VIVAMEDA Workforce Intelligence

Capability Intelligence

Data Dictionary

INTRODUCTION

The Capability Intelligence dataset is the deepest product layer. It includes all Growth and Market Intelligence fields, plus skill based capability signals. Each company appears in multiple rows (one per skill bucket, top 3 per company), which makes this file wider and longer than the other layers. It is designed to show what a company's workforce is capable of, not just how it is organized.

HOW TO READ THIS DATASET

Unlike the Growth and Market layers, this dataset has multiple rows per company. Each row represents one skill bucket for one company in one year. The sample includes the top 3 skill buckets per company, so a 300 company sample produces 900 rows. The bucket_rank field (1, 2, or 3) tells you which skill bucket is dominant, second, and third. Company level fields (headcount, growth, role structure) repeat across all three rows for the same company.

FIELD REFERENCE

Company, Growth, and Structure

All fields from Growth and Market Intelligence are included: company_id, company_name, company_domain, industry, country, company_size_midpoint, year, headcount_observed, net_headcount_change, growth_rate_yoy, avg_tenure_years, growth_bucket, primary_role_bucket, primary_role_pct, role_diversity_bucket. These repeat for each skill bucket row. See the Growth and Market Data Dictionaries for full descriptions.

Note: distinct_role_buckets is not included in this layer. Role diversity is captured through the role_diversity_bucket classification only.

Capability Signals

bucket_rank	Rank position of this skill bucket within the company (1 = strongest, 2 = second, 3 = third). Use this to filter for dominant capabilities or to compare primary vs. secondary strengths.
skill_bucket	The name of the skill cluster (e.g. leadership, software_engineering, data_analytics, healthcare, sales_marketing, finance_accounting). Represents a broad capability area aggregated from individual skills.
skill_bucket_pct	The percentage of the company's workforce that carries skills in this bucket. Indicates how deeply this capability is embedded across the organization.
top_skill	The single most common individual skill within this skill bucket for this company (e.g. management, healthcare, python, sales). Gives a more specific signal beneath the broader bucket.
top_skill_pct	The percentage of the company's workforce that holds this specific top skill. Useful for measuring depth in a single capability rather than the broader bucket.

DATA NOTES

- All data notes from the Growth and Market layers apply. The 2020 sample year, tenure coverage, and sample scope are unchanged.
- The leadership skill bucket appears in approximately 98% of companies' top 3. This is expected: management and leadership skills are near universal in company workforces. The differentiating capability signals typically come from the second and third ranked buckets.
- Skill bucket percentages can exceed 50% and are not mutually exclusive with other buckets. A single employee may contribute to multiple skill buckets. Percentages should be read as coverage depth, not as a share that sums to 100%.
- The sample limits skill buckets to the top 3 per company. The full dataset supports deeper extraction with additional buckets per company on request.