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The new talent code

Drive organizational success with a skills-based approach to talent

Yesterday's talent practices **aren't enough**

Today's conditions are the most challenging in decades.

Most HR tech stacks aren't up to the task of surfacing real-time data and skills insights to inform talent decisions. And they don't deliver the best experiences — or results — for candidates, employees, HR teams, hiring managers, and business leaders either.

To build a world-class organization with the right skills for tomorrow, you must understand what people are capable of today and what they could learn given the right training and career opportunities.

As separate talent functions merge and technology advances, you must use new solutions to gain a complete understanding of your entire talent ecosystem to drive organizational success.

Top 3 challenges for HR:

71% struggle with internal and external staffing

69% rapid changes in their company and employee HR needs

63% buy-in for technology

Source: Annual Eightfold Talent Survey, 2024

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2

What is the **new talent code?**

As an HR leader, you urgently need a new talent code to unlock your workforce's potential.

A code that is designed to give you powerful intelligence about your talent's experience and aptitude.

A code that helps you understand everything candidates and employees can bring to an organization.

A code that goes beyond résumés and job descriptions to uncover better matching career opportunities.

When you **extend beyond a system of record into a system of intelligence,** you have a holistic view of your talent so you can accomplish your goals.

Deliver a better **candidate** experience

If the recruiting experience isn't a positive one, job seekers will go elsewhere.

More than half (52%) of respondents said that they would **refuse an otherwise attractive job offer if they had a strong negative experience during the recruiting process**, according to a BCG study.

Today's candidates are seeking a highly personalized experience. They want to know that their skills are a good fit for the work, but they also need the recruitment process to be a pleasant and seamless process.

5 top things stopping qualified candidates from applying to open roles

29% I lacked experience with the specific tools and technologies for the job.

28% My experience did not directly relate to the job description/role.

25% The application process was too cumbersome. 24% The job required the employee to go into a physical office/location.

25% The role was in a different industry, and I didn't think my skills/experience would be relevant.

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Deliver a better **candidate** experience

Top **challenges** facing candidates

- Uncertainty about which jobs they're qualified for.

- Job searches are hindered by limited knowledge of their skills and the organization.

- Transferable skills aren't considered.

- Hiring is slow and clunky, with many candidates left in holding patterns.

A **better** candidate experience

- Candidates are presented with career opportunities they might not have found on their own.

- They're matched to open roles based on their skills and potential with a focus on work and outcomes.

- Talent intelligence explains why candidates are a good match for open roles, giving them confidence to apply.

- Communication is more personalized.

- The hiring process is faster, smoother, and more transparent.

- Scheduling, feedback, and offers are quick and easy.

Deliver a better **candidate** experience

With the new talent code, you **unlock hidden candidate potential** by mapping opportunities to candidates and their skills.

This shows potential employees what it would be like to work for your organization, and how they'd bring value through their background, experience, skills, potential, and goals.

Deliver a better **employee** experience

HR and business leaders face more challenges than ever when it comes to retaining talent and finding new opportunities for them to grow in their organizations.

What are the biggest roadblocks to retaining and engaging employees?

High turnover rates **32%**

Managing compensation expectations **24%**

Only able to do succession planning for senior-level positions **22%**

Difficulty managing across the talent ecosystem, including candidates, employees, and contingent workers **28%**

Return to office/remote work **22%**

Source: Annual Eightfold Talent Survey, 2024

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Deliver a better **employee** experience

The challenges facing employees

- Employers don't have a full picture of employees' skills and potential.

- It's hard for employees to envision their potential career paths within your organization, especially outside their functions and departments.

- Employees don't know about opportunities at your organization and look elsewhere to advance in their careers.

- It's hard to provide training, upskilling, and reskilling that is relevant to employees' career paths while benefiting your organization.

A better experience for employees

- Employers have deeper insights into employees' potential, revealing hidden skills not listed on their résumés.

- Employees can drive their careers with a full view of their skills and ones they could easily learn, while managers get real-time insights into who's most qualified for projects and tasks.

- Enable every employee to see a clear picture of potential career paths within your organization, keeping them engaged and reducing churn.

- Employers can make personalized recommendations for jobs, mentoring opportunities, training, projects, and more.

Deliver a better **employee** experience

By embracing the new talent code, you **unlock previously unexplored career potential** for employees within the organization. By matching them to opportunities that can grow their careers, you improve employee satisfaction and retention.

Deliver a better **project-staffing** experience

Many organizations are still manually tracking skills, availability, booking times, and resources, relying on a person's availability or previous knowledge of their work to assign them to projects.

