eightfold.ai

Customer
stories

Leading global enterprises trust us with their talent transformations.

eightfold.ai

Customer **stories**

Our market-leading **Talent Intelligence Platform** helps your organization recruit skilled talent, retain top performers, 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.

Talent intelligence for a new business era

From recruiting to managing your workforce, learn how our AI-native single platform for all talent is producing real results for these industry leaders.

amdocs

Technology

> "We are becoming a skills-driven organization. We have more agility to mobilize and suggest the right job to the right person in the company **— and this is a major change."**
>
> **Asaf Jackoby,** *Vice President of Global Human Resources*

Challenges

- Difficulty finding qualified talent for open roles.
- Employees were leaving because they didn't see career-growth opportunities.

Results

- Increased agility in finding the right skills to fill roles.
- Helped employees develop and grow their careers.

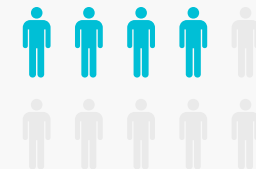**40%**
improvement in time to source.

20%
improvement in time to hire

48%
internal mobility, up from 38%

+40% of positions now filled interally

![Bayer logo]

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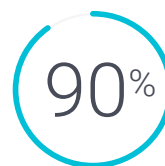
Supporting talent processes in **41 locations across 30 countries**

Supports 14 languages with cross-language AI matching

Coca-Cola Europacific Partners (CCEP)

Consumer goods

> "Employees now see **opportunity for growth** in the company."

Nico Orie, *Vice President of People and Culture*

Challenges

- Addressing internal skill gaps.
- Reversing employee perceptions of limited growth opportunities.
- Revamping manual talent management and succession-planning processes that offer limited insights into skills data.

Results

- Improved employee engagement scores.
- Skills identification and development helped address talent gaps.
- Creation of a roadmap with talent intelligence for deeper employee support.

Succession planning was digitized with talent data, talent profiles, and access to talent across the organization.

70%
adoption of Career Hub throughout the organization

80%
2%
Employees with talent profiles increased from 2% to 80%.

> "Entire organizations and units have now said, **'I want to start making GigEagle the default way to find short-term talent.'**"
>
> ***Brig. Gen. Mike McGinley,*** *U.S. Air Force*

Challenges

- The skills documented in military personnel systems don't capture the full capabilities and potential of service members.
- Tapping personal networks and soliciting resumés is highly inefficient.
- Siloed systems restrict talent searches to internal resources and hinder cross-service collaboration.

Results

- Created GigEagle, an agile talent ecosystem that helps unlock the full potential of employees.
- Provides a decisive military advantage in an era of Great Power competition that demands flexibility and adaptability.

3,000+

profiles created by service members, providing Reservists and National Guardsmen a new way to serve.

Hundreds
of gigs posted by Department of Defense organizations.

Hundreds
of specialized skills captured in GigEagle.

(Deutsche Telekom)

Telecommunications

"We knew that in order to create this **end-to-end value**, we needed to bring in the resource management use case."

Ilja Bitterling, *VP Skills Intelligence & Performance Management*

Challenges

- Struggles to tap into a global talent pool.
- Overlooking and underdeploying existing talent.
- Manual steps in hiring slowed down the entire process.

Results

- Deployed their workforce more profitably and effectively.
- Improved cross-business collaboration with teams from different countries and business units.
- Increased career opportunities for current employees.

Optimized resourcing and productivity
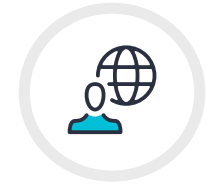
Improved cross-business collaboration

Faster project staffing

More growth opportunities for employees

EATON

Power management

> "When we're able to get candidates in faster, we're able to get them through the interview process faster, we're able to make better hiring decisions because we have visibility into skills — this gives the business a better quality of hire and better business results. **It's allowing us to compete in a highly competitive market where Eaton really hadn't competed in the previous 100 years.**"

Jackie Morgan, *Vice President, Global Talent Acquisition*

Challenges

- Needed to modernize talent acquisition.
- Recruiting teams were using dozens of systems and needed a streamlined option to better support hiring processes.

Results

- Increase in customer satisfaction scores.
- Improved recruiter experience.
- Strategically positioned to win top talent in a highly competitive market.
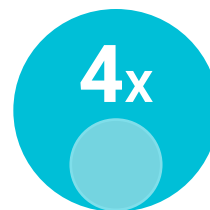
4x increase in talent network

30% to **40%** increase in candidate velocity

Double-digit increases in all recruiting metrics: **time to market, time to present, time to offer**

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

MM

> "With Eightfold, we can concentrate on creating value for our business, for our candidates and for our employees — **and this is a huge step forward for us.**"
>
> *Eva Edelmueller,* *Head of Group Talent Attraction and Talent Management*

Challenges

- Onboard 3,500 new employees at one time.
- Understand worker needs across 20 work sites in 11 different countries.

Results

- Identified a specific business use case to streamline implementation.
- Successfully onboarded new employees.
- Increase collaboration among teams.

+30%
increase in the rate of applicants

42%
decrease in time to hire

Launched Eightfold across

22 sites, 11 countries, and seven languages

in 5 months

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 fill open roles**

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**

vodafone

Telecommunications

"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*

Challenges

- Limited visibility into skills.
- Lack of tools to create engaging, personalized digital experiences for candidates and employees.
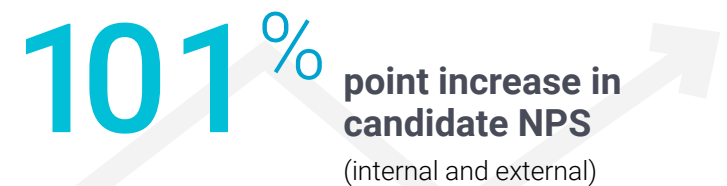
Results

- Created a unified view of their global talent community's skills.
- Ability to strategically recruit, upskill, reskill, and redeploy employees.
- Built a more agile and diverse workforce.

67% increase in learning hours per employee.

↓50% decrease in cost per hire and time to hire.

101% point increase in candidate NPS (internal and external)

eightfold.ai

The right career for everyone in the world.

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

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