


The ultimate buyer's guide for an

# agentic talent platform.





## Now is the time to start using an agentic talent platform powered by talent intelligence in your HR processes, including hiring, management, and project staffing.

After reading this guide, you will have a better understanding of:

- How you can use agentic AI and talent intelligence to recruit and retain top performers, upskill and reskill employees, allocate resources, and manage contract workers.
- What an agentic talent platform powered by talent intelligence is and how that platform benefits from large amounts of global talent data.
- How talent intelligence integrates and presents a full picture of all your data, including a full view of your talent pool, skills, and industry trends, to inform a comprehensive view of all talent rooted in skills.
- How agentic AI can work with the talent intelligence platform to enhance all your HR activities – especially high-volume hiring – spanning the entire life cycle.
- Why skills and potential are the best indicators of candidate and employee success, and how AI unlocks visibility into these indicators.
- How everyone in an organization – from the C-suite down – benefits from talent intelligence.
- Key questions to ask vendors about agentic AI and talent intelligence, including ones about what an AI-native talent intelligence platform should do, how it trains its data, ethics, use cases, and compliance.



# Skills-based strategies require talent-centered design.



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# The business challenge.





## Today's business climate is incredibly complex and further complicated by:



### Market volatility.

Unrelenting changes in the economy, technology, society, and the climate have created a state of flux and compulsory adaptation for organizations. One of the biggest drivers of this change – and new opportunities – is AI. Your organization must be agile and ready to adapt to varying market conditions at a moment's notice. This requires a deep understanding of your workforce, the labor market, and the competitive landscape.



### Persisting labor challenges.

You can't hire your way out of a labor shortage, especially as technical skills become more specialized. Organizations are turning to skills-based employment models to help hire for potential, and upskill and reskill employees to build a workforce ready for anything.



### Skills changing faster than ever..

Leadership remains optimistic about advancements in AI powering the future of work. A third of CEOs said that gen AI has increased revenue and profitability in the past year, with half expecting to increase investments in the technology, according to [PwC's 2025 Annual Global CEO Survey](#). Increased organizational transformation creates a greater need for finding talent with new and emerging skills – and the capabilities to learn new ones – like working with AI.



### Retaining top talent.

As you aim to do more with less, spikes in turnover are increasingly expensive – and untenable. The cost of replacing an employee can range from half to two times the employee's annual salary. As organizations remain hyperfocused on budget, losses in productivity from voluntary turnover and the added strain on remaining employees only compound problems.



### Ethical and responsible use of AI.

AI is creating new possibilities in how work is done. Ethical and responsible use of AI is possible if you and your vendor understand how to deploy it and mitigate risks.



**of companies plan to increase their AI investments over the next three years.**

– [Superagency in the workplace: Empowering people to unlock AI's full potential at work](#), McKinsey

# A new approach to talent.





For years, the operating model in HR has centered on the job. Within this framework, the job and, more specifically, the requisition informed every part of the talent life cycle – who to hire, what they should do, and which programs, policies, practices, and technology to implement.

## Organizing around jobs.

The traditional approach to talent planning has centered on the job.



The typical process went something like this: once a requisition was created, it became HR's responsibility to fill it. As HR practitioners, it was your responsibility to maximize the exposure of a single job to as many people as possible and find the best candidates to present to the hiring manager – an "inside-out" approach. This process was designed in service of the organization with the hiring manager as the customer.

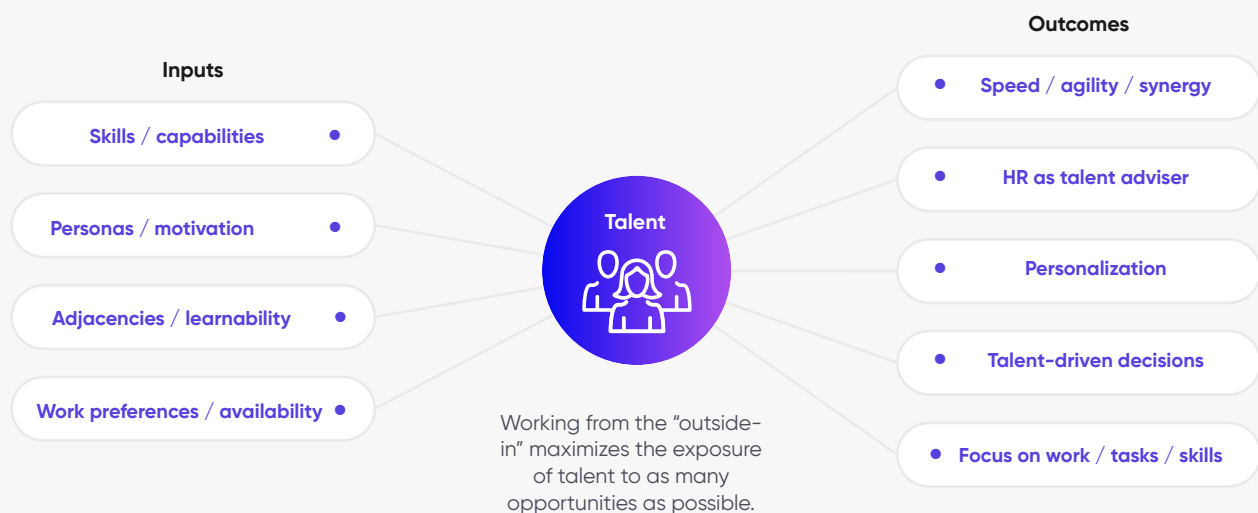
Once the role was filled, it was on to the next requisition, where you had to start from scratch. In this approach, everything revolved around job descriptions. Employees only did what their job description dictated, and historical data drove decision-making.

**Talent-centered design** helps reframe the process, the discussion, and, ultimately, the decision. Instead of starting with a job description, this model is built around talent. It uses AI and real-time data to answer questions like: "What is this person interested in?" "What skills do they have?" "How do those skills, interests, and strengths align with our organization's needs?"

Rather than broadcasting one job to as many people as possible, this method **exposes one person to as many opportunities as possible** – an “outside-in” approach. Likewise, instead of employees operating within the narrow confines of their job descriptions, talent-centered organizations match a person’s unique skills to projects, gigs, jobs, events, volunteering, and more. While this process is also being done in service of the organization, there is a heavier focus on the talent (applicant/employee) as the customer.

## Organizing around talent.

The new approach to talent planning is centered on talent, matching people to opportunities based on their skills and potential.



