

Build an agile workforce with AI-powered insights and dynamic talent frameworks

In today's rapidly changing world, where new skills emerge and existing ones quickly become obsolete, organizations struggle to keep up with the ever-evolving landscape. This makes it difficult to identify and close skills gaps, leading to a workforce unprepared for the future and unable to adapt to changing business needs.

Eightfold Talent Design empowers you to identify critical skills, both technical and in-demand, that are strategically aligned with your organization's goals.

With Talent Design, you can use AI-powered insights and dynamic frameworks on a unified platform to discover hidden skills potential informed by market trends to define and cultivate the workforce of the future.

HR platform and process owners can improve efficiency and agility with dynamic data updates and AI-powered recommendations on a unified platform.



CHROs can align talent with business goals, overcome skill gaps, and ensure their talent strategies are flexible and resilient.

Who can benefit from Talent Design?

HR transformation and organizational designers can create and implement skills-based talent strategies, identify critical skills gaps, and adapt to emerging trends.



Talent intelligence and analytics leaders can use internal and external insights to standardize skills and align talent strategies with business needs.

Product Capabilities

Create a skills and role library

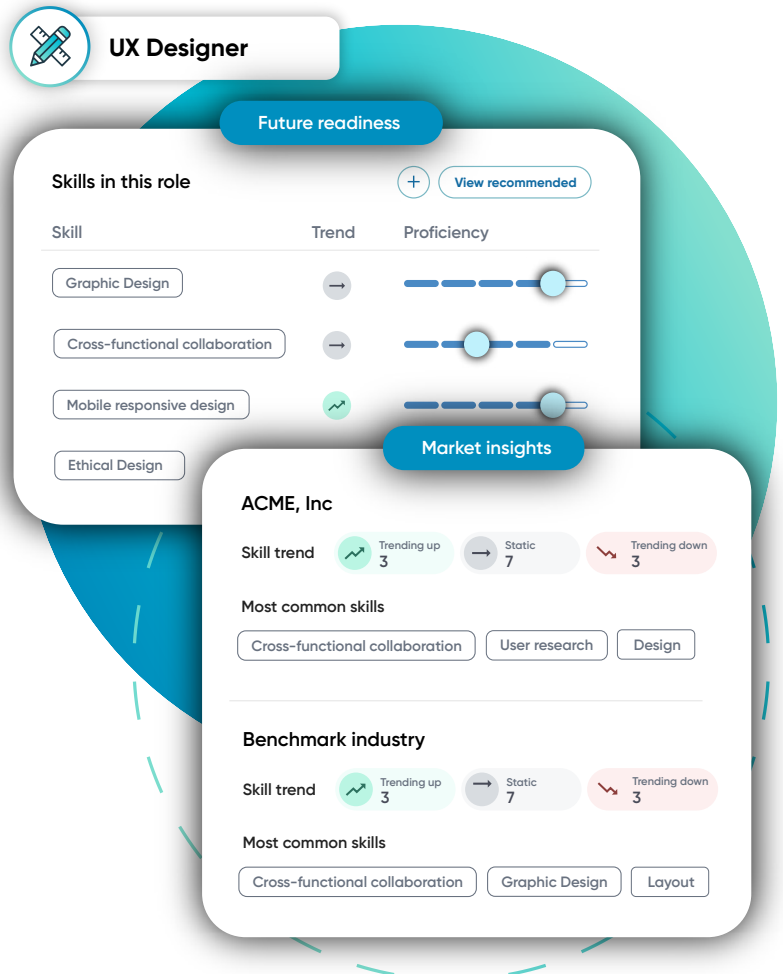
- **Uncover skill gaps with market insights:** Identify emerging trends with market data to improve talent acquisition and development efforts.
- **Gain insights to create a role library:** Clearly define roles based on emerging trends and future needs, ensuring each role has the skills critical to achieve your strategic objectives.
- **Centralized library for skills and roles:** Streamline talent operations with a library of skills and roles on a centralized, unified platform.

Dynamically update existing skills and roles

- **AI-powered skills framework:** Use the power of AI to efficiently manage a skills catalog to discover and identify new and rising skills within an industry.
- **Dynamic role refresh:** Automatically update roles with the latest skills based on hiring history and employee profiles, ensuring role descriptions remain accurate and relevant
- **Market-driven insights:** Analyze internal and external insights to view trends, market prevalence, and identify opportunities for hiring, upskilling, and reskilling.

Make informed talent decisions

- **Align skills with market insights:** Boost talent potential and performance by closing the skills gap and creating a skills-centric role architecture aligned with market insights.
- **Calibration-informed role library:** Calibrate open positions with relevant skills and in-demand competencies to reflect the skills and experience needed for each role.
- **Design roles ready for anything:** Design resilient and adaptable roles with AI that anticipates market shifts and equip your workforce with the skills that will meet the needs of tomorrow.



Talent Design enables a skills-first, dynamic approach to talent by shifting the perspective from jobs-centric to people-centric, allowing organizations to discover critical skills, align them with business goals, and adapt with agility to prepare workforces for change.

A single AI platform for all talent

Eightfold Talent Design is built on the Talent Intelligence Platform, a native-AI platform that provides a unified view of all talent — employees, candidates, contractors, and teams — empowering business leaders to align talent strategies to strategic business outcomes.