Augmented Intelligence Future of Work Platform

TalentClouds for talent acquisition, management and inner-mobility with a sharp focus on AI, emerging technologies and other hard to find skills.

Problem: **Talent Markets Are Antiquated**

Experfy | Hi Harvard innovation lab

① Failure to find the right talent

61% of organizations can't find the right talent that meets the job requirements and **46%** do not have the right skills in the applicant pool.[1]

② Especially in emerging tech

Average vacancy times for IT, Engineering, and Data Science positions in the US are **50, 58, and 62 days** respectively.[2] This is expected to increase as a reliance on tech roles is increasing as a global phenomenon.[3]

③ Lost revenue due to skills crisis

Only **16%** of new hires possess the needed skills for both their current role and the future showing a clear skills mismatch[4]. By 2030 this skills crisis could result in about **$8.5 trillion** in unrealized annual revenues.[5]

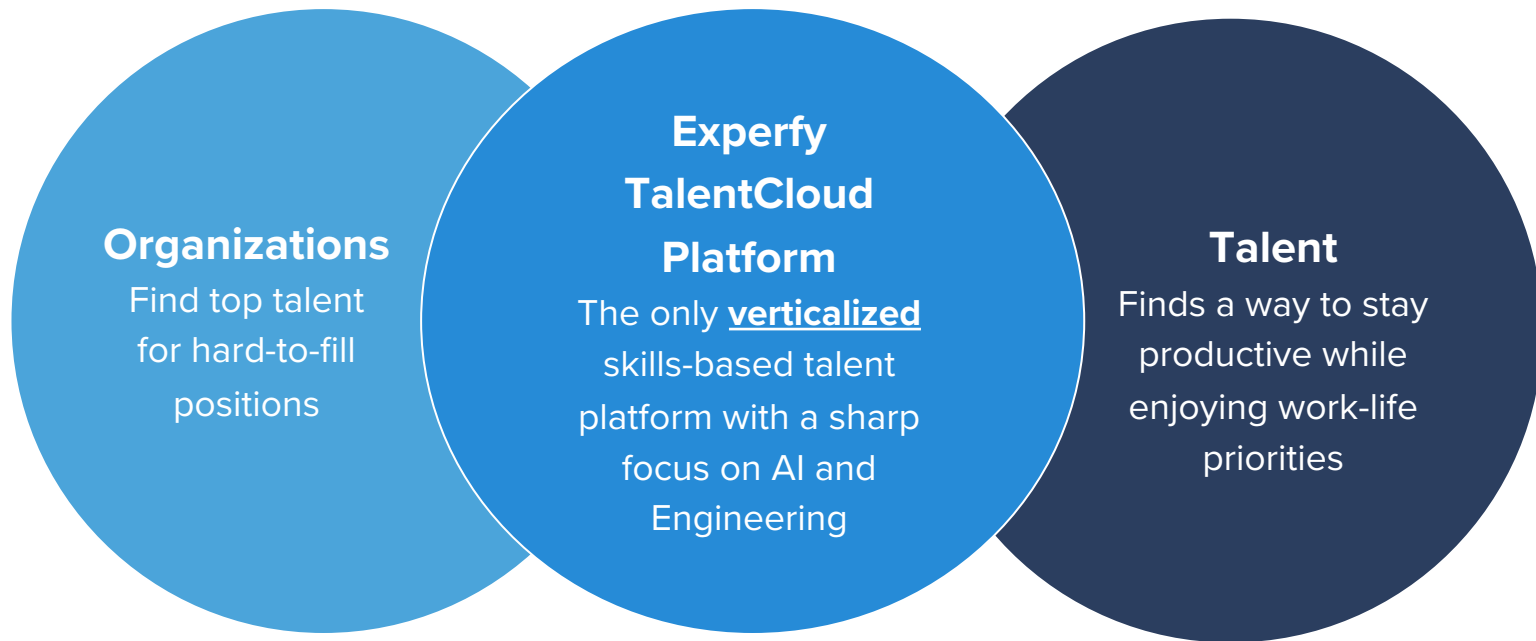[1]Hr.research institute, HR.com, 2021, The Future of Talent Acquisition 2021

[2]

[3]Mercer & Mettl, 2021, The State of Talent Acquisition 2021

[4]Gartner, 2020, Gartner Cautions HR and Recruiting Leaders..

