# The CDO's guide to AI in HR

Why you need talent intelligence to recruit
and retain highly skilled talent.

eightfold.ai

Every department needs data-driven insights, but the data scientist shortage and ongoing retention challenges have made the chief data officer's job more difficult than ever.

As a chief data officer, how do you ensure your department has the analytical skill sets it needs while powering the rest of the organization with data insights — especially as AI disruption continues to change the way data is managed and used?

It starts with having the right talent and technology.

47%
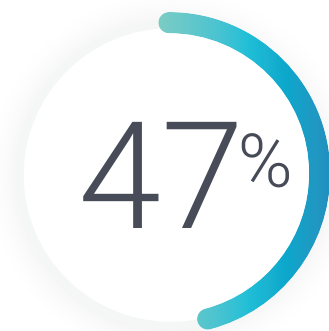
A PwC [Pulse Survey](#) showed that 47% of CIOs and CTOs are "prioritizing data platforms as a key part of business model reinvention initiatives."

Enter talent intelligence

Talent intelligence platforms like Eightfold use deep-learning AI to distill insights and patterns from billions of global data points to help your data team, hiring managers, and HR team answer critical business questions with data.

Talent intelligence can help your organization:

- **Identify, hire, and build talent** with critical skills to drive innovation and capture market share in the age of AI.

- **Make informed hiring decisions** based on skills and potential while improving the candidate experience.

- **Create personalized learning pathways** for employees that are complementary to the organization's strategic goals, including improving data literacy.

- **Inform data-driven succession planning** based on merit, skills, and potential.

Talent intelligence platforms give the organization insights across workforce planning, recruiting, and employee management and development. This lightens the analytics requests from the HR team, and helps your data team find and acquire top data talent in a fraction of the time.

Still not convinced you should take the jump and implement AI-powered talent intelligence? Here are three reasons you should prioritize investing in talent intelligence in 2024.

The top 3 CDO needs talent intelligence can address

| **1** | **Finding skilled data analytics talent** |

Work is changing fast, and the CDOs who aren't prepared will lose any competitive advantage in their industries. Talent intelligence platforms can help you create a future-ready team by instantly revealing which skills your employees have, which skills are rising or falling in the industry, and which skills your team still needs.

Digital skills have a [shorter half-life](#) than ever before — some technical skills are down to 2.5 years. The World Economic Forum's 2023 _[Future of Jobs Report](#)_ predicts that 23% of jobs will change within the next five years, with 44% of workers' core skills being disrupted.

Armed with those insights, your team can partner with HR to build, buy, or borrow talent — that is upskill, hire, or contract out work — with the data science and analytics skills that will drive success. Not only is this transformative for the data team, but it also helps hiring managers and recruiters across the organization.

2 | Increasing retention and reducing costs

As your data analytics team tries to do more with less, losses in productivity from voluntary turnover — and the added strain on remaining employees — only compound existing budget and personnel problems. Turnover doesn't come cheap either, as the cost of replacing an employee can range from one-half to two times the employee's annual salary.

26%

"26% of respondents said they plan to quit their jobs in the next 12 months, up from 19% last year."

– PwC's Global Workforce Hopes and Fears Survey 2023

Our 2022 *Talent Survey* found that **employees are hungry for opportunities**, including promotions and visibility into current and future skills, which could lead to other opportunities inside your organization. At a time when talent is more valuable than ever, talent intelligence platforms can help you improve the employee experience through:

- **Career planning:** Talent intelligence platforms can connect employees with relevant opportunities — projects, courses, mentors, or jobs — to help them create customized career plans and discover new opportunities within your organization.

- **Internal mobility:** Using skills adjacencies and learnability, talent intelligence platforms can surface relevant internal opportunities to employees and help recruiters quickly discover internal candidates for open roles.

- **Succession planning:** With deep-learning AI, organizations can see everyone's role readiness based on their skills — not their connections — giving managers deeper insights into qualified successors.