At best, this is an inexact science that leads to missed opportunities by basing staffing on who someone knows, rather than what they know — which means the right people don't always get assigned to the right project.

Deliver a better **project-staffing** experience

The **challenges** for project staffing

- Manual tracking of skills, availability, and resources.

- Misalignment between the work that needs to be done and the best people to do the work.

- Lack of full visibility into your employees' current skills.

A **better** experience for project staffing

- Match people to projects based on their skills and capabilities, not based on who they know or their last project.

- Surface the best possible fits for a project based on skill sets, availability, and other signals to allow resource managers to effectively and efficiently staff projects in a single centralized system.

- Self-updating system that reflects new skills and experiences as employees complete projects.

Enable intelligent and efficient **project-based** work

Match the right work to the right skills

Take resourcing to the next level by applying the skills of your workforce to the best-fit projects and engagements.

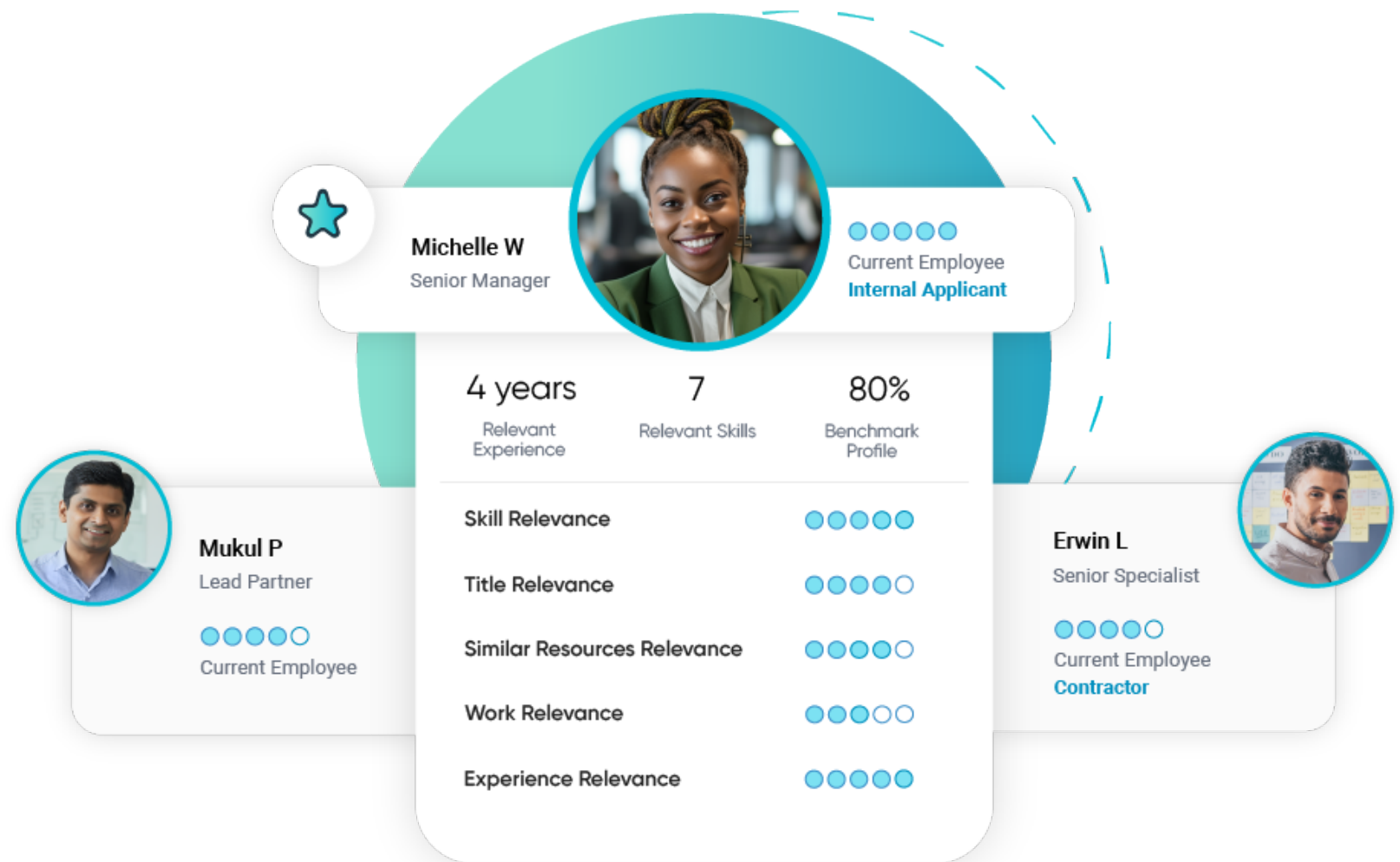### Availability, skills, booking, and AI in one system

Boost your use of resources by centralizing key workflows on one intelligent system to increase efficiency.

