

RIGHT PERSON FOR THE RIGHT JOB

Workforce Planning

EdGE Graph

Talent Acquisition

Workforce Optimization

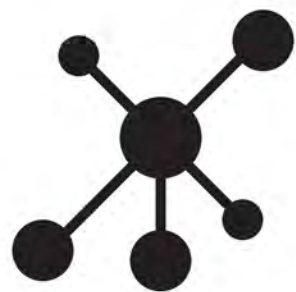
Talent Transformation



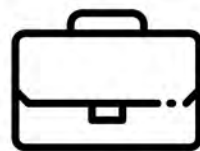
SKILLS



COURSES



EdGE Graph
800,000



OCCUPATIONS



INDUSTRIES



DEMOGRAPHICS

EdGE Graph

Demographics | Industries | Occupations | Courses | Skills

EdGE Graph is a neural network of Skills, Demographics, Industries, Occupations and Courses/Certifications. It is the central intelligence (brain) that powers our search & match engine with its repository of 800000 connected nodes built from reading & understanding 4.7 million job descriptions and 22 million profiles.

The graph reads and understands interconnected skills and traits to create patterns. Using this intelligence with advanced machine learning algorithms, the platform finds accurate profile matches to job demands, enriches job descriptions and profiles, determines a logical career path based on past experience and recommends courses by identifying skill gaps.

EdGE Graph replicates human brain by making inferences and applying contextual analysis on the information available in the profile and job description. This results in an intelligent and accurate match.

Workforce Planning

Demand & Supply Forecasting | Gap Analysis
Competency Profile | Talent Analytics

Align people strategy
to business strategy

Make fact-based
decision with advanced,
integrated talent analytics

Enhance ROI from
human capital

Our Workforce Planning solution helps you align your talent strategy with business strategy so that the organization's short and long-term objectives are met. It helps you right size with the right skills mix.

Our advanced analytics algorithms with predictive capabilities empower you with real time data topped with actionable insights that accelerates business decision making. Using relational and contextual analysis derived from rich data, we will help you with:

- Decisions on invest, reskill/upskill or maintain human capital
- Trend & Gap Analysis
- Competency Profile
- Demand & Supply Forecasting
- Other Talent Analytics such as Attrition, Channel Mix, Joining Probability

Talent Acquisition

Auto-sourcing | Scoring & Ranking | Social Sourcing | Career Site

40%

reduction in
hiring time

2X

improvement in
quality of hire

36%

reduction in
cost

We offer a cutting-edge Talent Acquisition platform powered by artificial intelligence and data science that transforms the hiring experience. Using EdGE Graph and machine learning algorithms, the platform analyses job description and determines the primary and inferred skills; auto-sources the right fit by parsing and analyzing both structured and unstructured information on job portals; throws up resume matches by scoring and stack ranking them. Our platform uses advanced NLP algorithms to parse social sites, and bring up relevant profiles that match requirement.

We add a layer of intelligence to your career site enabling you to engage with candidates, manage employee referrals and offers vendor bulk uploader. We help you gain competitive advantage in the recruitment market by providing features like: analyze and map candidate skills to recommended job listings, identify gaps and suggest learning path to bridge the gap.

All this exponentially enhances the speed and accuracy of job fulfillment making 'Right Person for the Right Job in a click of a button', a reality!

Our platform integrates with all popular ATS and acts as a layer of intelligence to derive maximum value from information on the ATS.

Workforce Optimization

Centralized Data | Profile Management
Workforce Allocation | Internal Job Recommendations

33%

reduction in
lead time

25%

mark to external
fulfilled internally

40-50%

reduction in
notional
billing loss

Our Workforce Optimization solution helps you get a real-time view of internal skills and the spread enabling you to optimize talent available at hand. We start with providing you a single, comprehensive view of skills across the organization. We then analyze profiles and provide a rank order of skills. Using advanced machine learning algorithms, our weighted search-and-match mechanism brings up the most relevant profiles from your internal database, scores profiles and ranks them making it easier to find the right fit. The platform also recommends relevant internal jobs to employees based on their profile. Additionally, the platform studies contextual information about talent and predicts behavior thereby allowing HR to make necessary interventions.

Using machine learning algorithms, our platform reads, understands and collates data on professional experience, training and certifications, projects, skill proficiency, performance appraisal, etc. from disparate systems to arrive at the best possible match from all profile matches.

Talent Transformation

Career Planner | Learning & Development | Intelligent Learning Path

Deliver customer value through right skilled employees

Enhance employee lifetime value

Enable faster time to market for newer services & products

We help you develop and transform your talent to maximize employee potential and drive business growth. Using artificial intelligence and data science, we read and understand your employee profiles, recommend relevant career path and open internal jobs based on skills and past experience. The platform determines any gap between aspired career and current profile and also suggests appropriate learning path to bridge the skills gap.

We help you upskill, reskill and transform your talent to meet business and customer demands, align with business strategy and realize employee career aspiration, at the same time. We thereby impact engagement, retention and employee lifetime value resulting in enhanced customer value and revenue growth.