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Strengthen your workforce with an AI-driven elastic talent strategy

1 in 3

U.S. workers are independent, according to survey results

Source: McKinsey

An elastic workforce can be a real competitive advantage for organizations, but without a direct connection between contingent workers and the larger workforce strategy, it's easy for organizations to lose great people once they've completed gigs.

Additionally, a siloed view of this talent pool impacts the overall value of contract work. Dependencies on multiple outside suppliers for contingent talent can result in steep costs, outsourcing inefficiencies, and unpredictable candidate quality.

Eightfold® Talent Flex puts deep-learning AI into the hands of elastic talent program managers, including procurement and talent acquisition leaders, so they can quickly identify available contingent workers with the right skills and experiences they need. As a result, business and talent leaders can better assess the potential and capabilities of contingent talent and more effectively match the best candidates to assignments — all while accelerating time to fill and saving money.

Talent Flex shows what contingent workers can do and what they're capable of learning, making those people and skills visible to talent and procurement leaders. Organizations can quickly scale up or down as needed and confidently make critical talent decisions, including redeploying workers to new projects and potentially hiring them for full-time roles.

Business leaders

Scale your workforce, quickly and effectively

Find 5-star matches for open roles

Extend DE&I principles to everyone

HR/TA leaders

Inform hiring decisions with deep-learning recommendations

Fill positions faster and more effectively

Increase business partner satisfaction

Procurement leaders

Reduce costs through streamlined workflows and processes

Minimize dependency on staffing firms

Quickly redeploy talent to lower the cost and time to fill

Product Capabilities

Personalized candidate experience: Attract the right contingent talent and instantly match them to gigs based on their unique skills portfolio.

Skills matching and screening: Create an instant contingent worker pipeline and rapidly fill roles by tapping into existing talent pools based on skills, experience, and potential to excel in assignments.

Candidate engagement: Increase contingent worker engagement outreach with targeted CRM and explainable AI insights around the quality of the match and the likelihood of a response.

Direct sourcing: Find and engage contingent workers through private talent networks and enable talent rediscovery.

Streamlined workflow: Reduce friction for hiring managers and candidates by automating applications and interactions with SMS or email.

Efficient interviews: Automate scheduling and interview feedback for speed, consistency, and reduction of effort.

Redeployment: Efficiently reassign contingent workers to new gigs or full-time roles to save on costs and reduce time to fill.

Diversity: Extend diversity, equity, and inclusion goals to contingent workforce programs and increase employment opportunities for underrepresented groups by removing unconscious bias.

VMS integration: Unlock data from vendor management systems to improve the sourcing of contingent workers.

The right contingent workers — all in one place
Eightfold Talent Flex helps organizations rapidly fill talent gaps based on experience, capabilities, skills, availability, rates, and other considerations.

Eightfold Talent Flex is built on Eightfold AI's market-leading Talent Intelligence Platform,™ which helps organizations retain top performers, upskill and reskill their workforce, recruit talent efficiently, and reach diversity goals. Eightfold's patented deep learning AI platform is available in more than 155 countries and 24 languages, enabling cutting-edge enterprises to transform their talent into a competitive advantage.