

2025 Global Human Capital Trends

BALANCING TENSIONS IN THE WORKFORCE



Unlock **new value** with the right **new tech**

Organizations consider new tech because they want to do more, faster and decrease costs. However...



said organizing & orchestrating new tech is critically important



but only



are doing something meaningful about it

How do I create a compelling case for AI?

Those that create value from people and machines working together are unlocking the most persuasive business cases for AI — especially agentic AI.

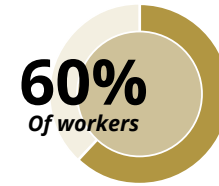
Max AI value = people + agentic AI working together

How Eightfold can help

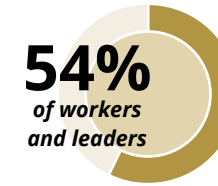
Eightfold agentic AI for recruiting adapts to your team — offering generative insights, assistance, and augmenting complex processes. By cutting busywork and enhancing decision making, Eightfold lets you focus on building a workforce ready for the future.

Prioritize the **people** doing the **work**

Technology's value doesn't come from replacing human labor. In fact, people are at the heart of AI's potential.



already think of AI as a coworker



are concerned about blurred distinctions between the work done by humans & technology

How Eightfold can help

Eightfold helps leaders understand, engage, and retain top-performing employees with a **skills-first approach**. The **Eightfold AI-native Talent Intelligence Platform** assists in identifying **best-fit talent**, nurturing existing talent, and creating **personalized learning and career paths** for employees.

Close the experience **gap**

Finding the right talent is harder than ever with changing job requirements and growing experience gaps.

What leaders think they want

Years spent on directly related job tasks

Non-transferable to other roles



What leaders need

Application of skills / capabilities in real-world context

Transferable to other roles

How Eightfold can help

Pairing the **right jobs** to the workers with the **right skills** is the answer. The **Eightfold Talent Intelligence Platform** uses AI to identify workforce skills, match employees to roles aligned with their strengths, and support business goals – preparing teams for future success.