[5]Korn Ferry

Solution

Organizations
Find top talent for hard-to-fill positions

Experfy TalentCloud Platform
The only **verticalized** skills-based talent platform with a sharp focus on AI and Engineering

Talent
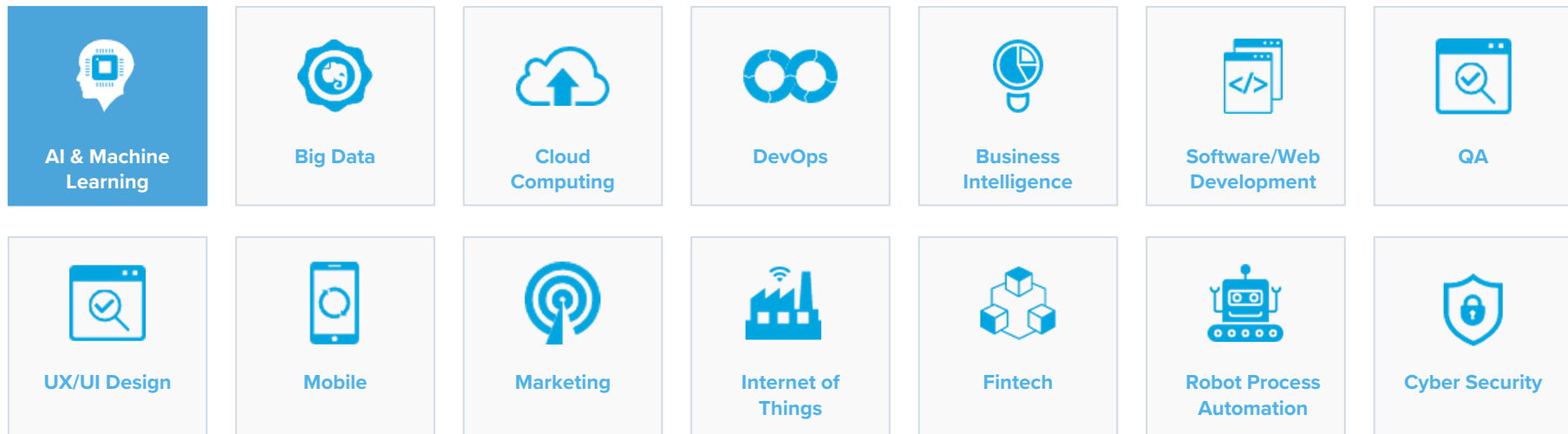Finds a way to stay productive while enjoying work-life priorities

HARVARD | BUSINESS | SCHOOL
Managing the Future of Work

"Almost 90% of business leaders reported talent platforms would be somewhat or very important to their organization's future competitive advantage."

Leader in AI & Emerging Tech

Experfy

Harvard innovation lab

AI & Machine Learning	Big Data	Cloud Computing	DevOps	Business Intelligence	Software/Web Development	QA
UX/UI Design	Mobile	Marketing	Internet of Things	Fintech	Robot Process Automation	Cyber Security

"We are excited to have...access to Experfy's powerful pool of freelance talent, which will help us deliver critical solutions and services to our clients even more effectively. This alliance accelerates Deloitte's continuing investments in crowdsourcing and open talent and helps augment our existing capabilities that include Deloitte Pixel and Deloitte Open Talent."

Nitin Mittal, Principal,
Deloitte Consulting LLP, and U.S. Analytics and Cognitive Offering Leader

Featuring The Best Talent

6000+ Skills in Emerging Tech
Talent is validated by Subject Matter Experts who evaluate skills, technologies, and tools and create detailed score cards for each candidate
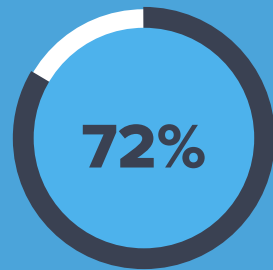
Tried and Tested Fortune 500 Workforce
80% of all TalentCloud members have worked at manager level and above at Fortune 500s

Academic Background
75% of all TalentCloud members possess a graduate degree with representation from top universities

72%

of AI, Analytics & Engineering candidates presented by our platform are hired

Market opportunity

Talent only
Service Model

Talent + **SaaS** = **Scalability**

Experfy

SaaS only
Service Model

TalentCloud Platform

AI Matching using NLP and skill taxonomies	SME-vetting or automated assessments	Integrations with ATS, VMS and job boards
TalentCloud ATS with custom workflows	Branded Career Portals for Direct Sourcing	Payroll & worker classification

