is actually performed. Our machine learning models process billions of labor market signals, while economists, data scientists, and subject matter experts validate and refine the results.

This combination of AI and human expertise produces work intelligence that is both comprehensive and explainable. Having worked with artificial intelligence tools for so long, we're excited at the rapid progress made over the past few years, and have incorporated many updates into our processes for improved efficiency and insights (one example would be improved translation workflows as we expand our global coverage). At the same time, we've been around long enough to know the right tool for the job—and while many situations call for an AI solution, it isn't a catch-all solution to be blindly applied to every problem.



We know because we've been there: many of our experts are former clients, who used Lightcast work intelligence at large enterprises and know what you need to solve the problems you're facing. More than just a data provider, Lightcast provides the trusted intelligence that organizations use to understand, compare, and organize work across the world.

When businesses, educators, governments, and workforce organizations need a consistent view of the labor market, they turn to Lightcast.

How We Understand Work

You can't trust your decisions if you don't understand the data they're based on.

Lightcast uses taxonomies to understand jobs, skills, and tasks. A taxonomy is a structured classification system that organizes complex information into standardized categories and defines the relationships between them.

With billions of data points, it would be impractical to look for meaningful insights like needles in a haystack. Big data only becomes useful when it is classified, normalized, and connected, which is where Lightcast taxonomies come in. Taxonomies enable greater efficiency because we don't have to start fresh for every new project—the entire labor market is already mapped out, and the relationships between skills, tasks, and jobs are already known.

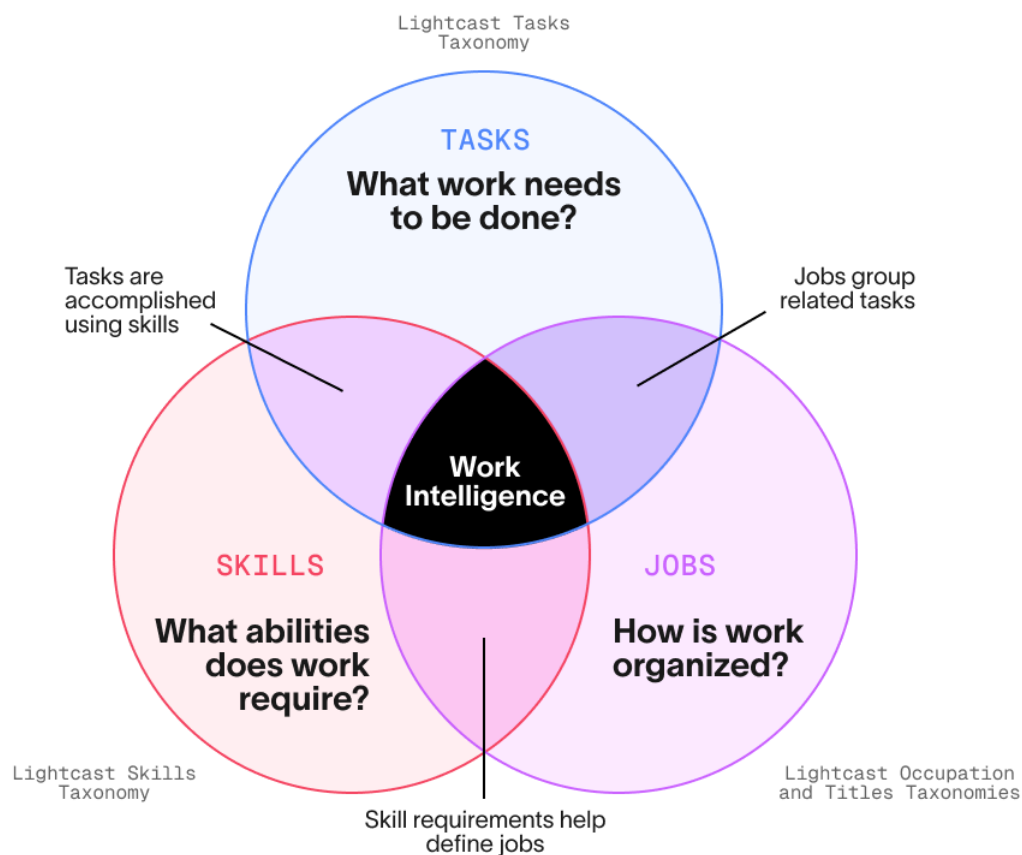
We use our taxonomies to provide external context and clarity to your organization's data—not to enforce artificial constraints or arbitrary language, but to reveal the connections that already exist. If you're hiring a [Cybersecurity Analyst](#), for instance, we can use our taxonomies to recognize that that role shares several tasks and skills with a ["Cyber Security Technician"](#) and an ["Incident Responder,"](#) and they all fall under the broader category of ["Cyber/Information Security Engineer/Analyst."](#) Using the entire category for your salary benchmarking produces a larger, more trustworthy sample size than a search for just one title would.