Capture new and emerging skills in real-time

Employee skill sets are seamlessly updated as they work on new projects or gain certifications through courses.

Improve time-to-staff

Strategically staff engagements by taking weighing skills, preferences, past engagement, and availability, together.

Michelle W
Senior Manager
Current Employee
Internal Applicant

4 years	7	80%
Relevant Experience	Relevant Skills	Benchmark Profile

Skill Relevance
Title Relevance
Similar Resources Relevance
Work Relevance
Experience Relevance

Mukul P
Lead Partner
Current Employee

Erwin L
Senior Specialist
Current Employee
Contractor

Deliver a better **project-staffing** experience

With the new talent code, the focus shifts from matching people to jobs to **matching their skills to all available opportunities, including projects or engagements.**

In this "world without jobs," employees are now aligned to the best-fit work based on their skill sets and their potential to learn, easily moving from project to project based on their skills and availability.

Not only does this create a more equitable experience and improve time to staff, but it also accelerates overall project completion rate and quality, increasing revenue and customer satisfaction.

Putting **skills-based** work into action

Resource managers can easily set up searches based on required skills to more **quickly identify and staff** ideal resources for client engagements.

Organizations gain **visibility into all skills** from across their resource base, and can use that view to **assist in strategic talent decisions** across projects and more.

EMPLOYEE

ENGAGEMENT MANAGER

Employees have a **holistic talent profile** with skills, engagement and work history, learning and other talent and organizational data that **enables better matching** to opportunities.

RESOURCE MANAGER

Engagement managers can view and assess the employee's skills, proficiencies and experience to help guide staffing and developmental conversations.

ORGANIZATION

Drive better **recruiter and talent leader** experiences

Even in the recent culture of layoffs and hiring freezes, finding and keeping top talent remains a key issue in organizations.

In fact, in many industries — like health care, consumer packaged goods, and semiconductors, among others — **the lack of highly qualified talent is sending recruiters and talent leaders seeking new ways to source talent.**

Drive better **recruiter and talent leader** experiences

Top challenges for talent teams and recruiters

- Aligning talent goals, including hiring and retention, to support overall business goals.

- Keeping up with quickly changing demands from both the business and the market.

- Balancing internal mobility and external hiring — making the best possible build, buy, or borrow decisions for talent.

- Personalizing the entire talent experience at scale.

A better recruiter and talent leader experience

- Real-time market data can inform hiring strategies down to a skills level.

- Intelligent automation to help recruiters move quickly and personalize the experience.

- Insights to inform build, buy, or borrow decisions.

- A focus on skills-based hiring, supported by explainable AI that brings recruiters along in the journey.

Drive better **recruiter and talent leader** experiences

With the new talent code, you unlock new business potential for your organization through **more efficient and effective recruiting, hiring, and promotion.**

You can create strategic plans to build, buy, or borrow talent, improving recruiters' efforts and time to hire while ensuring the organization has the talent and skills it needs for the future.

Understand **skills and potential**

AI and automation are drastically changing the employment landscape. In the World Economic Forum's 2025 Future of Jobs Report, employers anticipate 44% of on-the-job skills to be disrupted by 2030, higher than the global average of 39%.

In this rapidly evolving work landscape — especially with the emergence of new technologies like generative AI and a shift to project-based work — it's no surprise that HR leaders are increasingly embracing skills-based hiring and workforce planning to build a workforce ready for anything.
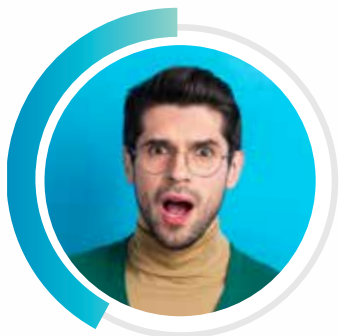
44% of on-the-job skills to be disrupted by 2030.

— World Economic Forum's 2025 Future of Jobs Report

4 in 5 executives
say generative AI will change employee roles and skills.

Understand **skills and potential**

Top **challenges** with understanding skills and potential

- Recruiters can only assess a candidate based on a résumé, which is self-reported and often doesn't fully represent a person's skills or potential.

- Managers lack insights into and automatic tracking of projects, experience, skills, and mentorships, which can limit attention from hiring managers looking for internal candidates to take on new roles or projects.

- No insights into how an employee's skills fit within the overall market.