This new approach allows for speed and agility rather than inefficiency and rigidity, as it uses real-time data – not historical data – to reveal what someone can do and where to deploy them. It’s also done in the framework of expanding opportunities and identifying all possibilities within an organization, rather than making a decision through the lens of a single job. Instead, you’re finding the best possible fits for your talent to showcase their skills and help them grow.

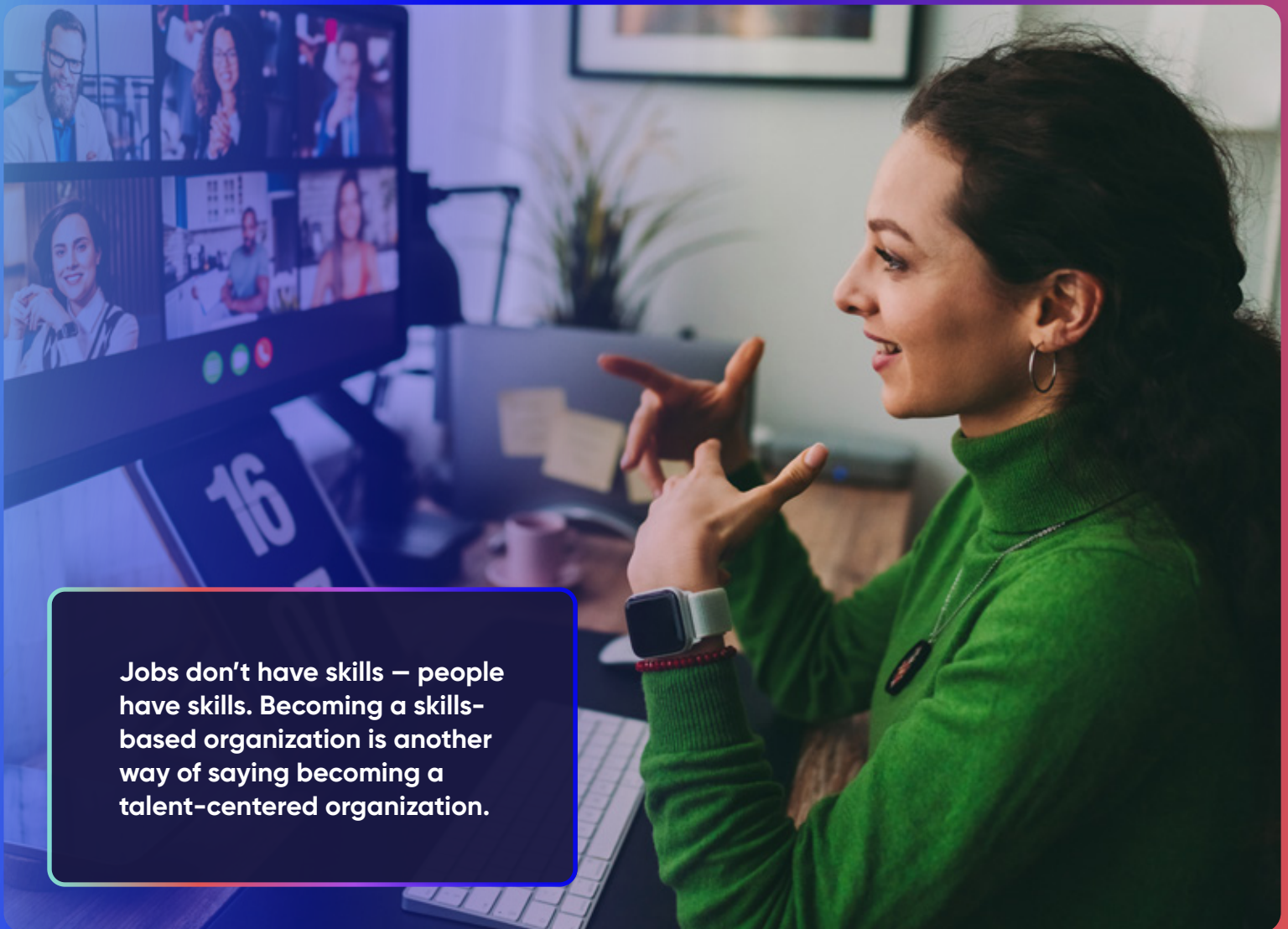
Even better, with this enhanced visibility into talent, you move from order taker to strategic adviser who can help ensure the organization has the talent and skills it needs for ongoing success.



## The ripple effect.

Every HR function – and the entire organization – benefits as a result. Talent acquisition moves from looking at job descriptions to really evaluating people and their skills. Talent managers shift from focusing on performance and promotions to skills-based mobility, succession planning, and proficiencies. HR thought leader Josh Bersin calls this “the big shift” in his research on the post-industrial economy.

By focusing on what someone can do and their learnability instead of degrees or professional experiences, you can broaden the aperture of who qualifies for a role. Even the employee experience benefits as the focus shifts to matching employees to what they love and do best, fostering fulfillment.



**Jobs don't have skills – people have skills. Becoming a skills-based organization is another way of saying becoming a talent-centered organization.**



## The rise of AI-native talent intelligence.

This new approach is possible today because of talent intelligence and its ability to understand skills in real time. Of course, organizations have always known skills were important, but quantifying and describing them wasn't always simple or easy. Historically, organizations would use a skills taxonomy, or a static listing of skills, to guide talent decisions.

However, the typical skills taxonomy exercise takes months and stalls organizations from making headway in talent initiatives. In the usual indexing process, organizations partner with a consultancy, which can take over a year to generate a skills taxonomy, ontology, and inventory. After several months, organizations receive a spreadsheet report that is virtually outdated from the day it's created.

This static approach simply can't keep up with today's pace of change. Worse, organizations get stuck in this exercise because everything has to be just right for this one-and-done report — for example, legal has to review it, and it has to fit within rigid systems.



# Why now is the right time for an agentic talent platform powered by talent intelligence.

## Pace of change

Digital skills have a shorter half-life than ever before — especially in this age of rapidly advancing AI. The World Economic Forum [predicts](#) that workers can expect that two-fifths (39%) of their existing skill sets will be transformed or become outdated by 2030. Focusing on static or outdated job descriptions isn't enough to drive long-term success.

## Transformation

Four in 10 CEOs doubt their company will be viable in the next decade if they continue along the same path, [according to PwC](#). To survive, organizations are focusing on acquiring the talent and skills — especially skills using AI — that will help them reinvent themselves as they branch into new products and services.

## Internal and external forces

Inflation, budget cuts, talent shortages, recessions, geopolitical tensions, and organizational transformation are all pushing businesses to adopt more agile ways of hiring and managing people.