Of course, it's possible to run that search yourself—but it will take time, and you run the risk of omitting some detail you didn't know you were missing. Repeat that process for every new hire you make and the time and the costs add up. Using a large language model for this process also introduces the potential for inconsistency, because while each response might sound good on its own, you can't trust AI tools to produce the exact same set of jobs or skills every time. Nor can you be confident that the LLM is using the most up-to-date, relevant information in its responses.

The advantage of using Lightcast taxonomies is that the work is already done for you. Not only is every title and occupation already organized, it's simple to also see associated skills, employers, regions, and dozens of other ways to understand workforce trends and answer your specific questions, all in a “clear box” that makes clear our sources and methodology, instead of a “black box” that hides them.

Each of the Lightcast taxonomies helps inform the others. Jobs consist of tasks that need to be done and skills needed to do them. This means that we can look at a set of tasks from a given job and infer what skills would be needed in that role, or categorize occupations together based on shared skill requirements. Understanding this further layer of work is becoming increasingly important for organizations because it provides further granularity and agility to respond to rapid disruption in the labor market.



Occupations and Titles

Occupations—the jobs workers perform—are fundamental to work intelligence. The Lightcast Occupation Taxonomy (LOT) creates a common language for describing jobs across companies, industries, and countries, while connecting them directly to the skills and tasks that define the work.

LOT organizes the labor market into more than 1,800 specialized occupations, grouped within 800+ occupations, 180 occupation groups, and 28 career areas. This hierarchy lets organizations move from broad workforce segments, such as Healthcare or Finance, to highly specific roles such as Surgeon or Mortgage Underwriter, depending on the level of detail required.

Each concept has a defined name, description, and training requirements, and every level connects clearly to the next. This makes it possible to analyze a specific job while understanding how it fits into the wider labor market.

LOT is also designed to evolve. New occupations and categories are added as work changes, including those that are shaped by AI and emerging technologies, while most concepts remain stable between updates. This balance of detail, stability, and responsiveness gives organizations a dependable foundation for benchmarking, identifying workforce gaps, building career pathways, and connecting internal workforce data to the external market.

Lightcast Occupation Taxonomy (LOT)	The Competition
Offers 1,800+ specialized occupations	Broader categories limit granularity and obscures details
Built on an integrated database of job postings, profiles, and government statistics	Rely on external, less comprehensive classifications and sources
Comprehensive global coverage for an international labor market	Limited to specific regional contexts
Updated regularly to reflect evolving and emerging trends	Infrequent updates fail to capture current market dynamics
Hierarchical structure for flexible layers of analysis	Relationships between occupations not defined
Uses machine learning and human expert curation to classify job postings to the correct occupations.	Uses less effective methods, or only machine learning to classify job postings.
Provides easy crosswalks between national classification systems.	Difficult to compare data across different regions
Reflects the entirety of the labor market	Taxonomies specific to regions or companies are difficult to align with others
Integrated with the Lightcast Skills and Tasks, showing a complete picture	Disconnect between segments of work intelligence limits effectiveness of all three

Titles are more unique and specific than occupations and more useful for describing the exact jobs at a particular organization. Occupations are more useful for broader labor market analysis that might happen in the context of workforce planning, location strategy or day-to-day hiring.

Many titles map directly to an occupation in the LOT, but not all. An “Account Executive” might be one’s title and occupation, while the title of “Armed Guard” maps to the occupation of “Security Officer.”

