⎇ eightfold.ai

Customer
stories

Leading global enterprises trust us with their talent transformations.

Our market-leading **Talent Intelligence Platform** helps your organization recruit skilled talent, retain top performers, reach diversity goals, and upskill and reskill your workforce.

Our patented, deep-learning AI platform is available in more than **155 countries and 24 languages**, empowering your enterprise to transform talent into a competitive advantage.

ACTIVISION BLIZZARD

Software and gaming

"Because of Eightfold's power, our system became indexable and searchable. For example, we knew that someone declined a position last year due to inability to work remotely. **With that information, we can put together a personalized outreach plan and approach them with a new remote opportunity.**"

Justin Ghio, *Director of Talent Sourcing*

Challenges

- Team spent too much time sourcing and did not use their talent network effectively.
- No single source of information; data was disjointed.
- Talent experience was inadequate to attract top candidates.
- Utilizing 3 separate CRM tools not connected to ATS.

Results

- 47% of new hires come from existing talent network.
- 17,000 recruiter interviews scheduled.
- Recruiting team has become more efficient, hiring 52% more positions with same-size team.
- Sunsetted outdated CRMs, events tool, and profile-updating tool.

100,000
applicants per year

47%
of new hires come from existing talent network
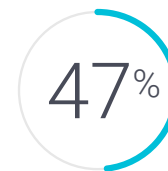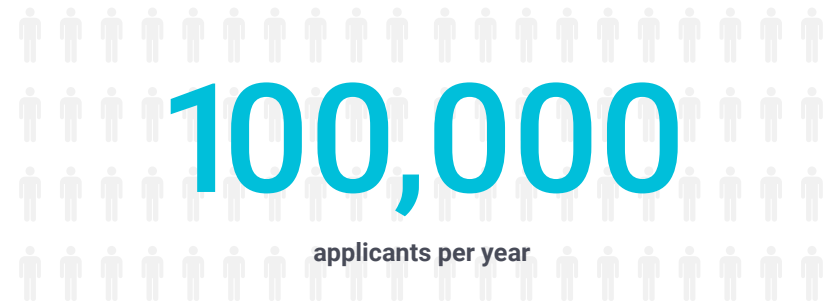
7
years of historical applicant data accessible

vodafone

Telecommunications

Internal mobility is a central part of Vodafone's retention strategy.

Challenges

- Many hard-to-use point solutions for recruiting and employee development.
- Desire to increase internal mobility across the business.
- Need to hire and develop new skill sets, including 7,000 software engineers by 2025.

Results

- Improved recruiter productivity and hiring manager experience.
- In the first three months after go-live, 50% of employees claimed and updated their Eightfold Career Hub profile.
- 106% increase in career site applicants in the first 3 months after go-live.

144%
more women hired in the first 5 months after go-live

Positions unfilled for 4 months were filled in 4 days using Eightfold

106% increase in career site applicants

Micron

Computer memory and storage solutions

> "We use Eightfold to help us evaluate the capabilities and the qualifications of our candidates. **This allows us to identify matches as well as skill gaps.**"
>
> *Britt Thomas, Global Director, Talent Brand and Innovation*

Challenges

- Time to hire taking too long.
- Too many unqualified applicants.
- Need to increase diversity hiring year-over-year.

Results

- Clear understanding of candidate's skills and potential, and how to develop those future skills.
- Talent rediscovery enabled within their existing ATS.
- Candidate masking, real-time dashboards, and outreach tools to improve diversity.

Lowered LinkedIn spend by 50% as a result of bringing on Eightfold

Time to fill **reduced by 8 days** across all roles

Increased monthly hiring with 4 fewer staff members in recruiting

Pharmaceutical and biotechnology

> "**It's about understanding skills. It's understanding your talent spectrum.** What are the skills that you have? What are the strategic skills that you need for business continuity?"

Beatriz Rodriguez, *SVP for Talent and Inclusion & Diversity*

Challenges

- Needed to provide enhanced services to the business with fewer resources.
- Lack of data driving decision-making for HR processes, leading to higher costs and errors in the talent life cycle.

Results

- 90% reduction in screening time.
- 17,000 hires per year.
- Supporting talent processes in 41 locations across 30 countries.
- Supports 14 languages with cross-language AI matching.

90%

reduction in screening time

17,000

hires per year

Supporting talent processes in **41 locations across 30 countries**

Supports 14 languages with cross-language AI matching

UBISOFT

Software and gaming

> "**The big differentiator is how Eightfold took our hands and supported us on this change management journey.** They have done this so well in terms of evangelizing to our leaders and providing resources to drive user adoption."
>
> *Andrew Saidy,* VP of Global Talent

Challenge

- Rising attrition rates.
- Perceived lack of internal mobility and other opportunities with current employees.
- Managers not sharing career growth opportunities with their employees.

Results

- Created a new talent marketplace so employees could easily discover new opportunities.
- Visibility for employees into how they can develop and grow their careers.

55%

of employees are now using the platform to help accelerate their careers

Launched talent marketplace in

28

countries in 6 months

Enhanced corporate culture to help **increase employee satisfaction and retention**

NTT DATA

Technology and software

> "We now have a clear view of the skills we have in-house, and **we're able to find roles for our bench resources much faster** — which is much more efficient and cost-effective than bringing in new talent."
>
> **Vicky Furnish,** *VP Global People Solutions, Operations, and Analytics*

Challenges

- Projects were difficult to staff.
- Recruiting processes manually intensive and inefficient, leading to slower hiring and delayed revenue.
- Lack of visibility into skills already in-house, leading to external searches for roles internal employees could fill.

Results

- Matches internal employees with the right projects and roles based on their skills.
- Supplements candidate information with additional skills and proficiencies surfaced by AI.
- Streamlined process of comparing qualifications with both new and existing talent.

128% increase in employee self-nominations for open roles

100% increase in employee referrals

10% year-over-year increase in internal vs. external placement, **engaging more existing talent, and reducing cost and time to fille open roles**

FORVIA

Automotive technology

> "This project with Eightfold isn't a tech project. **It's about transforming the way we find and recruit people.**"
>
> *Gaël Barjot,* HR Lab Director

Challenges

- Needed to find and recruit best-fit digital talent to accelerate transformation.
- Needed to increase sourcing efficiency and uplevel role of recruiters.

Results

- Transformed recruiting processes on a global scale, allowing recruiters to work more productively and strategically.
- New sourcing channels opened.
- Increased applicant quality and diversity.

3.5x

increase in visitor-to-applicant conversion on career site

30%

productivity gains in sourcing

90,000

applications from 70 digital recruiting events

eightfold.ai

The right career for everyone in the world.

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For more information, visit **www.eightfold.ai**