## Availability of data

With data more abundant and available than ever, HR practitioners can use real-time talent insights on people and work to guide every talent decision.



## Our core differentiators.



### AI-native

Built from the ground up with deep learning AI that improves with every action.



### Responsible AI

Setting the standard for ethical, responsible, and explainable AI in talent.



### Talent Intelligence foundation

Focused on people, not jobs. Proprietary dataset and holistic understanding of individual provides unmatched context for accurate, personalized, and real-time talent intelligence.



### Full talent life cycle

Cross-platform experiences unified within Eightfold across the full talent life cycle – from acquiring the right people and growing their skills and careers to assigning them the opportunities where they can have the greatest impact.



### Outcomes-focused agentic experiences

Moves beyond copilot to truly agentic AI, acting independently while remaining under human control to deliver dynamic, individualized experiences across the talent life cycle.

## Powering the talent life cycle with agentic intelligence.

Talent intelligence is the foundation of everything we do. We understand people in the context of work, uncovering what skills they have today, but also using that data to show their potential to learn new skills and capabilities that can better serve your business tomorrow.

Built on billions of global data points, our AI-native Talent Intelligence connects people, skills, and roles in real time, giving you unprecedented insights into your workforce, the talent market – and the skills you'll need to acquire to compete in the future.

Talent Intelligence remains the brain of what we do, but now we're adding a nervous system: agents that carry signals and data from the brain through the rest of our platform. Our Agentic Talent Platform powered by Talent Intelligence brings these insights to life through autonomous and assistive agents that work across the entire talent life cycle. These agents embed intelligence directly into daily workflows, empowering candidates, recruiters, employees, and leaders to make smarter, faster talent decisions.

By scaling Talent Intelligence through agents, you can accelerate workflows, boost productivity, and improve decision-making – all by unlocking the full potential of your employees in real time.



**The organization will increasingly be a landscape of ongoing and evolving projects rather than a collection of defined and organized processes. Managers will constantly source talent within and beyond the traditional organization and rapidly assemble teams based on required skills and capabilities."**

– [Work without jobs: How to reboot your organization's work operating system](#), Ravin Jesuthasan and John W. Boudreau, MIT Press

## From a system of record to a system of intelligence.

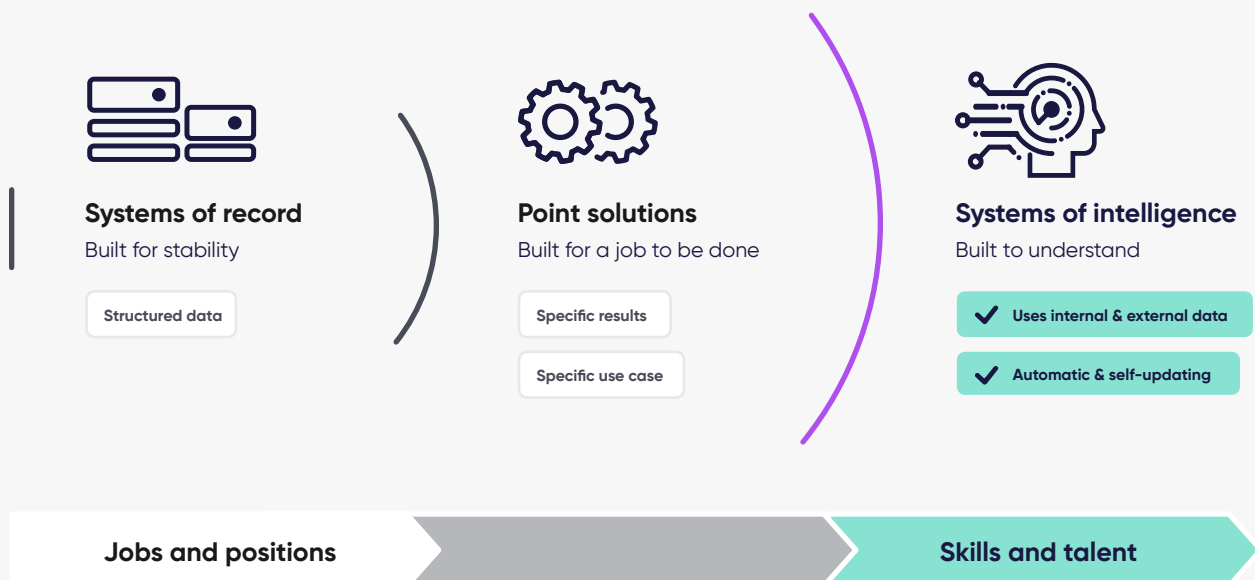
Shifting to a talent-centered organization powered by an agentic talent platform doesn't mean that you don't need a system of record. It's impossible to operate a multinational organization with thousands of people if everything is moving and sporadic. You need to have a stable source for recordkeeping, audit trails, and compliance.

But now you can add an additional layer, a system of AI-native talent intelligence that's reading and reacting to the environment in real time. It incorporates skills and talent data to let you know what's happening not only today, but also the emerging trends of tomorrow. This creates a left-hand, right-hand approach where systems of intelligence can enhance and inform systems of record as organizations begin to understand and organize what the AI is surfacing.

These AI-driven insights help you shift from bits and pieces of **talent information** to a system of **talent intelligence**, moving beyond static systems of record to systems of intelligence that are dynamic, self-updating, and automatic.

## Welcome to the new age of HR.

Systems of intelligence build upon your systems of record to provide skills-based insights.





# Becoming a talent-centered organization.



With skills as the underlying connector and talent intelligence as the AI-powered mechanism to make sense of them, these insights don't just inform one piece of the talent life cycle – everything becomes interconnected. As a result, understanding grows over time and talent decisions are informed by the entire talent cycle.



Once we started talking about [talent intelligence with] one thing, the connectivity and the interrelationships with everything else meant that we couldn't look at anything in isolation. That's where the shift toward what we call a skills-paired organization came in ... It started to pull us toward the realization that we needed that ultimate vision of skills underpinning all our people processes."

