

CAREER HIGHWAYS SOLUTIONS

UNLOCK WORKFORCE POTENTIAL WITH A POWERFUL, UNIFIED SKILLS INTELLIGENCE PLATFORM

Career Highways Platform

A Complete Solution for Skills-Based
Workforce Transformation

Career Highways is more than career pathing software—it is an intuitive, AI-powered job architecture and skills intelligence platform that accelerates workforce planning and development. From a living skills taxonomy to dynamic career maps, Career Highways gives HR and business leaders a powerful way to build, visualize, and activate their workforce faster.



INSIGHTS INTO ACTION

ACTIVATE YOUR WORKFORCE STRATEGY

Dynamic Job Architecture

Transform scattered role data into a single, living source of truth—so you can map skills, identify gaps, and plan with confidence.

Insight to Execution

Enable proactive planning, talent mobility, and targeted upskilling—powered by real-time AI skill analytics.



SKILLS VISIBILITY

Gain a real-time, unified view of employee skills across roles and teams. Identify strengths, gaps, and opportunities with precision.



DYNAMIC CAREER MAPPING

Empower every employee with clear, data-driven pathways. Visualize role progression, required skills, and next-step development plans.



INTELLIGENT WORKFORCE PLANNING

Use predictive insights to align talent with organizational needs. Plan for growth, reduce skill gaps, and support strategic decision-making.



TRANSPARENT CAREER PATHING

CAREER PATHING

The platform empowers employees to take ownership of their journey, increasing motivation and retention while giving managers a powerful, intuitive way to plan growth.

CAREER PATH VISUALIZATION



Intuitive • Transparent • Personalized • Dynamic



Interactive career maps for upward, lateral, and skill-based mobility



Actionable development plans that track progress and milestones



Enhanced employee engagement and retention



Intuitive experience that every employee can navigate with confidence



Powerful guidance that accelerates career conversations and development planning



A POWERFUL, INTUITIVE FOUNDATION FOR WORKFORCE DESIGN.

JOB ARCHITECTURE

Transform workforce management with a dynamic Job Architecture system that moves beyond static spreadsheets and disconnected HR platforms. Career Highways enables organizations to digitize and activate their full job architecture—mapping roles, pathways, and requirements into a single cloud-based foundation. This enables rapid workforce planning, standardizes competencies, and keeps your structure continuously up to date as your business evolves.



Rapidly convert job and skill data into powerful, actionable maps that inform real decisions.



Maintain a living master database of roles, skills, and pathways that keeps your structure aligned as the business evolves.



Seamless integrations with existing HR and talent platforms to accelerate adoption and workflows.



Stand up a unified job architecture in days, not months, so teams see value fast.

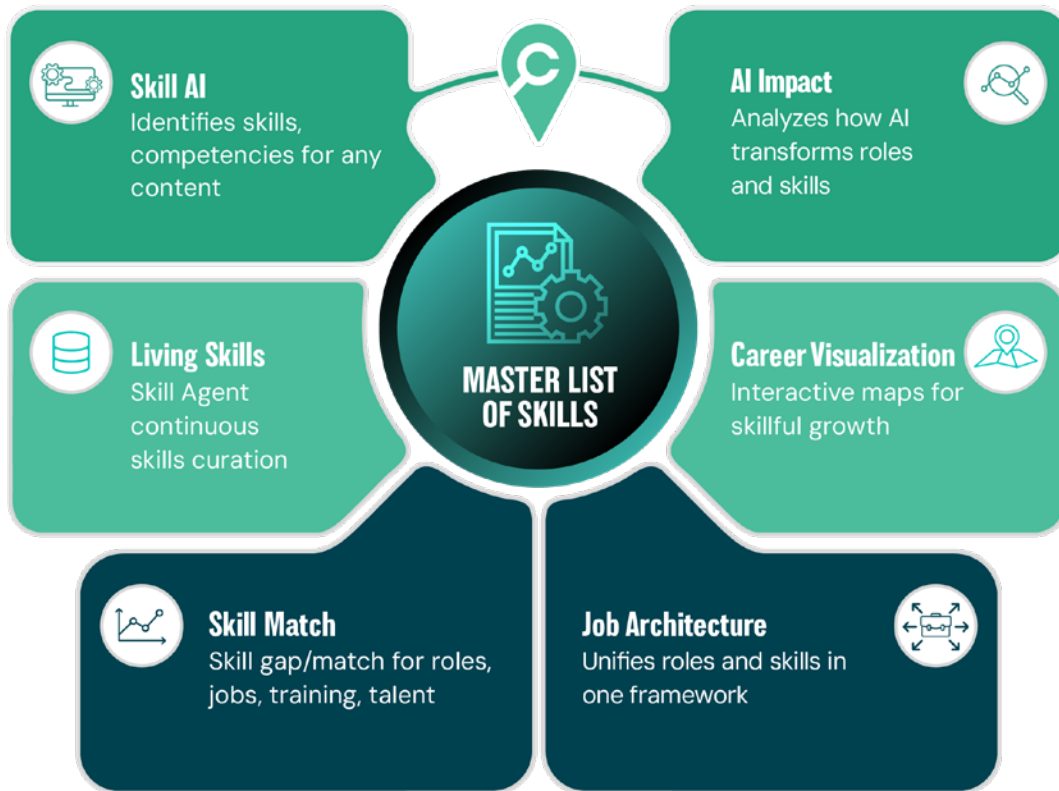


REVEALING THE SKILLS THAT DRIVE PERFORMANCE

SKILL INTELLIGENCE

Power strategic workforce transformation with Skill Intelligence—a suite of intuitive, AI-driven capabilities that make complex skills data instantly usable.

SKILL INTELLIGENCE ✨



Real-time, living master skills list and competency mapping that keeps your decisions current.



Skill Match analysis that quickly surfaces strengths, gaps, and opportunities across teams.



Predictive workforce intelligence that accelerates scenario planning and investment decisions.



AI Impact Analysis for every level of the organization, giving leaders a powerful lens on where to reskill and redeploy talent.

Intuitive for employees. Powerful for leaders. Built to accelerate skills-based transformation.

