Improving Federal Employment Outcomes
with AI-Powered Talent Intelligence

A skilled, diverse workforce is essential for agency success. To fulfill their mission, Federal agencies must overcome multiple employment challenges, including current and emerging skills gaps, staffing shortages, a lengthy hiring process, an aging workforce, and stiff competition for diverse and top talent.

Agencies can redefine how they engage, hire, and retain the right talent with the Eightfold® Talent Intelligence Platform.™ The solution uses AI to match individuals with career opportunities based on their skills and potential, at scale, and without human bias. This talent intelligence improves employment outcomes in recruitment and hiring, career development, workforce planning, and the advancement of DEIA goals.

The Eightfold Talent Intelligence Platform applies deep learning AI to a rich, cross-sectional dataset of more than a billion career paths. The resulting talent intelligence helps HR leaders answer such questions as:

> What skills does this job require?

> What skills does this individual have?

> What skills can this individual quickly learn?

> What is my workforce capable of?

> What are our skills gaps and how can we fill them?

> How can employees continue learning and developing?

The integrated platform includes:

1) **Eightfold Talent Acquisition:** a comprehensive source-to-offer solution that reduces time-to-fill and helps employers hire for skills and diversity. The solution uses AI to match candidates with jobs based on their skills and potential to excel in a particular role.

2) **Eightfold Talent Management:** unlocks workforce potential with insights that improve internal mobility, workforce planning, and upskilling/reskilling initiatives. The solution includes Career Hub which empowers employees with personalized recommendations for training, projects, mentors, and internal roles.

Our commitment to ethical AI is embodied in our human-centered AI design and governance. Eightfold AI is built on the principles of fairness, accuracy, and robustness. These values guide the lifecycle of our services.

35%
Faster
time-to-fill

47%
Increase in
diversity hire

29%
Increase in highly
qualified applicants

25%
Lower unwanted
attrition

Skills-Based Hiring: Finding Mission-Critical Expertise Faster

Challenge: Agencies struggling with staffing shortages have difficulty finding candidates with the right skills. Outdated recruiting practices and a lack of automation add to the challenge by increasing the time and cost to hire.

Opportunity: Agencies can use AI to fill vacant positions faster while taking a skills-based approach to hiring. Eightfold's matching algorithms instantly generate a stack-ranked list of the most qualified candidates for a given role.

HR can immediately engage candidates with the right skills to accelerate the hiring process and compete more effectively with fast-acting employers. With a more efficient recruiting process, agencies can better handle the hiring volume needed to rebuild the Federal workforce and replace retiring employees.

In addition, Eightfold allows agencies to create their own talent pool of past applicants, which they can source and recruit from directly.

Diversity and Inclusion: Making and Measuring Progress Towards DEIA Goals

Challenge: Executive Order 13985 has renewed the focus on advancing diversity, equity, inclusion, and accessibility (DEIA) in the Federal workforce. Agencies must expand efforts to hire and retain minorities and under-represented groups.

Opportunity: Eightfold's diversity-first approach and Equal Opportunity algorithms allow agencies to incorporate DEIA best practices into recruitment and talent management. The solution levels the playing field for diverse talent by matching people with opportunities based on relevant skills not personal characteristics like race and gender.

The system masks bias-triggering candidate details such as name, age, and school to ensure that applicants are evaluated objectively. In addition, robust dashboards and reports allow HR leaders to measure diversity outcomes—comparing the progress of male versus female candidates, for example—and to identify and correct areas of concern.

Internal Mobility: Retaining and Developing Top Talent

Challenge: Many agencies face talent loss and declining employee engagement. Younger workers seek career mobility, and for many employees, it's easier to find a new opportunity outside the government than within.

Opportunity: Agencies can promote employee growth and retention with AI-powered development plans for every worker. Given an employee's skills and career goals, Eightfold recommends relevant job openings, training courses, and short-term projects and rotations.

Providing workers with a clear line of sight to a personalized career path reduces regrettable attrition and the cost of backfilling positions. Employees are motivated to stay and work towards their next role, and agencies become an employer of choice with strong professional development opportunities.

In addition, agencies build a pipeline of skilled talent ready to step into leadership roles as an increasing number of senior employees retire.

Recruiting: Improving the Candidate Experience

Challenge: The Federal government must compete aggressively with the private sector for skilled and diverse talent. A poor candidate experience can deter job seekers, reducing the number of high quality applications.

Opportunity: Agencies can increase recruiting success by using AI to provide a better career site experience for candidates. After a candidate uploads a resume, Eightfold surfaces the jobs that best fit that person's skills and capabilities. Candidates can easily identify the jobs they're best suited for and agencies get more applications from qualified individuals.

Eightfold also helps overcome the imposter syndrome that can hold back women and minority job seekers. By explaining why candidates are a good fit for a role, the platform gives under-represented groups the confidence to apply for positions they might otherwise not pursue.

Workforce Planning: Building a Mission-Ready Federal Workforce

Challenge: The Office of Personnel Management (OPM) and the U.S. Government Accountability Office (GAO) have identified skills gaps in numerous occupations. These skills gaps will widen as increased digitization transforms the nature and delivery of government services.

Opportunity: To enhance workforce planning, Eightfold provides an agency-wide view of the skills employees currently have and the adjacent skills they can learn. A deep understanding of workforce capabilities allows agencies to identify critical skills gaps and talent needs. HR leaders can use Eightfold's talent intelligence to improve mission readiness by driving skills-based strategies for recruitment, retention, and retraining.

For example, Eightfold can help close a gap in cybersecurity skills by identifying the top candidates for a cybersecurity opening, surfacing employees who can quickly acquire cybersecurity skills, and recommending cybersecurity training and projects in personalized development plans.

Better Federal Employment Outcomes

The current times bring heightened urgency—and new opportunities—for Federal HR leaders. Agencies can improve employment outcomes by applying AI in recruitment and talent management. By leveraging the Eightfold Talent Intelligence Platform, agencies can identify and close skills gaps, streamline the hiring process, increase employee retention, cultivate a diverse talent pipeline, and build an engaged workforce that meets mission requirements now and into the future.