STMicroelectronics builds long-term workforce agility with Eightfold

Industry: Technology

Website: st.com

Headquarters: Geneva, Switzerland

Employees: 48,000

Eightfold Products: Talent Acquisition

eightfold.ai

In 2024, **STMicroelectronics** implemented the Eightfold Talent Intelligence Platform as part of a talent acquisition digitization project to enhance the candidate and employee experience. The move to a new, common digital platform aimed to create more consistent practices across regions, support recruiter efficiency, and provide better visibility into career opportunities for candidates and employees. The platform also laid the initial groundwork toward developing a skills-focused approach to workforce management, with the goal of improving agility over time.

> "Eightfold has positioned us for the future of talent acquisition, enabling us to support a skills-powered approach and focus on a future-ready workforce to fuel innovation and business success."
>
> **– Rajia D'Souza,** President and CHRO, **STMicroelectronics**

The challenge

STMicroelectronics (ST), a global semiconductor leader headquartered in Switzerland, employs 48,000 people across 40 countries. Talent is central to ST's global scaling and innovation agenda. Prior to the project, ST's talent acquisition (TA) systems were digitized but had a regional approach, some manual workflows, with limited data-driven insights. This created four strategic pain points:

1. **Diverse regional processes:** Without centralized workflows or analytics, limited KPI tracking, operational transparency, and data-driven decision-making at scale.

   "Fully implemented and integrated dashboards and analytics allow us to be more efficient, drive compliance, and secure insights to allow for robust data-driven decisions," said Lopa Patel, ST's Global Head of Talent Acquisition and Onboarding Centre of Excellence.

2. **Unoptimized candidate experience and conversion:** Previous recruitment systems offered opportunities for improvement in speed and user experience, which sometimes made it challenging for ST to engage top talent as early as desired.

   "The events and campaign feature allows us to better personalize experience and audiences. Now, we can have a more holistic approach with messaging that matches across platforms," said Yoanna Marino, ST's Global Lead, Attraction, Engagement & Reputation.

3. **Reliance on external agencies:** With limited internal candidate visibility, TA teams often partnered with external agencies, which provided access to a broader talent pool. This approach, while effective, highlighted opportunities to further mobilize internal and community talent in the future.

4. **Semiconductor industry shifts:** As the semiconductor sector continues to evolve with new skills requirements, ST recognized an opportunity to enhance agility in its tools and processes. By focusing on strategic hiring and workforce mobility, the company is now better positioned to adapt quickly and drive workforce transformation.

The solution

ST embarked on a global HR/TA transformation designed to deliver agile, engaged, bold talent capability at scale. The strategy: standardize global workflows, centralize candidate experience, embed talent intelligence, and measure outcomes.

Key elements included:

- **Three simplified global workflows** that consolidated previously local processes, enabling ST to become more data-driven and scalable.

- **A technology backbone** centered on the Eightfold Talent Intelligence Platform for candidate engagement and analytics, integrated with Oracle HCM for back-end operations.

- **Real-time requisition calibration**: once approved in Oracle, Eightfold evaluates the requisition's settings (skills, experience, titles) and provides instant feedback on match probability and diversity implications.

- **Activating ST's latent talent community**: internal profile pools, previously unsuccessful applicants and expressed interest candidates become "live leads" via Eightfold AI-driven matching.

- **A cultural shift:** TA teams moved from reactive, requisition-by-requisition sourcing to proactive, skills-first talent community engagement. A tailored change-management program combining digital and in-person training ensured high adoption and global alignment.

- **Solid foundations for advanced analytics:** enabling powerful TA dashboards that provide senior leadership with real-time, data-driven insights for strategic workforce planning.
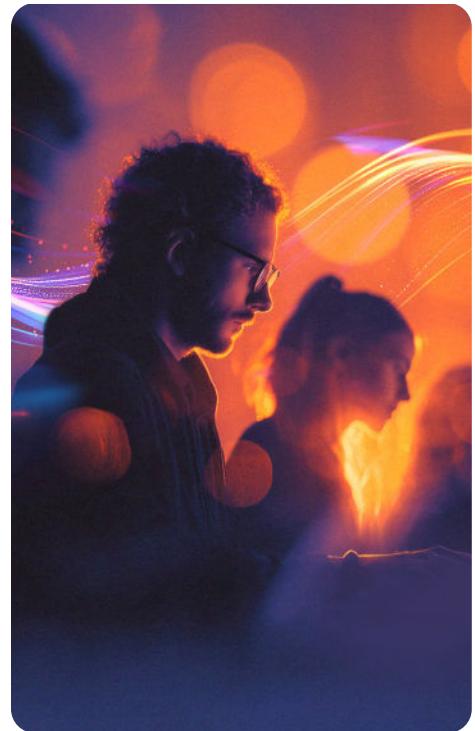
The results

160+

hours saved in two months with workflow automation.

75%

of candidates interviewed advanced to offer.

84%

candidate NPS.

With Eightfold at the core of ST's talent acquisition transformation, the company has been able to:

- **Standardize hiring** while maintaining regional flexibility.

- **Boost recruiter productivity** with AI-driven sourcing and automation.

- **Enhance the candidate experience** with personalized job matching.

- **Build a skills-first ecosystem** for long-term workforce agility.

"**Eightfold is more than a recruitment tool — it is a strategic enabler that will support and shape our future talent acquisition ecosystem.**"

– Rajia D'Souza, President and CHRO, **STMicroelectronics**

Key impact areas:

1 ST's early adoption of job distribution within Eightfold, integrated with eQuest, enabled simultaneous posting to multiple job boards, streamlined processes, and reduced recruiter workload. This automation improved job visibility, engagement, and efficiency, saving over 160 hours in two months.

2 With Eightfold, ST streamlined recruitment, achieving a 75% interview-to-offer rate, 86% application submission rate, and a candidate NPS of 84%. Employees also gained easier access to internal job opportunities.

3 Eightfold reduced candidate processing time, allowing ST's TA teams to focus on strategic hiring. Recruiters and hiring managers appreciate the streamlined workflows, which sped up decision-making and led to an average four-day interview process with an 82% acceptance rate. TA leaders also benefit from improved KPI tracking and career development insights.

> "As Global Head of our end-to-end Talent CoE, I see this as a transformation journey, not a one-time rollout. Through strong change management and continuous improvement, we've simplified and standardized global recruiting workflows, improved efficiency, and decision-making with talent intelligence, and created a more consistent experience for candidates and internal talent. Each step strengthens performance today as we continue to evolve toward a more skills-powered talent approach."
>
> **– Sheena Minhas,** Global Head, end-to-end Talent Centre of Excellence, **STMicroelectronics**

The future

Today ST has optimized global hiring, boosted efficiency, and set the stage for AI-driven workforce planning. Next, ST aims to unlock deeper workforce insights and enhance the candidate experience with tools like the Eightfold Candidate Portal.

"Eightfold has positioned us for the future of talent acquisition, enabling us to support a skills-powered approach and focus on a future-ready workforce to fuel innovation and business success," said D'Souza.

About Eightfold AI

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. Learn more at www.eightfold.ai.