Andela
Turing
Toptal
Upwork

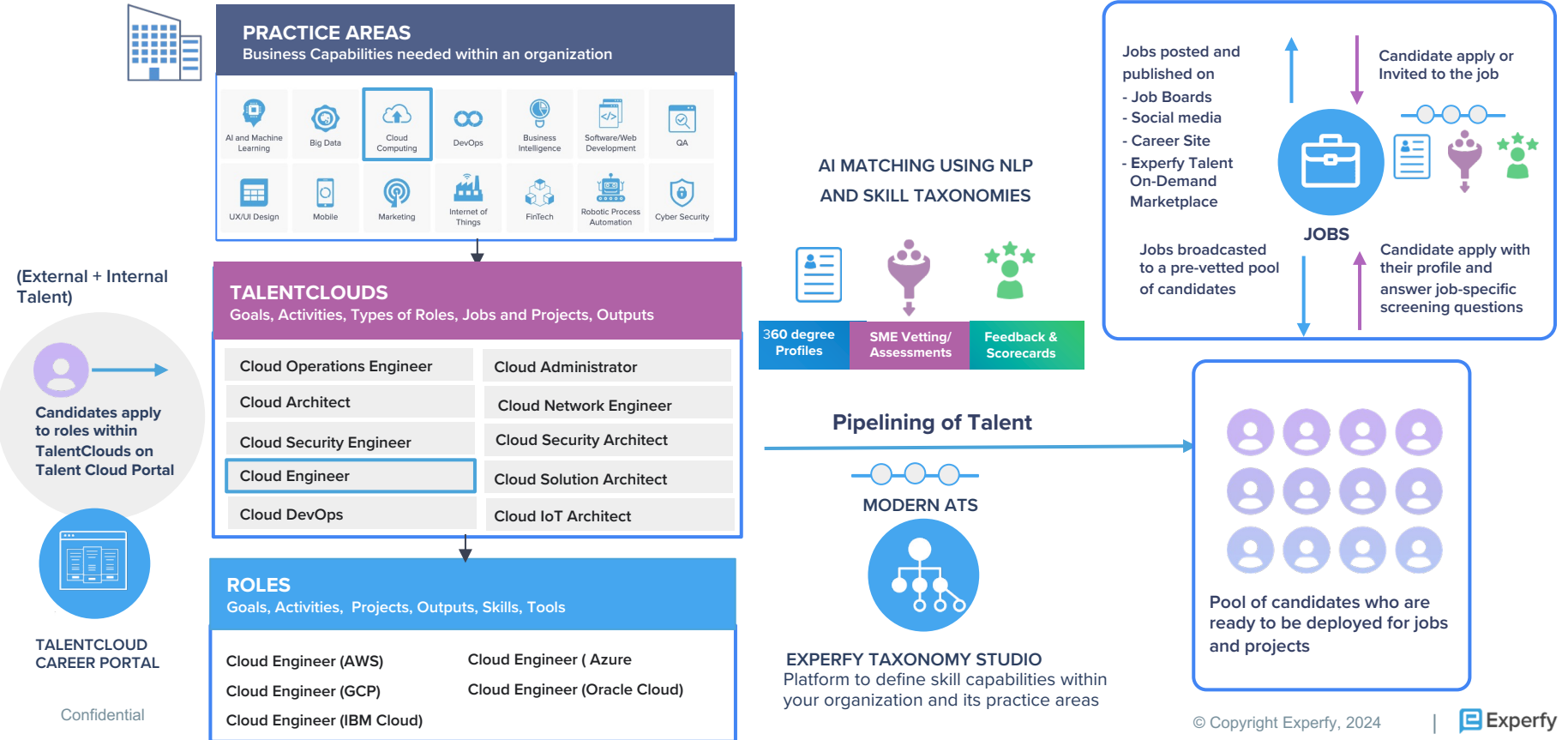livehire
eightfold.ai
Beamery
talentnet

We build custom TalentClouds and Centers of Excellence for AI and Engineering at scale. Organizations can also pipeline their own talent using our platform, workflows and methodology, with optional access to our pre-vetted talent pools.
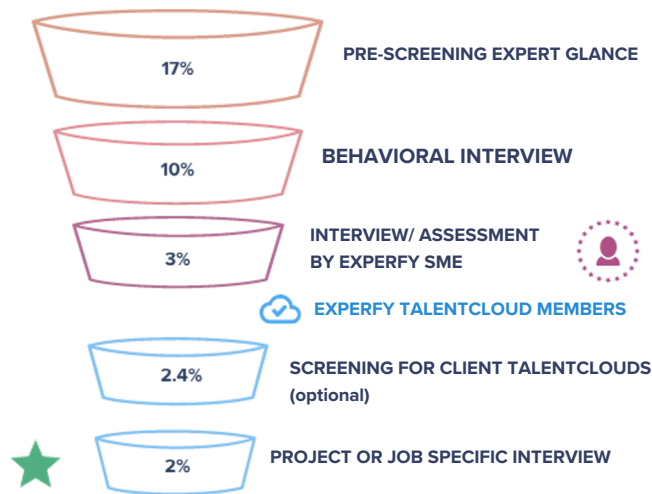
A Next Generation Job Architecture for Curation & Recruiting