— Amy Baxendale, Global Capability and Workforce Readiness Director, **Arcadis**



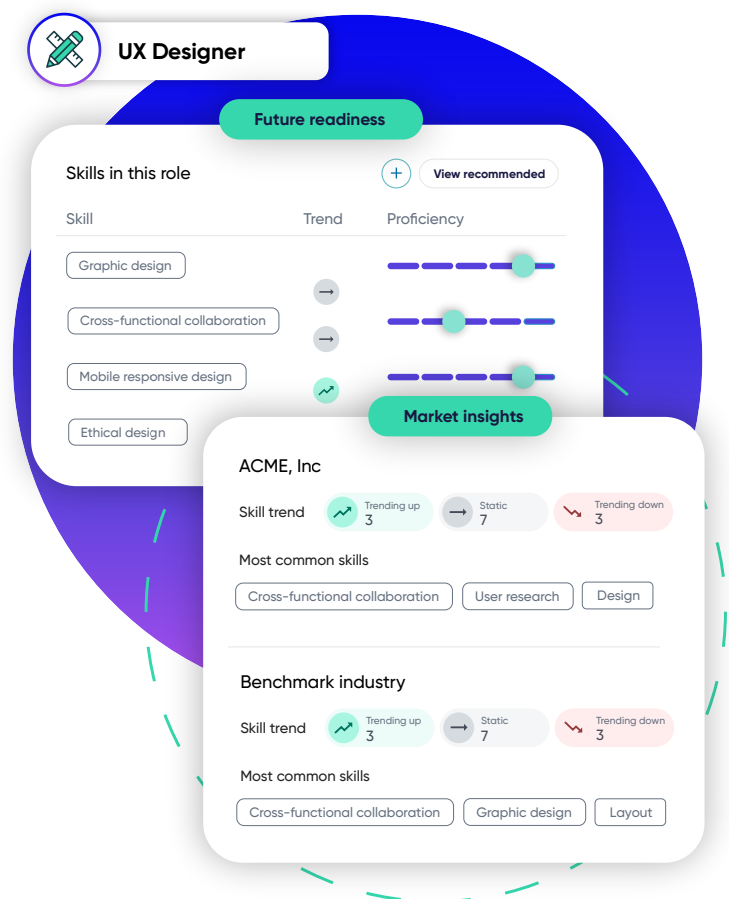
Here are four steps your business can take to become an agile, talent-centered organization.

### Step 1: Gain greater visibility.

Talent intelligence can help you create and implement a dynamic skills inventory to monitor and manage skills in real time. You can analyze skills trends – including rising and declining skills in the workforce – to see how your skills mix compares to the overall industry and even specific competitors.

Once you do this, you can start to build a standardized role library. It's important to remember that even when standardizing roles, because your data is stored in an intelligent system, it's continuously and automatically updated. Talent intelligence dynamically updates as employees learn and develop their skills.

This also enables you to calibrate and recalibrate roles. As more jobs are increasingly transformed by AI and automation, organizations can make the most of their talent by redefining roles to free workers' time to focus on their areas of specialty – that is, the work they are uniquely qualified for that AI can't replicate.



**Talent intelligence provides insights into skills within your organization, the industry, and your competitors' workforces.**



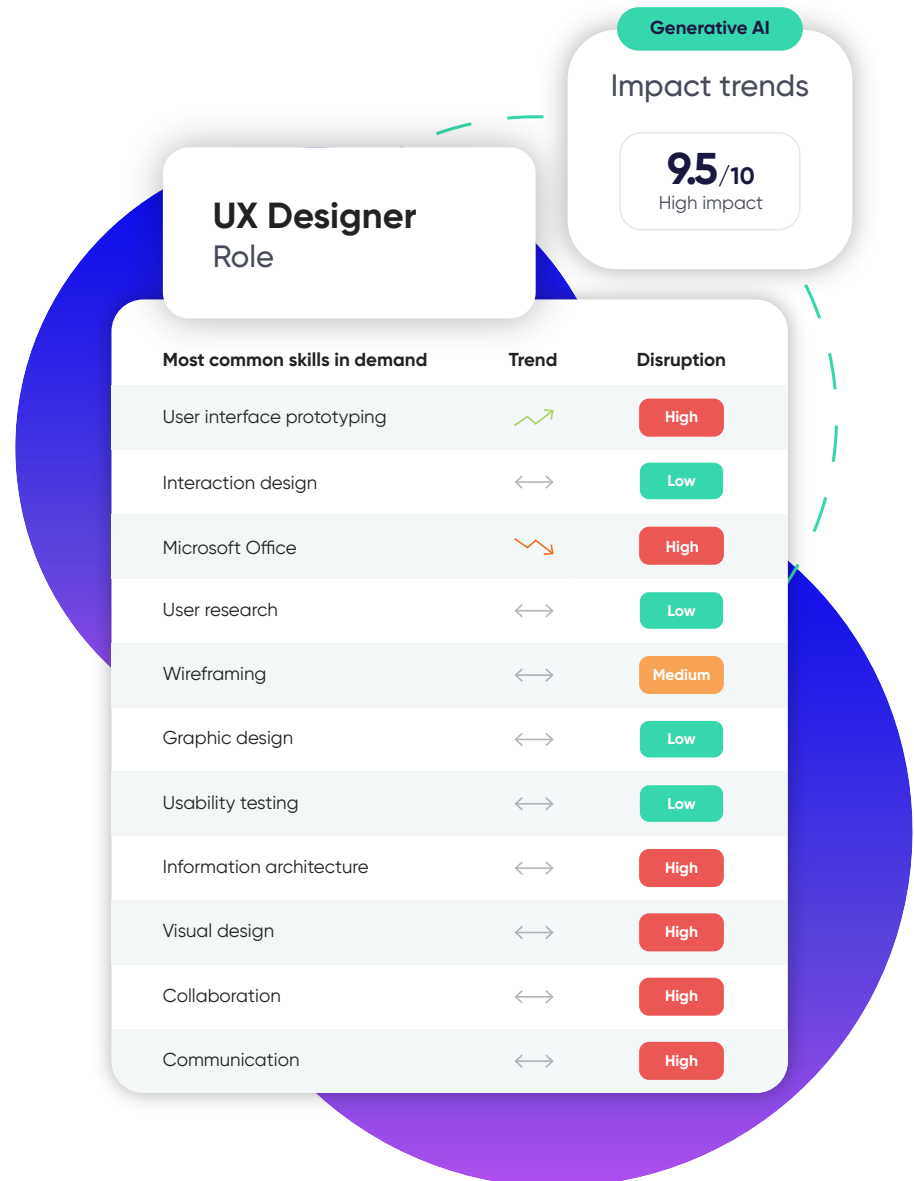


**Recruiting, reskilling, retention, and reengineering work are not separate things anymore. They are all interrelated, and they have to be interlocked with a talent intelligence strategy."**

– [The New Talent Code podcast](#),  
Josh Bersin, Founder and CEO of  
The Josh Bersin Company

## Step 2: Put your strategy to work.

With real-time skills insights and a standardized role library, you can start to inform your talent practices. You can choose to hire talent with the skills you need, develop those skills in your existing talent through upskilling or reskilling, or make other workforce plans that align with your short- and long-term goals and budget, including hiring contractors.