Lightcast Titles allows organizations to create a consistent standard to organize their core jobs data, which then allows for connections to external labor market data and also useful taxonomies like the Lightcast occupation and skill taxonomies. It is a translation layer that moves what organizations call their own jobs to a useful external context so they can benchmark, compare, and analyze their data outside of their four walls. It creates universal meaning versus an inward-looking limited view.

The Lightcast Titles Taxonomy has over 75,000 entries, because it’s designed to accurately describe the labor market. The Lightcast Occupation Taxonomy has fewer than 2,000 entries, because it’s designed to provide broader context and inform decision-making.

Using a standardized, structured classification of job titles enables professionals to make accurate comparisons, support better benchmarking and workforce planning, and facilitate integration with their existing systems and HR workflows.

TITLES AND OCCUPATIONS: WHAT’S THE DIFFERENCE?

Title: A title is what an organization calls a job or group of similar jobs, providing a more specific description of a role within that organization.

Occupation: An occupation groups jobs that involve similar work, regardless of the titles employers give them.

Use Titles For: organizing your workforce, standardizing internal job data, and connecting the language your organization uses to external labor market data.

Use Occupations For: benchmarking salaries, skill requirements, talent supply and demand, and other comparisons across the broader labor market.

Skills

Skills are the common language and base unit of the labor market. Employers use them to define what they need, people use them to describe what they can do, educators use them to align programs with demand, and regions use them to understand the capabilities of their workforce.

The Lightcast Skills Taxonomy creates a shared language for all of these groups. It describes more than 34,000 skills and is updated monthly, providing a standardized way to identify, compare, and analyze workforce capabilities as the labor market changes.

The taxonomy is designed at a practical level of detail: broad enough to describe work across the economy, but specific enough to distinguish meaningfully between different capabilities. Skills are organized in a three-tier hierarchy of categories, subcategories, and individual skills. For example, Engineering includes Aerospace Engineering, which contains skills such as Aircraft Design and Space Flight.

This structure allows organizations to move between levels of detail depending on the decision they are making, from workforce planning to location strategy or staffing. Lightcast also tracks how skills change over time through skill momentum, helping organizations understand which capabilities are becoming more or less important in the market.



Lightcast Skills Taxonomy	The Competition
34,000+ skills sourced from real-time job postings, global profiles, and government data around the world	Often limited to static or self-reported data sources; lacks real-world validation and labor market breadth.
Three-layered taxonomy includes categories, subcategories, and individual skills with metadata like type, growth trajectory, and classification.	Many rely on flat lists or broad groupings, limiting analytical depth and usability across use cases.
Updated monthly to reflect emerging skills, industry changes, and market trends.	Update cycles are irregular, opaque, or delayed—some based on taxonomies last updated in 2018 or earlier.
Each skill has a definition with transparent context, tags (e.g., software, language), and clear real-world application.	Skill definitions are missing, outdated, or ambiguous—limiting user understanding and classification quality.
Skill modeling and growth trends based on demand signals, supply trends, and salary correlation, including unique models like Build/Buy/Borrow and Salary Boosting.	Limited or no modeling to assess trends, adjacencies, or business impact of skills.
Validated by economists and labor market analysts—not just machine-learned, but refined by human experts.	Often “black-box” AI models with little transparency, no human refinement, and no explainability.
Crosswalked to O*NET, SOC, ISCO, and used to power industry benchmarks and global standards like Stanford’s AI Index and WEF’s Future of Jobs.	No crosswalks, no adoption by global institutions, or reliant on outdated taxonomies for classification.
Supports dynamic labor market use cases including job/skill matching, workforce transition analysis, and curriculum development.	Primarily built for static classification or job board tagging, not suited for dynamic use in talent or education.
Integrated with leading HCM platforms—Lightcast is the only skills partner working with the four largest: SAP, Oracle, Workday, and UKG, along with 150+ HR Tech and Ed Tech partners.	Few have meaningful integrations across the HCM ecosystem, limiting applicability in enterprise HR workflows.

Tasks

Tasks describe what people—and automated technologies like AI agents—actually do at work. If jobs tell us who performs the work and skills describe how they perform it, tasks capture its specific activities and responsibilities.

This level of detail is increasingly important as organizations rethink work around AI. A job title alone cannot show which parts of a role are specific to humans and which could potentially be augmented or automated.