PRACTICE AREAS
Business Capabilities needed within an organization

- AI and Machine Learning
- Big Data
- Cloud Computing
- DevOps
- Business Intelligence
- Software/Web Development
- QA
- UX/UI Design
- Mobile
- Marketing
- Internet of Things
- FinTech
- Robotic Process Automation
- Cyber Security

TALENTCLOUDS
Goals, Activities, Types of Roles, Jobs and Projects, Outputs

Cloud Operations Engineer	Cloud Administrator
Cloud Architect	Cloud Network Engineer
Cloud Security Engineer	Cloud Security Architect
Cloud Engineer	Cloud Solution Architect
Cloud DevOps	Cloud IoT Architect

ROLES
Goals, Activities, Projects, Outputs, Skills, Tools

Cloud Engineer (AWS)	Cloud Engineer (Azure
Cloud Engineer (GCP)	Cloud Engineer (Oracle Cloud)
Cloud Engineer (IBM Cloud)	

(External + Internal Talent)

Candidates apply to roles within TalentClouds on Talent Cloud Portal

TALENTCLOUD CAREER PORTAL

Confidential

AI MATCHING USING NLP AND SKILL TAXONOMIES

360 degree Profiles

SME Vetting/ Assessments

Feedback & Scorecards

Pipelining of Talent

MODERN ATS

EXPERFY TAXONOMY STUDIO
Platform to define skill capabilities within your organization and its practice areas

Jobs posted and published on
- Job Boards
- Social media
- Career Site
- Experfy Talent On-Demand Marketplace

Candidate apply or Invited to the job

JOBS

Jobs broadcasted to a pre-vetted pool of candidates

Candidate apply with their profile and answer job-specific screening questions

Pool of candidates who are ready to be deployed for jobs and projects

Quality at Unprecedented Speed...Substantially Reducing Time-to-Hire

17% **PRE-SCREENING EXPERT GLANCE**

10% **BEHAVIORAL INTERVIEW**

3% **INTERVIEW/ ASSESSMENT BY EXPERFY SME**

EXPERFY TALENTCLOUD MEMBERS

2.4% **SCREENING FOR CLIENT TALENTCLOUDS (optional)**

2% **PROJECT OR JOB SPECIFIC INTERVIEW**

Hiring Teams Start Here

Quality

2.4% Candidates get accepted into the Experfy TalentClouds

80% Candidates recommended by Experfy get accepted into the Client TalentClouds

Speed

Time to Recommend Candidates

24 Hours **to 3** Days

Time to Hire

7-9 Days

Engagement

98 %

Response rates from Experts

Talent Layers

Experfy Talent-On Demand Marketplace

SaaS

EXPERFY TALENT

EXPERFY DATABASE of 559 Million Rich Profiles

Currently accessible only to Experfy staff. Future monetization of profile contacts using pay-as-you-go model represents a huge opportunity.

EXPERFY TALENT COMMUNITY focussed on AI & Emerging Technologiees (40K members)

Allows companies to quickly get started and hire highly engaged community members

Experfy TalentCloud Prospects & SME Vetted Members

SME-vetted talent where 72% of recommended candidates are hired

Talent Intelligence

Artificial Intelligence + Human Intelligence

ENTERPRISE TALENT/ DATA

ENTERPRISE TALENT COMMUNITY
- Community Applicants
- TalentCloud Prospects and Members
- Alumni
- Employees
- Contractors
PAST APPLICANTS

Enriched with ATS Data, HRIS Data, LMS Data, VMS Data

EXPERFY TALENT/DATA

EXPERFY DATABASE of 550 Million Profiles

EXPERFY TALENT COMMUNITY
- Experfy Experts (Curated)
- Experfy TalentCloud Prospects & Vetted Members

Enriched with SME Scorecards

PUBLIC DATA

- RESUMES
- JOB BOARDS
- CAREER PAGES
- SOCIAL PROFILES
- CODE REPOSITORIES
- INDUSTRY DATA
- UNIVERSITY RANKINGS

Experfy