**Talent intelligence shows rising and declining skills for specific roles in context.**



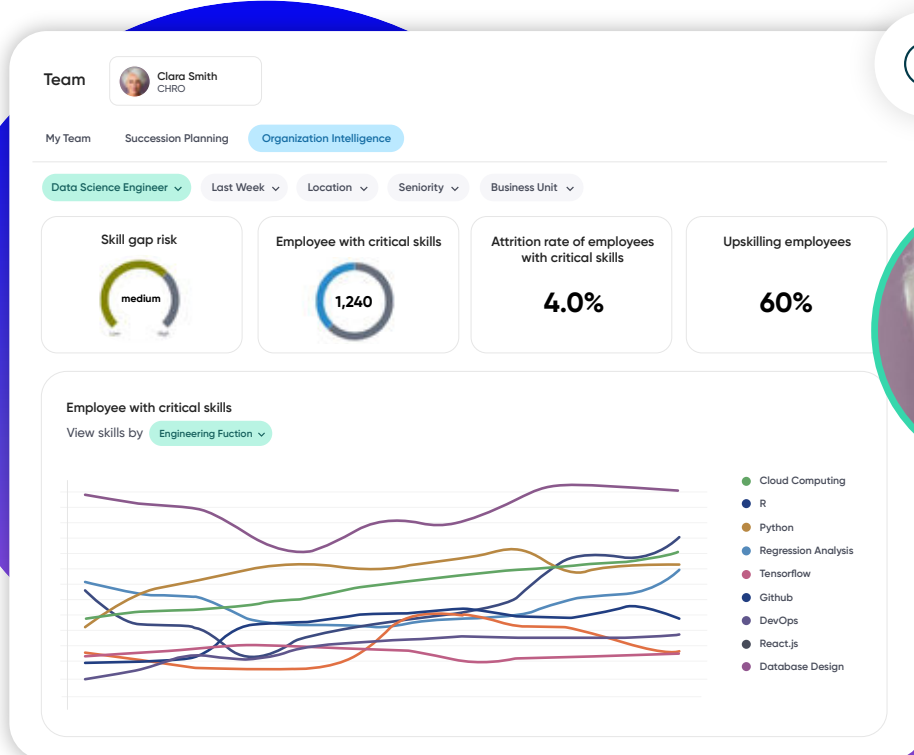
**77% of employers surveyed expect investing in worker training to enhance the productivity of the company."**

— [The Future of Jobs Report, 2025](#), World Economic Forum

### Step 3: Empower your existing talent.

A key aspect of this new process is finding new ways for your existing talent to grow their experiences through upskilling, reskilling, and talent planning. Dashboards powered by talent intelligence can reveal skill gaps so you can determine your risk levels based on how many people have a certain skill and the attrition rate of that audience.

Armed with that data, you can then make plans to upskill or reskill talent through AI-powered learning and development programs. These include curated courses, mentorships, gigs, and more.



**Identify skill gaps and the associated risk.**

#### **Step 4: Lead the change you need.**

HR industry analyst and global thought leader Josh Bersin says this all comes together to do the four Rs: recruit, reskill, retain, and redesign work using AI-native talent intelligence. With dynamic insights into your talent and the skills they possess, your risk profile, and skills trends in the industry at large, you can make strategic, data-driven decisions to build, buy, borrow, or automate talent.

As an HR professional, you are no longer an order taker. With talent intelligence, you become a strategic adviser who ensures that your organization has the skills and talent it needs for long-lasting success.





# Agentic AI and the talent intelligence platform.



You may have heard of talent intelligence platforms. These are not a tool, a feature, or a piece of technology used somewhere in the talent process or life cycle.

A true agentic talent platform powered by talent intelligence is an advanced technology guided by deep-learning AI to make better decisions throughout everything in the talent life cycle. With the emergence of newer AI technologies – like agentic AI – talent intelligence platforms are poised to take on even more manual tasks, elevating HR professionals to become advisers to their organizations.



An agentic talent platform powered by talent intelligence combines internal and external data sources to reveal people's potential so you can match them to the right work.

## A true agentic talent platform powered by talent intelligence:



Helps you better understand your company, answering questions like, *“What skills do I need to achieve my business goals?”*



Helps you better understand your market, including what skills competitors have and which ones you need.



Helps you adopt a more equitable approach, including what skills people are capable of learning quickly, and easily determine the health of your talent pipeline across the entire organization.



Helps you see how you can automate and accelerate routine or manual tasks in your HR processes, especially with the help of agentic AI.

The best agentic talent platforms expand the opportunity for choice, providing robust data and insights to help leaders make informed decisions throughout every stage of the talent life cycle.

A true agentic talent platform powered by talent intelligence also automates the most time-consuming and tedious aspects of any HR or recruiter job – like high-volume hiring. This way, talent teams can focus on the best part of their jobs, connecting with and helping people reach their potential. Advancements in agentic AI are making more efficiencies possible, eliminating rote or manual tasks so HR can take on more of an advisory role.

Deep-learning AI platforms should also abide by responsible AI, an approach to creating and implementing AI systems safely and ethically. This helps create an inclusive workplace that welcomes all talent based on their potential to succeed.



# How true agentic AI works.



Enterprise HR and talent leaders are encountering an influx of AI products marketed as “agents.” But beneath the buzz, most offerings lack the essential qualities that define agentic behavior. It’s important to understand the difference so you aren’t investing in the wrong tech.

## True vs. false agents – how to spot the difference.


As AI technology continues to evolve at a rapid pace, it’s more difficult to distinguish the difference between true agentic AI and tools that only appear autonomous, also known as false agents.

True agentic AI is capable of taking meaningful actions, like clicking or filling out fields, within the digital environments it understands. It doesn’t require every instruction or data point to be manually programmed. Instead, it functions as a coordinated system of specialized sub-agents, each performing distinct cognitive tasks.


This type of AI can spot inefficiencies, flag ethical risks, detect anomalies, and adapt in real time to shifting workflows. It can even carry on conversations and adjust its responses dynamically.