Lightcast Work Intelligence connects each of its 1,800+ Specialized Occupations to an inventory of tasks (typically 15–25 per occupation), creating a library of more than 36,000 job-specific task statements. These tasks are linked to approximately 2,500 Activities, which roll up into roughly 400 Activity Subcategories and 35 Activity Categories. This structure preserves the context of individual jobs while allowing organizations to compare similar work across teams, departments, and the entire enterprise.

The important thing to note here is the connection between these layers. We're proud that our task taxonomy has the breadth and granularity to accurately depict the entire world of work, but we don't want to be blinded by big numbers. If we had a higher number of tasks, but lacked the accompanying context to know when and how the data is useful for making a decision, the bigger taxonomy would be worse.

Lightcast also models the share of time typically spent on each task. Combined with headcount or full-time equivalent data, these estimates help organizations understand how much workforce capacity is devoted to particular activities. You can quickly spot duplication and where uniquely human skills are critical to effective performance.

Tasks are directly connected to skills, showing which capabilities enable the work and how those requirements may change over time. Lightcast also measures characteristics such as cognitive, analytical, interpersonal, physical, creative, complexity, variability, and error requirements.

Together, these connections turn tasks from static job-description bullets into measurable work intelligence, helping organizations understand what work is being done, how much time it consumes, which skills support it, and where AI and technology may have the greatest impact.

Governance and Activation

Lightcast's work intelligence solutions are designed to unify internal and external data, prioritize the critical jobs, tasks and skills needed, and govern these relationships over time. Defining how work gets done is only the beginning. Like we mentioned above, Lightcast maintains our taxonomies and updates them regularly.

These connected taxonomies power our work intelligence solutions, enabling you to always be working from the most solid foundations. Being confident in market alignment takes the pain out of maintenance, enabling you to focus on your unique business context, opportunities and value.

Employers who align jobs, skills, and tasks have an intelligence layer that allows them to make smarter decisions faster, adapt to technological change, and ultimately build a workforce that's ready for the future.



Integrated Intelligence on Jobs, Skills, and Tasks	Integrated model joins together the intelligence you need in one place, enabling you to drive workforce shaping, AI transformation, and strategic workforce planning from one governed foundation rather than managing isolated, disconnected data.
Both comparability and specificity	Proprietary activity taxonomy enables benchmarking across organizations, with job-specific task statements optimized for your internal context and language. LLM-led solutions cannot achieve consistency and comparability over time.
Numbers and humans	No vague financial saving estimates. Instead, you get the estimated task-level time allocation and AI exposure scores supported by key risk and value metrics to inform your decision making. Human experts are on hand to help.
Labor Market-Powered Insight	External intelligence is embedded into every choice you make, so you can build a long-term strategy and defend your decisions to stakeholders.
Ongoing value at scale	Lightcast's solutions are built to last, with ongoing insight into how jobs, tasks and skills are changing. Ongoing governance and maintenance of your unique model drives ongoing business benefit, not one-off analyses which go unrealized.
Clear box methodology	Transparency in Lightcast's labor market evidence and modeling approach puts you in control of the evidence and decisions.
Works across your ecosystem	Lightcast's job, task and skills intelligence forms the governed intelligence layer behind your existing HCM platform, augmenting your investments and processes rather than replacing them.

Use Cases For Work Intelligence

1. JOB ARCHITECTURE MODERNIZATION

Normalize inconsistent titles and skills to a market-aligned structure.

A leading global aerospace manufacturer partnered with Lightcast to modernize its job architecture for an upcoming strategic cycle. By expanding from 600 broad occupations to approximately 3,000 granular titles supported by integrated skill profiles, the organization created a dynamic framework. Synchronized with their Workday HCM, this architecture evolves alongside market conditions, driving employee experiences that are directly aligned with core business goals.

In another instance, a major North American financial institution utilized Lightcast to streamline its organizational structure. By leveraging a custom merge index that analyzed internal job data, descriptions, and compensation, the bank identified a nearly 50% overlap in its jobs and skills. This consolidation allowed the business to eliminate duplication, simplify internal processes, and establish clear career pathways to fuel future growth.

