talentedgeweekly

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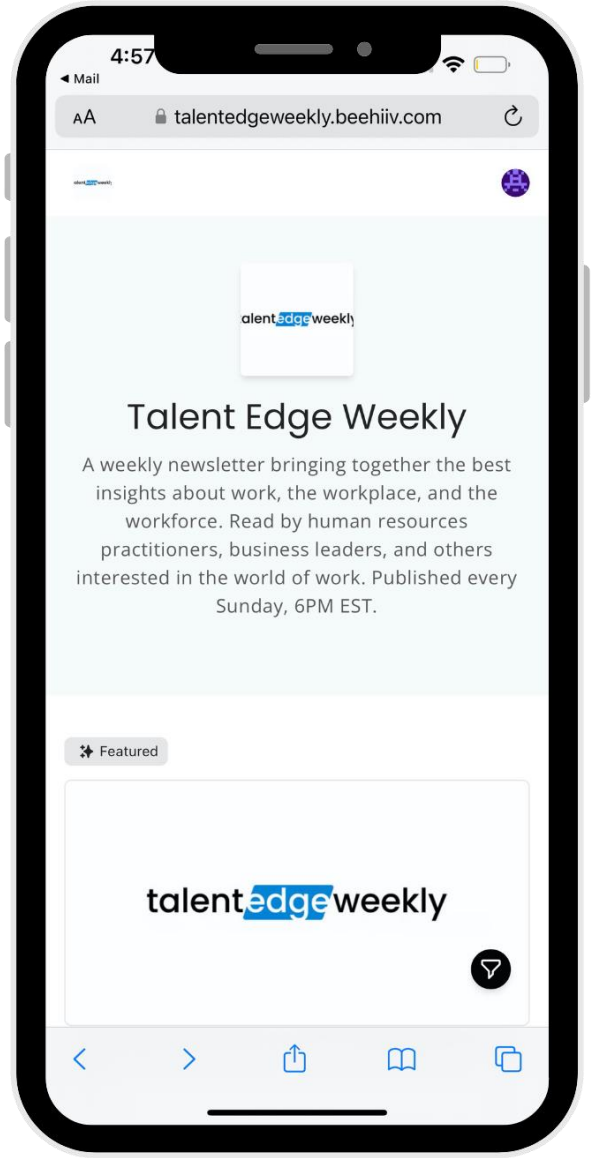


Internal Talent Marketplace – Example of How it Works

1 Relevant data sources are identified for algorithm.

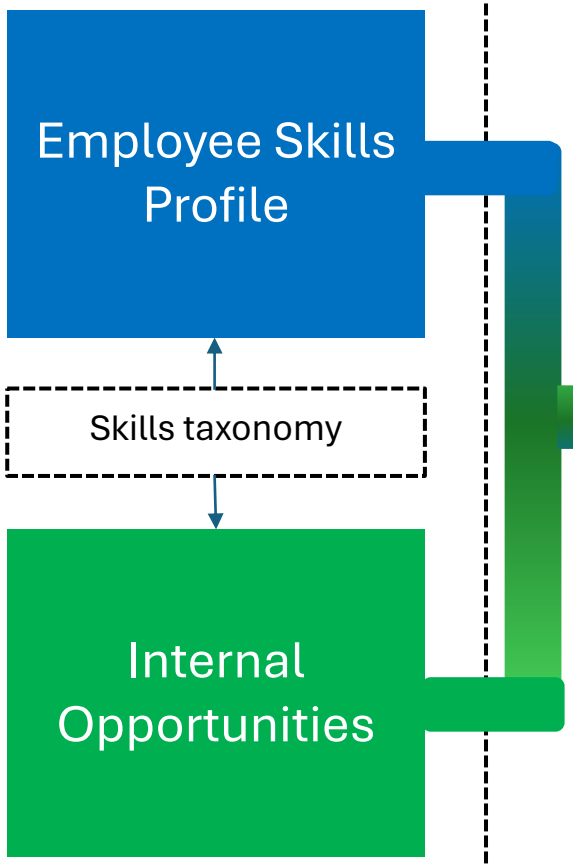
EXAMPLES OF EMPLOYEE INPUTS

- Resume
- LinkedIn profile
- Employee profile in HRIS
- Employee learning history via LMS

SAMPLE OPPORTUNITY INPUTS

- Open internal jobs via ATS
- Available projects via a project bank
- Learning opportunities via LMS

2 AI processes data sources and generates two outputs.



3 AI matches employees to opportunities.

Internal Talent Marketplace Matching & Recommendations

- Job A,B, C
- Project A, B, C
- Development Opportunities A, B, C

4 ITM enables various outcomes.

- Internal mobility
- Career growth
- Agile workforce planning
- Improved engagement & retention
- Upskilling / Reskilling
- Democratization of opportunities
- Attracts talent
- Reinforces diversity, equity, and inclusion

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