	Rule-based systems	Traditional automation	Agentic AI
<b>Decision-making</b>	Follows rules as written. No ability to adjust.	Follows a set list of steps. Can’t skip, reorder, or choose a better path if something changes.	Continuously reasons through shifting inputs and goals.
<b>Adaptability</b>	None.	Limited to known scenarios.	Dynamically adjusts paths mid-task, reflects on outcomes, and redirects without manual intervention.
<b>Product &amp; data usage</b>	Runs tools in a fixed way – no matter the task or outcome.	Sends the same request to a tool every time – can’t adapt to what’s needed at the moment.	Selects, orchestrates, and switches tools autonomously based on task evolution.
<b>Memory</b>	Doesn’t learn from past interactions – treats each input in isolation.	Doesn’t remember past interactions – treats each input in isolation.	Works in context, tracking past actions, decisions, and preferences.
<b>Proactiveness</b>	Only acts with direction and needs a specific input to start a task.	Watches for preset moments then responds, but can’t anticipate needs or prep ahead.	Monitors, identifies gaps, and takes initiative, even across long-running tasks.
<b>Transparency</b>	Decisions and actions are baked into code that doesn’t change.	Exact steps are clear, but there is no explanation or reasoning behind the steps	Provides clear, easy-to-read reasoning behind decisions.


False agents may look impressive at first, but these struggle when complexity increases. False agents often fail to maintain context as a process evolves, are unable to reason through unscripted problems, and require constant supervision to make decisions.




Systems that can't adjust mid-conversation or mid-task.




Processes that collapse when confronted with unexpected answers or edge cases.



Lack of memory between interactions, forcing you to repeatedly enter the same information.



No mechanisms for internal reflection or real-time quality monitoring.



Systems that feel impressive in demos but fall apart in live scenarios where ambiguity is common.



## The cost of getting agentic AI wrong.

Before investing in agentic AI, it's critical to vet vendors and ask questions to ensure you're purchasing a true agent. Failure to differentiate between true agentic AI and false agents could lead to:



Systems that require constant oversight and reconfiguration.



Escalating costs from inefficiencies, redundant work, and continuous patching.



Losing trust from systems that overpromise and underdeliver.



Security and compliance gaps from mishandled sensitive data.



Falling behind as competitors deploy adaptive, self-improving systems.

**Finding quality  
talent faster with  
high-volume hiring.**



Many industries, like manufacturing, construction, health care, and retail, always need high-quality talent. Yet, the talent pipeline needed to fill these critical roles almost always seems to come up short.

The need for workers in these industries is growing, urgent, and in need of a much better solution that can deliver a steady, ample supply of qualified candidates so you can keep business on track. The problem is traditional recruiting methods just can't keep pace with today's hiring demands. Until now.

Welcome to the world of high-volume hiring, which requires a robust pipeline of highly qualified talent.

Traditional recruiting methods were built for a different era. When you're hiring a few specialists or managers, the personal touch makes sense. You can schedule interviews, have multiple rounds of conversations, and get to know each candidate. But when you need 50 warehouse workers, 30 retail associates, or 40 health care support staff – today, tomorrow, or next month – that approach breaks down fast.

## The challenges are real.

### Scale vs. speed:

The more applications you get, the longer everything takes. There's no way to maintain thorough screening when volume explodes.

### Accessibility:

Most interviews happen during business hours when many candidates are working other jobs. Good candidates drop out of the process because they can't make scheduling work.

### Consistency:

When you're rushing through hundreds of interviews, quality varies wildly. Some candidates get 15-minute conversations, others get 45 minutes, and decision-making becomes inconsistent.

### Human limitations:

Even the best recruiters get tired. When you're conducting your 20th similar interview of the day, you're not bringing your best judgment to every candidate.

Here's what makes it even harder: today's job seekers have options. They're not willing to wait weeks for a response or jump through endless hoops for frontline roles. If your hiring process is slow or cumbersome, they'll find someone else who can move faster.



## The agentic AI solution: Always-on recruiting.

This is exactly the kind of problem AI was built to solve. Not to replace your judgment, but to handle the volume and scale that overwhelms traditional methods.

Think about what becomes possible when you can interview every single candidate the moment they apply. No scheduling conflicts. No delays. No qualified people falling through the cracks because you ran out of time.

That's what we're seeing with AI-powered recruiting agents. Candidates click a button and move directly from application to interview. The system conducts structured, consistent conversations 24/7. Every applicant gets the same thorough screening, whether they're candidate five or 500.

AI-powered recruiting agents can handle what people struggle with – repetitive, high-volume tasks – while preserving what you do best: making nuanced hiring decisions based on comprehensive information.

It's now possible to use AI recruiting agents to simultaneously screen hundreds of warehouse and factory applicants at once. Health care organizations are rapidly staffing production and patient care roles that can't wait for traditional recruiting timelines.

Agentic AI in high-volume hiring doesn't just provide efficiency gains – it delivers quality improvements. When you can interview everyone, you don't have to guess which résumés might be hiding great candidates. When every interview follows the same structure, you get consistent data to make better decisions.



## What this means for HR leaders.

If you're responsible for high-volume hiring, this shift changes your entire approach.

Instead of rationing interviews and hoping you're screening the right people, you can be comprehensive. Instead of making hiring managers wait for shortlists, you can immediately move qualified candidates through the process.

The candidate experience improves dramatically, too. People can engage with your hiring process on their schedule, get immediate feedback, and move through screening without the usual delays.

Most importantly, you can finally match the scale of your hiring needs with the scale of your recruiting process. When volume increases, your capacity automatically increases.

We're still in the early days of AI-powered recruiting, but the direction is clear. Those who figure out how to use these technologies effectively will have a massive advantage in talent markets.

This isn't about replacing your recruiting team — it's about amplifying what you can accomplish. When AI handles the volume, you can focus on relationship-building, complex assessments, and strategic hiring decisions.





**Eightfold democratizes talent. It gives recruiters and managers more access to talent, and it gives talent more visibility to roles and opportunities."**

– **Adrian Boruz**, Senior Global Product Portfolio Manager, HR Systems, **Vodafone**



**Using AI in an  
ethical and  
responsible way.**



With the rise of AI, it's increasingly important for organizations to use it in an ethical and responsible way. In HR, that means using AI in a way that promotes fairness, transparency, safety, and security while minimizing risks and the potential for harm.

When you use AI, you must know how the data is handled and how models are constructed. This helps reduce the chances of using biased data or that bias is implemented in algorithms.

How does [responsible AI](#) play out in day-to-day talent activities? With AI-powered talent intelligence platforms, it's easier to pinpoint places in the hiring process where you might have issues. If certain groups are dropping off at stages in your talent process, there might be some unconscious bias preventing those candidates from progressing in your talent pipeline.

That's why AI platforms must be built with Equal Opportunity Algorithms to reduce bias and encourage trust. These algorithms use only relevant data, proactively excluding factors like age, race, gender, or disability status.