2. SKILLS PROFILE CREATION AND MAINTENANCE

Create job-based skill profiles and keep them updated as market demand changes.

A multinational food and drink company used Lightcast Talent Transform to build consistent skill profiles across its global workforce. Lightcast mapped the company's existing skills and more than 30 competency frameworks to a common skills language, then used labor market data to identify the skills associated with each job and how those requirements were changing. Because Talent Transform continuously incorporates market intelligence, the company can keep profiles current without repeating one-off skills-mapping exercises. That foundation now supports workforce planning, employee development, and more consistent skills-first hiring across their SAP SuccessFactors ecosystem.

3. STRATEGIC WORKFORCE PLANNING

Identify capability gaps, emerging jobs, and future workforce requirements.

A global financial data company used Lightcast work intelligence to define the AI skills component of its global strategic workforce plan. External benchmarking helped the organization identify emerging AI skills, prioritize capabilities gaining importance in the market, and retire those becoming less relevant. Lightcast taxonomies then organized those skills for the company's specific context and incorporated them into job profiles published through Workday and Eightfold. Those profiles now connect workforce planning with targeted learning and development for thousands of employees.

4. AI IMPACT AND WORK REDESIGN

Understand which tasks are human-led, technology-augmented, or candidates for automation.

A global apparel manufacturer used Lightcast tasks to examine how AI will affect their workforce. They knew that AI would not replace jobs, broadly speaking, but it would automate certain elements of employees' day-to-day work. Deconstructing positions into standardized tasks helped leaders separate human-led work from automation or augmentation opportunities. This has established a practical foundation for decisions on job redesign, capacity, and reskilling, ensuring adjustments happen where work actually changes: at the task level.





5. LEARNING AND RESKILLING PRIORITIZATION

Connect future job requirements to critical skills and development priorities.

Global fintech leader Finastra uses Lightcast work intelligence to shift workforce planning from headcount toward capabilities, beginning with critical product, engineering, and customer support roles. Lightcast combines market benchmarking with signals on skill demand and value to distinguish stable capabilities from those that are emerging, disruptive, or declining. This gives Finastra evidence to decide where to build talent internally, where to hire, and which capabilities L&D should develop ahead of demand. The resulting insight informs job requirements, hiring criteria, learning priorities, and workforce decisions over the next six to twelve months.



6. HCM AND TALENT ECOSYSTEM ENABLEMENT

Feed governed, market-aligned skill and task intelligence into Workday, learning, talent marketplace, and analytics platforms.

Global spirits brand Pernod Ricard partnered with Lightcast to create a common skills architecture for its global workforce and operationalize it within Workday. Lightcast normalized the company's existing skills frameworks against the Lightcast Skill Taxonomy, enriched individual jobs with current external market intelligence, and used Talent Transform to maintain that architecture as skill requirements evolve. Pernod Ricard rigorously tested the exchange of skills data between Talent Transform and Workday, creating a governed intelligence layer that can support recruiting, employee development, and its internal talent marketplace. Lightcast also developed analytics that allow HR leaders to monitor skill usage, attrition, and emerging capabilities such as generative AI over time.

Conclusion

When you're evaluating how you bring work intelligence into your organization, here are nine questions to ask:

1. What external labor market sources are used?
2. How often are taxonomies updated?
3. Are skills and tasks linked to occupations and job titles?
4. Can recommendations be explained?
5. Is there a human validation layer?
6. Can insights be governed before they flow into systems of record?
7. Does the model support both enterprise comparability and business-specific context?
8. Can task intelligence support AI and work redesign use cases?
9. How does the solution integrate with our HCM and broader HR tech ecosystem?

The pressure to optimize your workforce is unrelenting. HR and workforce leaders must simultaneously deliver better performance and higher efficiency, while also defending their work to an increasingly skeptical set of stakeholders. Any margin for error that might have existed before has evaporated. Every decision now has more at stake, which means the bar for trustworthiness and reliability is higher than ever. Work intelligence from Lightcast is how you clear it.

You can't accomplish your business goal if you don't understand how jobs, skills, and tasks work together, or if your internal data is disconnected from the external labor market. Work intelligence gives you the agility and confidence to adapt rapidly to a fast-changing world of work.