- Profiles quickly become outdated because they're hard to update, so they don't reflect new skills, projects, and roles the employee takes on.

A more **complete** picture of skills and potential

- Gain a full picture of candidates' and employees' skills in context, including rising and declining skills in the marketplace and competitors' workforces.

- Real-time data is clean, compliant, and synced with legacy systems.

- A system of AI-powered talent intelligence is self-updating and constantly learning.

- Talent teams can create a larger pool of candidates and rediscover qualified people by understanding adjacent skills and future capabilities surfaced through AI.
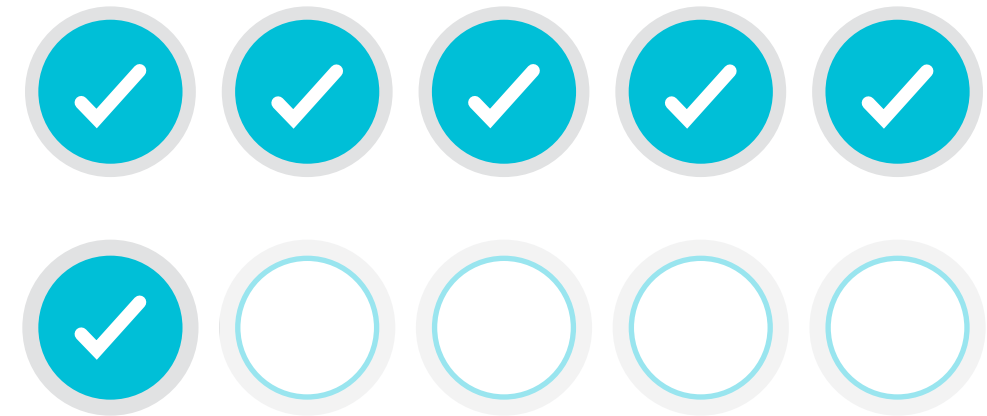
Understand **skills and potential**

The new talent code helps your organization discover highly skilled talent at the local, national, and global level. By gaining insights into skills and potential, you can **improve people's career experiences, attract and retain top talent, and increase diversity in your organization.**

78% of HR leaders plan to invest in AI tools in the next 12-18 months.

Source: Eightfold Annual Talent Survey, 2024

40% of skills required on the job are set to change by 2030.

— World Economic Forum's 2025 Future of Jobs Report

NEW PAGE We need **an engaging title here**

Top **challenges** with understanding skills and potential

- Recruiters can only assess a candidate based on a self-reported potential.

- Managers lack automated insights into projects, skills, and mentorships, limiting internal mobility.

- There's minimal market insight into how employee skills compare externally.

- Profiles quickly become outdated, failing to capture new skills, projects, and roles.

A more **complete** picture of skills and potential

- Gain a complete view of candidates' and employees' skills, tracking emerging and declining trends in the market and competitors.

- Talent teams can create a larger pool of candidates and rediscover qualified people by understanding adjacent skills and future capabilities surfaced through AI.

- Leverage an AI-powered talent intelligence system that self-updates and continuously learns.

- Real-time data is clean, compliant, and synced with legacy systems.

not designed yet

Talent intelligence is the code for the future

Your system of record is the foundation, but now you can add an additional layer, a system of intelligence that's reading and reacting to the market in real time.

This additional layer incorporates skills and talent data to let you know what's happening not only today, but also the emerging trends to prepare for tomorrow.

This creates a left-hand, right-hand approach where systems of intelligence enhance and inform your HR tech stack, helping you find and retain the right people, pairing them with future possibilities within your organization.

You need **a single AI platform for all talent** to create a workforce built for purpose.

The Eightfold Talent Intelligence Platform learns from a global talent data set of more than a billion career trajectories, a million skills, and a million job titles so your organization can see much further into your talent pool.

Deep-learning AI derives valuable insights from both private and public data to deliver on talent strategies. People are aligned to work based on their skills and potential to drive better business outcomes that support organizational goals.

1B+ career trajectories and 1M+ skills:
The global data our Talent Intelligence Platform learns from to give a truly global view of talent and skills insights.

Ready to see greatness?

Explore the Eightfold AI Talent Intelligence Platform today:

1 Watch a two-minute video

2 Request a personalized demo

3 Talk with an expert

About Eightfold AI

Eightfold AI's market-leading Talent Intelligence Platform™ helps organizations retain top performers, upskill and reskill their workforce, and recruit talent efficiently. Eightfold's patented deep learning artificial intelligence platform is available in more than 155 countries and 24 languages, enabling cutting-edge enterprises to transform their talent into a competitive advantage. For more information, visit **www.eightfold.ai**.

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