

 eightfold.ai

# The new talent code

Unlock your talent's potential and drive  
organizational success



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# Modern workforce challenges demand modern HR solutions

Your HR team is navigating relentless pressure to fill critical roles faster, retain top talent, and adapt to constant shifts in your market. But, without deep visibility into your organization's skills, you're making decisions in the dark. Meanwhile, inefficiencies drain productivity, and teams stretched thin risk burnout.

To stay ahead of your competition, you need more than just data—you need intelligence that reveals potential, guides strategy, and ensures every talent decision moves your business forward.

It's time for a new approach that breaks free from outdated processes and siloed data.

This approach gives you the visibility and agility to align talent strategy with business priorities. You need dynamic intelligence that connects skills to strategy, people to opportunity, and empowers HR to have a real business impact.



## 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<sup>1</sup>

# Where do legacy tools fall short?

Modern recruiting strategies require tools that can keep pace, yet many legacy systems struggle due to slow innovation cycles, fragmentation, and limited access to advanced technologies like AI and deep learning.

Today, one of the top challenges cited by HR leaders is managing talent across their entire organization. Too often, outdated tools leave HR teams without the insights needed to understand existing talent, predict future needs, and make strategic decisions.



## Legacy tool limitations

### **Disconnected systems**

Disparate, siloed systems fail to connect or share information.

### **No real-time data**

A lack of data-driven insights makes decision-making difficult.

### **Not skills-focused**

Without dynamic skills information, you don't have the insights needed to evaluate talent's ability to learn or grow.

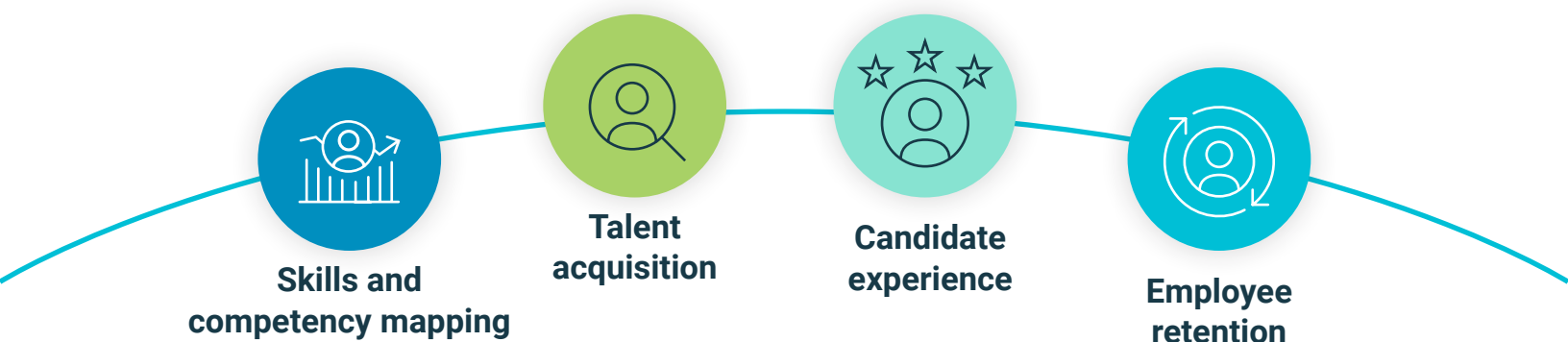


# What is the **new talent code**?

The new talent code is a revolutionary way to look at work. It bridges the gap between traditional processes, going beyond outdated systems by providing a holistic view of talent. This results in new capabilities to reveal hidden skills, align talent strategies with business goals, and enable smarter hiring decisions.

Go beyond traditional tools like an ATS and HRIS to tap into the full value of your talent pool and align your workforce's top skills with your business objectives.

- **Use data and deep learning to gain skills insights** to see beyond your current talent pools and tap into people who have adjacent skills and learnability.
- **Look beyond résumés and job descriptions to reveal hidden career opportunities** and hire for the skills needed today and tomorrow.
- **Unify tools in one platform**, streamlining processes and providing a holistic view of your entire talent ecosystem.



## Streamline recruitment and optimize decision-making with AI designed to:



### Match offers to expectations

Make fair and competitive compensation decisions to attract top talent with valuable insights into pay trends and equity.



### Unify your talent pool

Provide seamless collaboration between recruiters and hiring teams by reducing redundancies and encouraging more engagement with candidates.



### Ensure compliance

Stay ahead of developing or changing regulations and laws with built-in compliance.



### Adopt AI to hire for skills

With AI powering your skills-based approach, you can better understand every candidate in your pipeline.



### Streamline work

A unified, end-to-end platform reduces, or even eliminates, the need for multiple solutions.



## The new talent code

unlocks business potential through more effective and efficient recruiting, hiring, and promotion. Create strategic plans to build, buy, or borrow talent to support your organization for the future of work.



# Drive better recruiter and talent leader experiences

Recruiters have long struggled with juggling multiple systems and aligning talent acquisition goals to support broader business objectives. These challenges made it difficult to efficiently identify and secure the right candidates to meet organizational needs. Now, **generative AI has added a new layer of complexity to the mix.**

GenAI has leveled the résumé playing field for job seekers, making everyone look impressive. Recruiters must now sift through a flood of similarly polished résumés to uncover the real person and their true capabilities. This makes it **even harder to identify best-fit talent**, increasing the burden on already overstretched recruiters.