Give your skilled talent every reason to stay through an engaging employee experience, all while equipping them with vital skills they'll need to power success in the age of AI.
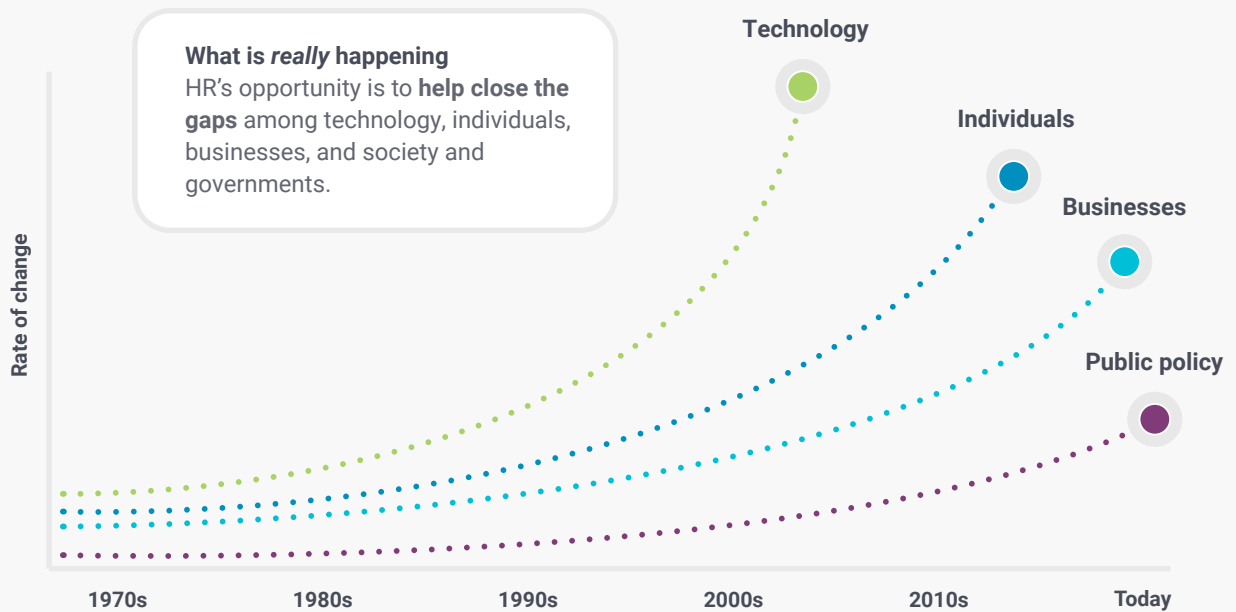
3 | Competitive advantage

Organizations can be somewhat sluggish in adopting new technology. But waiting until others in your industry have proven the effectiveness of certain technologies carries a hefty price tag.

According to McKinsey, organizations that have strong innovation cultures extract more value from their tech investments. They're more likely to move ahead with strategic technology investments to help them secure future growth.

The world has its eyes on AI, but the truth is that AI has been around for decades. Organizations that lead the way in adopting AI will outperform competitors for years to come. This goes for both using AI to support the HR team and using AI within the data analytics team.

The rate of adopters, individuals, society, businesses, and government agencies

What is *really* happening
HR's opportunity is to **help close the gaps** among technology, individuals, businesses, and society and governments.

Technology

Individuals

Businesses

Public policy

Rate of change

1970s   1980s   1990s   2000s   2010s   Today

Source: Deloitte University Press | dupress.deloitte.com

What about generative AI?

GenAI presents a massive opportunity to augment workers' productivity, especially in HR. Tasks that took hours before — like screening résumés or searching for internal candidates — can be finished in minutes. Our AI-powered Copilot can help your HR team quickly accomplish repetitive and time-consuming tasks while helping employees plan their careers at your organization.

- **Employee Copilot:** Designed to help every employee better manage their career and complete talent development tasks, an employee can use Eightfold's Copilot to assist in aggregating career insights, identifying career education opportunities, and discovering career options available to them within the organization, using a conversational, prompt-based interface.