### Benefits of responsible AI-native talent intelligence:



Illuminates where great candidates might be dropping off in the funnel, encouraging best practices for reducing bias and inviting more candidates into the talent pipeline.



Inflation, budget cuts, talent shortages, recessions, geopolitical tensions, and organizational transformation are all pushing businesses to adopt more agile ways of hiring and managing people.



Masks personal information like names, locations, and schools that traditionally trigger unconscious bias about individuals on the basis of their gender, race, age, sexual orientation, or disability status.



With data more abundant and available than ever, HR practitioners can use real-time talent insights on people and work to guide every talent decision.

These platforms also translate the skills of candidates from different backgrounds, including military veterans returning to the civilian workforce or workers without a four-year college degree. It's about who can do the job, not just who has done this job before. With the ability to anonymize profiles and mask personal details that might contribute to bias, every candidate or employee can be evaluated based on their potential.

## At the core of our Agentic Talent Platform, we prioritize:

### Fairness

We design and use AI systems that support best practices to mitigate bias. This includes our data; training, evaluation, and model selection; active measuring and monitoring; and product safeguards.

### Transparency

Our AI is understandable and explainable.

### Safety and reliability

Our AI passes stringent safety measures before it rolls out in our products.

### Active monitoring and response

We continuously monitor our AI to ensure it behaves as expected.



# 38%

of HR leaders said building a diverse workforce is an important factor in achieving business objectives.

– [The Eightfold Annual Talent Survey, 2024](#)



**Who can benefit  
from talent  
intelligence.**



A system built on an agentic talent platform powered by talent intelligence can offer immense benefits for everyone in the organization.

## CHROs and other chief people officers

With an agentic talent platform powered by talent intelligence, heads of HR and people functions have the analytics they need to see how their workforce's capabilities compare to the competition. With more insights, data, and options, leaders have a stronger foundation to inform workforce decisions and future planning. They can do more with less and lower costs through efficient hiring, reduced turnover, increased internal mobility, and finding other ways to redeploy valuable talent.

By adopting this platform, CHROs and their talent teams can focus more on providing value as active business partners and strategic advisers to executive leadership. Heads of talent are seen as innovators, bringing leading technology to the forefront of talent strategies and better preparing their organizations for the future of work.



## Talent acquisition leaders

An agentic talent platform powered by talent intelligence improves every aspect of the recruiting process, including:

### Sourcing and talent rediscovery

Organizations spend much of their sourcing budgets on external sources, including agencies, job boards, professional network licenses, and more. These are the sources of candidates who know you the least and are least likely to result in a hire.

With talent intelligence, TA leaders can focus on the people who know their organizations the best – their talent network of past applicants, current employees, past employees, and employee referrals. Agentic AI is showing great promise in helping recruiters fast-track this process by taking some of the sourcing work off their plates, helping them focus on higher-level tasks.

### Career sites

Organizations invest a lot of effort into these sites, but when someone searches for a job, finding the right match often ends up being guesswork. Personalized career sites invite candidates to upload their résumés, and AI matches their skills to open roles. Candidates have more visibility into why they're a good match, giving them greater confidence to apply for jobs. AI can also tailor that experience to prospective candidates, making it personalized and unique.

### Recruitment operations

Searching for the right candidates and guiding them through the interview process can take significant time and resources. To make this more efficient, recruiters need access to a full suite of talent tools to attract and engage with candidates throughout the funnel – including the ability to quickly recruit quality candidates with high-volume hiring. An agentic talent platform powered by talent intelligence can infuse insights, recommendations, and automation throughout the process, helping recruiters efficiently manage their time and make better decisions at scale.



### Screening

Rather than screen hundreds of résumés for every open role, organizations can use AI to match people based on their skills and capabilities. Strong matches are ranked highest, saving valuable time and freeing up recruiting teams to do what they do best – connect with and place people in the right roles. Agentic AI can even supercharge this process in industries that need to hire a lot of workers, fast, with its high-volume hiring capabilities.

### Interviewing

With a talent intelligence platform, interviews are less subjective and based on data about a person's skills and capabilities. AI validates skills on a résumé and identifies new capabilities to inform the interview process. With agentic AI helping the hiring process, candidates can interview on their own time with an agent to expedite the process.

### Visibility into the workforce

While workforces often live in procurement's world, TA leaders are finding real advantages to having more visibility into this talent pool. Workers fill skills gaps and can even become potential candidates for full-time roles.



# 90%

increase in candidates  
per position.

# 30%

increase in  
recruiter efficiency.

**FORVIA**



# 100%

increase in employee referrals of  
other employees and applicants  
to fill open projects and roles.



**NTT DATA**



# 70%

adoption of Career Hub  
throughout the organization.



**Coca-Cola**  
EUROPACIFIC  
PARTNERS

## Talent management leaders

An agentic talent platform powered by talent intelligence addresses every aspect of talent management, including:

### Internal mobility

Employees are matched to roles based on their capabilities and potential, promoting equality. Every employee has access to career pathing to see what they need to learn, how to do it, and other areas or opportunities to help them take the next step in their careers.

### Talent mentoring

AI helps match employees with mentors based on common areas of interest.

### Search by skills

With this platform, talent teams can search for internal employees interested in learning new skills. Talent leaders can also work with procurement to source workers based on the types of skills needed for each project or gig.

### Reskilling and upskilling

With the half-life of skills rapidly declining, the need to upskill and reskill existing talent has never been greater. AI provides the skills insights talent leaders need to see how their workforce's skills stack up to the competition and where they need to shore up skills gaps.



### Succession planning

Organizations with a full view of their entire workforce can more easily identify replacements for departing employees based on their skills and capabilities.

### Talent redeployment

In times of uncertainty, organizations often make the difficult decision to let talented people go. However, finding new workers is incredibly challenging in today's tough labor market. Instead of jumping to job cuts, AI helps business and talent leaders see every employee's skills and learning capabilities, and could potentially redeploy talent to other roles instead of losing them altogether.

Launched talent marketplace in

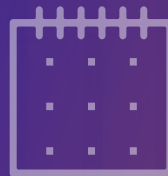
28

countries in 6 months



50%

of employees have updated their profiles  
within the first 3 months of go-live





## Hiring managers

No longer will recruiters struggle to meet hiring managers' expectations in the recruiting process. Talent intelligence helps identify the right candidates based on skills and capabilities.

With complete visibility, recruiters and hiring managers can work together to review several good candidates at the intake meeting and make adjustments to the job requirements as needed in the process. Managers can also have more fruitful and supportive discussions with employees once these hires are on board, based on increased visibility to skill development and potential opportunities in the organization.



