

Build the Talent Software Your Business Actually Needs

TalentForge is an AI-native builder platform sitting on top of Eightfold's Talent Intelligence platform to get from idea to app faster. Anyone can build custom talent applications and agents whenever the business needs them.

For decades, HR leaders have bent the business to fit the software, configuring a fixed application to try to fit a business need with varying success. The technology is frozen until the next vendor release and siloed in separate modules for recruiting, performance, planning, anything. Meanwhile, AI is collapsing the cost and time to build enterprise software, so customization costs less to own, it fits how HR teams work, and it's entirely yours.

With HR software that fits how you work, it's easy to keep what makes you distinct while moving faster than any traditional software vendor. The possibilities for what to build for talent are endless: continuous feedback to drive performance management discussions, onboarding personalized for each employee, a new Talent Agent, or something completely custom to your team. Build existing intelligence into new apps and agents, provision entirely new data entities beyond Eightfold's out-of-the-box footprint, and ship it with confidence that governance, permissions, and compliance are already baked in.

Programmable

Dynamically compose APIs, MCPs, and skills-graph intelligence into new apps that are easily modified.

Connected

Provision new entities and build entirely new apps across the talent lifecycle with connected data across systems.

Tailored

Every leader, every team can break out of the one-size-fits-all model to build what's relevant for them.

Programmable APIs & MCPs

A full REST API surface and MCP tool servers expose Eightfold's core objects and intelligence directly to your code and to LLM agents.

AI-native builder

Describe an app and the builder scaffolds it on Eightfold's entities, skills graph, and APIs, all compatible with your existing implementation.

Extensible data model

Provision new entities (timesheets, leave records, financial reconciliation objects) beyond what Eightfold ships natively.

Governed by default

Every app automatically inherits user-scoped permissions, audit trails, and compliance controls so no permission framework to build from scratch.

Certified enterprise foundation

FedRAMP Moderate Authorized, ISO/IEC 42001, SOC 2 Type II.

See what you can build on TalentForge.

eightfold.ai/products/talent-forge

One Talent Intelligence Foundation. Build Anything On It.

TalentForge is architected in three layers: a talent intelligence foundation, a programmable API/MCP layer, and the applications and agents you build on top.

01 Talent Intelligence Foundation

The base layer: a skills graph, job-matching engine, career-path AI, and performance/learning intelligence, developed over a decade from a large corpus of talent profiles and career-move data. This is the layer that gives a build more than an empty canvas with the matching accuracy, skills inference, and career-trajectory modeling compounded with every interaction across the network. Every application built on the platform benefits from (and feeds back into) the same intelligence.

02 Programmable Access: APIs, MCPs, and the Builder

REST APIs covering the core talent-lifecycle objects: positions, candidate/employee profiles, applications, offers, approval workflows, interview feedback, and intake form templates, all secured via OAuth2 authentication.

MCP tool servers exposing the same intelligence as agent-callable tools: career-path lookups, role-readiness assessments, internal opportunity matching, mentorship and networking connections, skill and proficiency management, course and learning recommendations, job alerts, and manager/team reporting views, all governed by scope-based access control across 16+ permission scopes.

AI-native builder – a single guided flow from idea to deployed app: ideation → requirements → design → build → deploy. Every build follows the same architectural guardrails and scaffolding (embedded "skill files"), so builds stay consistent, maintainable, and versioned with safe iterations that don't break what's already live.

Connectors into the systems you already run – HRIS, ATS, learning platforms, performance tools – so a build isn't an island; it's wired into your existing stack from day one.

03 Applications & Agents

What gets built on top: custom talent applications, embedded experiences inside tools like Career Hub, and conversational agents surfaced in Slack, Microsoft Teams, or any LLM interface via MCP. This is the layer that's yours where you decide what it looks like and where it runs.

BUILT SAFELY, BY DEFAULT

Consistent

Every app follows the same design and architecture patterns via embedded skill files, so builds don't diverge into one-off technical debt.

Governed

Every app automatically respects a person's existing permissions through user-scoped sign-in; you never build a permissions framework yourself.

Compliant

Enterprise trust is inherited, not rebuilt per app: every action is audited, personal data is protected, and the foundation carries independent certification.

Deployment model: you own what you build

Eightfold hosts and maintains the intelligence layer – the APIs, MCPs, skills graph, and foundational data – as a multi-tenant, certified system. You (or Eightfold Studio under a services engagement) build, deploy, and maintain the applications on top, in your infrastructure or Eightfold's, depending on what you choose.

What Will You Build?

TalentForge is the foundation for whatever your business needs next. These are examples of what's being built on the platform, spanning talent acquisition, people management, and entirely new HR capabilities. For the next generation of HR technology, the possibilities are limitless.