- **Recruiter Copilot:** Our Copilot helps recruiters throughout the talent acquisition journey. TA professionals can ask our Copilot to help with interview scheduling, sending candidate reminders, generating job descriptions, and consolidating insights from across our Talent Intelligence Platform. With the accessibility of a natural-language interface, recruiters can enhance their productivity and simplify day-to-day tasks.
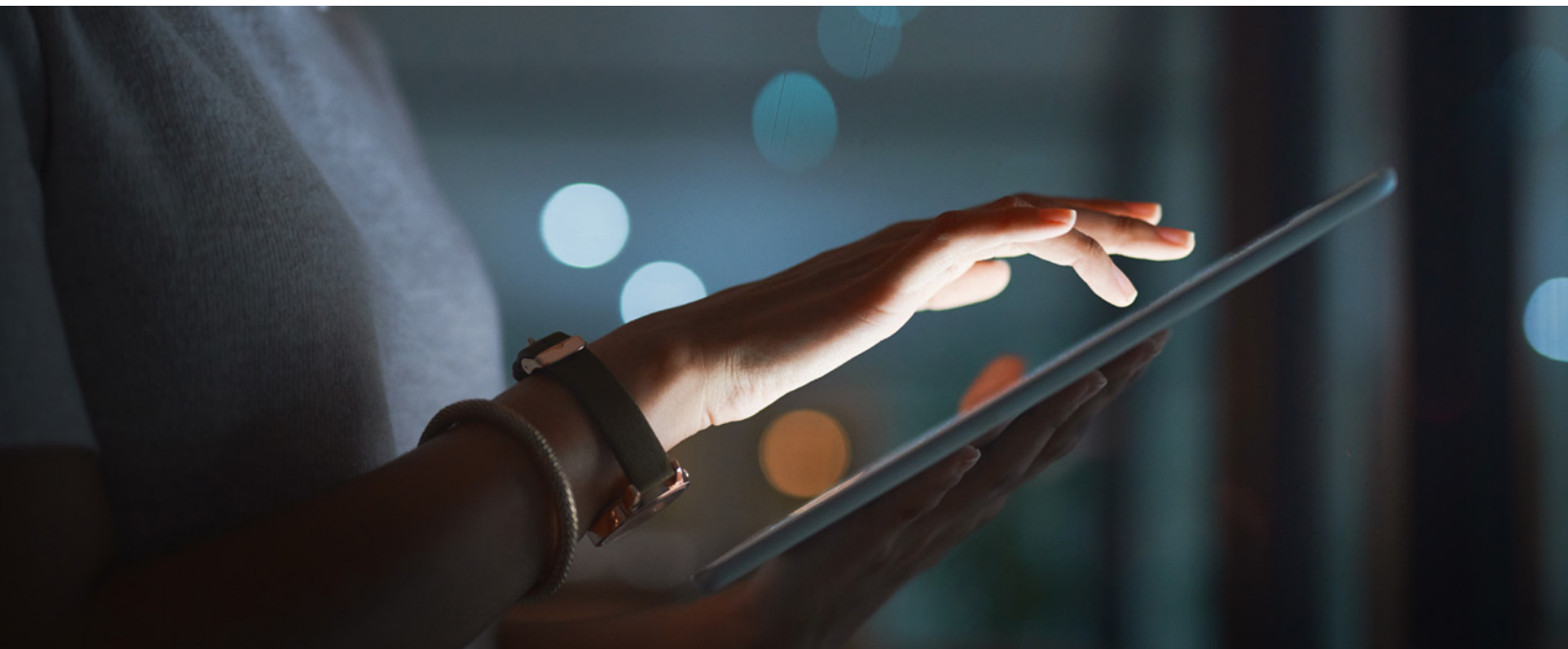
CDO's talent intelligence cheat sheet

Chief data officers are responsible for leading their organizations through volatility with hard facts and insights, but the shortage of data scientists and the costs associated with top analytics talent have put a strain on what most data or strategy teams can accomplish.

Talent intelligence platforms can help chief data or strategy officers widen the talent pool by focusing on candidates with adjacent skills and high potential to succeed in these highly technical roles. Not only that, but talent intelligence platforms give the HR team a data-driven boost in every area, elevating the entire organization through better hires and an engaging employee experience.

Top concerns:

- Answering critical business questions with data.
- Hiring skilled data talent to support data-driven decision-making across the organization.
- Maintaining high-quality data and enabling the data team and business stakeholders to find key insights.

Key challenges:

- Shortage of analytics experts and the costs associated with top data talent.
- Lack of organizational data literacy.
- Competing demands from business and executive stakeholders.

Talent intelligence platforms help by:

- Finding capable data talent with high potential and skills adjacencies.
- Increasing organizational data literacy through curated upskilling programs.
- Equipping HR with real-time, data-driven insights to make strategic hiring and workforce decisions.

Questions to think about:

- Does your team currently have the bandwidth to support the HR team with data-driven insights across recruiting, employee management, and learning and development?
- What impact do you think it would have on your team if you could find top data talent in a fraction of the time and cost?
- How do you think your organization would change if more workers had personalized upskilling pathways, including in data literacy programs?

Build a modern workforce today

Our Talent Intelligence Platform uses deep-learning AI and one of the world's largest global talent data sets to provide unrivaled insights into your workforce and the industry at large. Recruit top talent, exceed diversity goals, retain high performers, and upskill and reskill your workforce with a single solution for all your talent needs.

See how great organizations are transforming workforces with AI.

About Eightfold AI

Eightfold AI's market-leading Talent Intelligence Platform™ helps organizations retain top performers, upskill and reskill their workforce, recruit talent efficiently, and reach diversity goals. 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.

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