## Talent operations professionals

Talent-ops professionals find several benefits with an agentic talent platform powered by talent intelligence. Valuable analytics identify opportunities for improvements in the hiring process, including where candidates may be dropping out. Talent ops also find that they can discard multiple tools in favor of using one platform for every function – including campaigns, workflow automation, events, interview feedback automation, and candidate messaging – to give them one place to manage and see a complete view of all talent.



## Resource and engagement managers

Professionals who work for large professional services or consulting organizations can now use the power of talent intelligence to inform project staffing. Instead of leaving valuable talent on the bench or sourcing only who they know, they can use a rich data set of skills, availability, geographic locations, and more signals to pair the right resource to the right project at the right time. This creates a more flexible and agile way to staff projects, keeping staff busy and contributing to greater client and organizational success.

## Learning and development leaders

With talent intelligence, learning and development teams no longer have to operate in a silo. Employees take courses they need to grow and move into new roles informed by AI-supported skills development plans and recommendations.

The L&D department can work with employees and managers to build customized training programs for employees based on their interests and capabilities, and dynamically align and guide those plans to where the organization needs to head in the future.





## The C-suite

### CEOs

According to [PwC's 2025 CEO report](#), four out of 10 CEOs think their organization will no longer be economically viable a decade from now if they continue on the current path. Agentic talent platforms powered by talent intelligence can help CEOs more easily find and acquire the talent needed for today who aligns with the organization's trajectory toward the future, whatever that future may hold.

AI-native platforms can also increase retention by offering upskilling and development opportunities at scale. A robust workforce with digital skills and staying power will help CEOs increase their organization's resilience and profitability for years to come.



### CFOs

CFOs have the daunting task of managing their organization's financial strategy and investments while ensuring long-term growth and profitability. In the current economy, this isn't an easy task. To succeed, CFOs are taking action. While 46% of CFOs say forecasting accurately is a significant challenge, 28% say their finance departments are currently [using AI to assist with forecasting](#).

Just like financial professionals can forecast different scenarios, agentic talent platforms can help hiring managers forecast skills needs. Agentic talent platforms powered by talent intelligence help streamline the hiring process for hiring managers across the organization (including finance), and also reduce turnover by nurturing employees with upskilling opportunities and learning materials. This helps ensure long-term success, lower turnover costs, and engage high-performing employees who boost the bottom line.



### CIOs

Agentic talent platforms powered by talent intelligence can help HR and IT better find top technical talent and the organization at large. From an investment perspective, talent intelligence platforms simplify, reduce, and perform the work of many tools in one comprehensive platform that provides a complete view of all talent.

Leading platforms can integrate with existing HR infrastructure (systems of record, like an ATS or HRIS) and deploy in as little as three weeks, keeping total cost of ownership low and ROI high. The immediate benefit is better quality hires. The long-term benefit is an organization with the latest skills, and higher-performing, engaged workers.

## Employees

In organizations with an agentic talent platform powered by talent intelligence, employees have a career hub that begins with their employee profile, giving them insights into what they might need to add to their skill sets. They also see mentor recommendations and what courses they should take.

AI also matches them to internal opportunities, including new jobs and projects. The career hub puts employees in charge of their development, moving organizations away from more informal connections to cultures built on equal opportunities for all.



## Candidates

Applicants can see where their skills and capabilities fit into an organization rather than waste time applying for positions that aren't good fits. Additionally, candidates' profiles are kept alive in the talent network and considered for other roles and projects, including those who just missed out on an offer but would still make great employees.

## 10 questions to ask any HR tech vendor about a prospective AI-native talent platform.

1

### How should an AI-driven platform work?

It should use aggregated learning and draw complex patterns from global data sets that include millions of skills and job titles, and billions of career trajectories from around the world.

2

### Does the platform emphasize potential and capabilities?

True deep-learning and agentic AI systems contain a complete history of people's careers and have so much data that they can show what people are capable of doing, even if they are currently in a different role.

3

### Is there a full life cycle approach?

A true talent intelligence platform should eliminate the need for outdated CRMs, primitive or rudimentary interview-scheduling tools, employee-referral tools, and other point solutions. It should give a holistic view of the entire workforce, and allow talent leaders to analyze every talent pipeline and employee.

4

### How does the platform reduce bias?

A major benefit of an AI-powered talent intelligence platform is its potential to reduce bias, mainly through masking or anonymizing results about job candidates, including gender, ethnicity, race, age, and even where they attended college. Every AI should use Equal Opportunity Algorithms.

5

### What about compliance with privacy laws?

Ongoing compliance with all privacy laws in every labor market on a global scale should be a priority for any platform.



6

### **Does the platform integrate with existing technology?**

Any AI-powered talent intelligence platform should offer bi-directional sync with all standard ATS and HRIS systems, or any system of record.

7

### **Is it available in multiple languages and countries?**

It should be available in many languages and localized where you operate. Look for a system already available on multiple continents and used by large and complex global organizations.

8

### **How does it affect the cost of achieving outcomes?**

A platform should increase efficiency, saving time and resources for your talent team so they can focus on more critical tasks. A platform should also show how to calculate ROI and roughly what ROI to expect.

9

### **How do I know if the AI is authentic?**

An AI-powered talent intelligence platform should be built on deep-learning and neural networks, not keyword searches or older technologies. Agentic AI should be able to execute multi-step reasoning, course correct autonomously, and make context-aware decisions. The system should also be built on a foundation of extensive data powered by hundreds of millions of profiles used to train the AI models. The company should be an AI-first company led by experts with extensive backgrounds in this field.

10

### **Is it challenging to implement and use?**

A real talent intelligence platform should have AI ready to use immediately, with a bi-directional sync with most major applicant tracking and HR systems. It should be reasonably easy to implement and for talent teams to learn. Be sure to ask about ongoing support, too.

**For more questions about agentic talent platforms powered by talent intelligence, download the complete [RFP](#).**



Eightfold AI doesn't just organize data – we understand people. As pioneers of the world's most innovative AI-native **Talent Intelligence Platform**, we combine enterprise data, market insights, and user interactions to create a complete picture of talent across the entire employment life cycle, providing an end-to-end experience that includes hiring, development, and retention. A third of our customers are from Fortune 500 companies and have relied on us to move faster and more strategically than the competition. Our platform is guiding our customers through the greatest work acceleration in history by unlocking the power of people and showing them how partnering with AI can unleash unlimited potential.

For more information, visit [www.eightfold.ai](https://www.eightfold.ai)



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