CUSTOM VISUALIZATIONS OF CONNECTED DATA

Talent Card

Managers and HRBPs get a complete talent story for any employee in one place including skills, career history, project experience, career goals, and live development actions. Built by a global professional services firm as a new tab inside its own employee career hub. *Built on the skills graph, career-path AI, and development-plan APIs.*

PERSONA-DRIVEN CUSTOM WORKFLOWS

Talent Agent in Slack / Teams

Recruiting teams find candidates, filter requisitions, surface stale pipelines, and search talent pools — by chatting with an agent directly inside Slack or Teams. *Built on sourcing, requisition, and talent-network APIs, surfaced through a chat agent.*

Onboarding

New employees added and viewed in one place; onboarding triggers role- and department-specific journeys automatically, with tasks assigned across every person involved with no manual checkups required. *Built as a governed task-flow app with compliance support.*

Claude + Eightfold MCP

Recruiting teams find candidates, filter requisitions, surface stale pipelines, search talent pools, and take action all by asking an LLM directly. *Built by surfacing sourcing, requisition, and talent-network APIs as MCP tools inside Claude or another LLM interface.*

REDESIGNED APPLICATIONS FOR CUSTOM PROCESSES

Performance Management

AI-led conversations with managers and employees, summarized into continuous signals for performance and growth decisions — a new way to collect performance data. *Built on an AI-interviewer companion that captures 1:1 conversational signal, aggregated into a continuous performance and development view.*

Talent Review Process

HRBPs and managers get a live talent hub: search and filter the entire workforce, deep-dive into talent data, and calibrate nine-box ratings and risk assessments in real time. *Built on the native data model plus employee and succession-planning APIs, with a reimagined interface.*

Leave Management

Leave requests with customizable, HR-admin-defined approval flows, routed to the right approver dashboard, with audit and compliance support built in. *Built with the platform's app-building module, from exploration through deployment.*

REIMAGINED SYSTEMS OF RECORD FOR THE AGENTIC ERA

HRIS

A complete HRIS: employees, org structure, people records, leave management, and onboarding in one place. *Built by provisioning new entities — employee, org, and HRIS records — on the platform foundation, inheriting permissions, governance, and compliance.*

Talent Ledger

A unified talent-finance ledger connecting workforce data with financial systems (e.g., an ERP) in one live dashboard, giving CHROs and CFOs real-time visibility into workforce cost and attrition exposure. *Built with new cost-mapping and financial-reconciliation entities, integrated directly into the ERP.*

Hiring Manager Agent in Teams

A hiring manager finds top candidates, schedules interviews, and captures feedback — all in one conversation, inside Microsoft Teams. *Built on existing matching, scheduling, AI interviewing, and offer MCPs, surfaced through a Teams agent.*

High-Volume Hiring Agent

Drafts a tiered sourcing plan then drip-engages candidates and hands them off to a candidate-facing agent. *Built on the matching engine, tiering candidates by match score and automating outreach.*

Resource Management Agent

Continuously matches available talent to project demand across a global delivery organization, flags bench risk early and recommends redeployments before they become a problem. Built by a global IT services and consulting company. *Built on matching engine, profile/position APIs, agent orchestration.*

Continuous Feedback & Development

Continuous peer feedback on strengths and growth areas, tied to a live development plan, with managers seeing team growth in one view. Built by a global telecommunications company on top of its own workforce data. *Built on the skills graph, feedback APIs, career-navigator, development-plan tools.*

Skills-Based Workforce Planning

Leadership models future talent needs against real-time skills data — spotting gaps, weighing build-vs-buy options, and simulating org scenarios before headcount decisions are made. Built by a global financial services firm. *Built on the skills graph, workforce taxonomy, and scenario-planning APIs.*

Time Tracking

Shift scheduling, clock-in/clock-out, timesheets, and approvals for every worker, connected to the people and projects already in the system. *Built by provisioning new entities — time entries, shifts, timesheets — on the same governed foundation.*

Case Management

Caseworkers track a citizen's employment journey from eligibility to service delivery to outcomes across multiple federally funded workforce programs, with funding-source coding and compliance reporting built in. *Built by a workforce development software provider serving government agencies.*

TRUST & SECURITY, BUILT IN

FedRAMP Moderate Authorized

ISO/IEC 42001 certified (AI management systems)

SOC 2 Type II, plus ISO 27001, 27017, and 27701

Every agent decision leaves an audit trail; permissioning governs who can see and act on which data

Specific decisions (compensation changes, terminations, final promotion calls) remain human-only by design — the platform surfaces context and routes the decision, never makes it