## Top challenges for talent teams and recruiters

### Manual processes and legacy tools can't keep up.

- GenAI résumés waste recruiters' efforts on underqualified candidates.
- Multiple systems and fragmented information lead to mental fatigue and longer recruiting life cycles.
- Aligning talent goals, including hiring and retention, to support overall business goals.
- Keeping up with quickly changing demands from 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

### A single platform for all talent can:

- Sift through GenAI résumés to uncover real skills and narrow focus on the most qualified candidates.
- Support the entire end-to-end recruiting life cycle, helping you stay streamlined and focused.
- Give you a holistic view of every candidate, leading to higher-quality hires and better fits.
- Inform hiring strategies with real-time market data, and whether to build, buy, or borrow talent.
- Personalize the hiring experience and speed up decision-making.
- Focus on skills-based hiring to match skills to work that needs to be done, today and in the future.



# Deliver a better candidate experience

If the recruiting experience isn't positive, 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.<sup>2</sup>

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

## The 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.

## Envision 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.
- Candidates have a clear explanation of why they 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.

## By the numbers

What's 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 or role.

25%

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

25%

The application process was too cumbersome.

24%

The job required the employee to go into a physical office location.<sup>1</sup>



## The new talent code

helps you unlock hidden candidate potential with deep-learning AI. These skills-based insights make it easier to align candidates with opportunities that support their career growth—and drive results for your business.



# 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. Without a holistic view of their employees' skills, it's impossible to know where their true talent lies and how to align it with larger business goals.

## 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.

## Envision a better employee experience

- 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 is most qualified for projects and tasks.
- Every employee can 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.

## By the numbers

What are the biggest roadblocks to retaining and engaging employees?

**32%**

High turnover rates.

**28%**

Difficulty managing across the talent ecosystem, including candidates, employees, and contingent workers.

**24%**

Managing compensation expectations.

**22%**

Return to office vs. remote work.

**22%**

Only able to do succession planning for senior-level positions.<sup>1</sup>



## The new talent code

allows you to access unexplored career paths for employees and better match them to opportunities to grow. In turn, this improves employee satisfaction and retention.

# Deliver a better project staffing experience

Many organizations still manually track 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.

## 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 project staffing experience

- 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.
- Use a self-updating system that reflects new skills and experiences as employees complete projects.



## Enable intelligent and efficient project-based work

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.

# Understand **skills and potential**

AI and automation are drastically changing the employment landscape. The World Economic Forum's 2025 Future of Jobs Report estimates that there will be 78 million new job opportunities by 2030, but urgent upskilling is needed to prepare workforces. By focusing on skills rather than traditional credentials, HR leaders can build a workforce that's agile, adaptable, and **equipped to thrive in an ever-changing environment**.



170M

**170 million** new roles set to be created and **92 million** displaced.



40%

The skills gap continues to be the most significant barrier to business transformation today. Nearly **40%** of skills required on the job are set to change and **63%** of employers already cite it as the key barrier they face.<sup>3</sup>



## Top challenges with understanding skills and potential



1

Recruiters depend on self-reported résumés that often miss a candidate's full skills and potential.

2

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

3

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

4

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

## A more complete picture of skills and potential



1

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

2

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

3

AI-powered talent intelligence systems self-update and continuously learn, so best-fit talent is surfaced at all times.

4

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



See where HR leaders plan to invest in new technology over the next 12-18 months.

**82%**

Recruitment marketing platform

**81%**

Talent intelligence platform

**78%**

AI tools

**80%**

Employee experience platform<sup>1</sup>



# Talent intelligence is the code for the future

The new talent code helps your organization discover highly skilled talent locally, nationally, and globally. By gaining insights into skills and potential, you can **improve people's career experiences, attract and retain top talent, and increase organizational performance.**

The Eightfold Talent Intelligence Platform brings together essential HR processes, from requisition creation to succession planning, on a single platform designed for today's talent challenges. Built on a global talent data set of more than a billion career trajectories, a million skills, and a million job titles, it provides unparalleled visibility into your talent pool on a single, unified platform.



Talent intelligence uses deep learning to analyze and understand talent in the context of work, going beyond applicant tracking systems and static skill frameworks.

With insights, market trends, and real-time work interactions, it provides a holistic view of your workforce's current skills—and the ones you'll need in the future.

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

**\$1B+**

**career trajectories and 1M+ skills**

Eightfold AI's Talent Intelligence Platform is built on a global data set that gives you a full view of talent and skills insights.

**92%**

Recruiter productivity improvement

**22%**

Faster time to hire<sup>1</sup>



# The demands on HR have grown. So have the solutions.

Explore the Eightfold AI Talent Intelligence Platform today.



[Watch a 2-minute video >](#)



[Request a personalized demo >](#)



[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 [eightfold.ai](https://eightfold.ai).

<sup>1</sup> 2024 Annual Eightfold Talent Survey

<sup>2</sup> What Job Seekers Wish Employers Knew | BCG

<sup>3</sup> World Economic Forum's Future of Jobs Report 2025