# Censia Talent Intelligence Platform™

Powering data-driven people decisions

## Challenge

From hiring to promotions, trillions of dollars are spent making talent decisions based on a fundamentally flawed process. Limited data sets filtered by a keyword-based process lacking greater context making decisions very subjective, inherently biased, and requiring a considerable number of person-hours to make the information actionable. Relying on this outdated, time-consuming, and costly process, leadership, recruiters, and hiring managers are struggling to make efficient and effective talent decisions. This paradigm compounds existing enterprise talent challenges throughout the entire talent lifecycle from talent acquisition to talent management and beyond.

## Solution

Supercharge your talent strategy with the right data and insights needed to make efficient, effective, and future-ready people decisions that help your organization prosper. The **Censia Talent Intelligence Platform**™ provides comprehensive and actionable insights, delivered seamlessly through a robust API and cutting edge SaaS applications to power data-driven decisions across the talent lifecycle so you can find, develop and retain a high-quality, diverse workforce and forecast future talent needs.

**Censia**
Talent Intelligence Platform™

# What Censia Delivers

Unleash Your Organizations Potential With Talent Intelligence

### Identify High-Quality Talent

- Instantly find the best-fit candidates for each role, saving 25 hours of sourcing time per role
- Accelerate time to hire by up to 90%
- Reduce costly turnover by up to 28%

### Improve Diversity & Inclusion

- Eliminate unconscious bias in the sourcing and screening process
- Increase diversity by 3x
- Obtain in-depth workforce composition insights

### Enhance Efficiency

- Reduce hiring costs by up to 60%
- Improve team productivity by 4x
- Improve workforce planning forecasts

### Increase Prosperity

- Boost loyalty and retention by up to 21%
- Compare hiring trends to industry leaders and competitors
- Increase engagement by up to 30% with on-the-job development

## Continuous & Actionable Insights Throughout the Entire Talent Management Lifecycle

**WORKFORCE PLANNING | TALENT ACQUISITION | TALENT OPTIMIZATION**

- Workforce Planning
- Gap Analysis
- Competitive Intelligence
- Skills Intelligence
- Diversity & Inclusion
- Talent Mapping
- Passive Sourcing

- Candidate Screening
- Candidate Rediscovery
- Candidate Experience
- Employee Engagement
- Reskilling/Upskilling
- Internal Mobility

# How It Works

The Censia Talent Intelligence Platform™ leverages machine learning and AI to aggregate and contextualize billions of data points to enable a data-driven approach to people decisions across the entire talent lifecycle, powering the future of HR decisions.

## Data Collection

Censia collects a vast amount of data across more than 2,000 data sources from professional networks, resumé databases, alumni associations, firmographic databases and more.

## Data Normalization

Once collected, Censia normalizes, deduplicates, enriches, and maps thousands of factors on over half a billion professionals to create what we call the Censia Golden Record. This Golden Record acts as the single source of truth providing a 360° professional view of an individual.

## Insights & Intelligence

Working with a clean and standardized source of truth in the Golden Record, Censia is able to analyze and contextualize billions of data points turning people and company data into talent intelligence through machine learning and system intelligence. These insights are the basis of the Censia Talent Genome. The Censia Talent Genome is a cluster of hidden insights and capabilities that help determine if an individual will thrive in a given role.

## Delivered via API

Censia SaaS applications integrate natively with many leading ATS solutions but are also offered as a completely headless solution. Censia's insights and intelligence can be delivered through our robust and highly secure API to power data-driven decision-making across the entire talent lifecycle no matter the make-up of your HR techstack.

## Data, Privacy, and Compliance

We partner, purchase, create and maintain a proprietary database, leverage public data sources and are able to integrate with your system of record so we can apply our insights to your data. Censia is committed to data privacy and security. To ensure the utmost privacy, Censia does not collect personal information, but rather aggregates the sources of information, anonymizes personal information, and derives the insights it uses to make recommendations from this anonymized information. Censia is GDPR compliant, CCPA compliant, enhances OFCCP and EEO compliance, and is ISO 27001 certified.

## Summary

As the war for high-quality talent wages on, the need for digital transformation across HR is clear. Enable a data-driven approach to people decisions across your entire talent lifecycle, and power the future of HR decisions with machine learning and AI to deliver the highest qualified and most capable talent, eliminate unconscious bias, improve efficiency and help your organization prosper with the Censia Talent Intelligence Platform.

Want to learn more about the **Censia Talent Intelligence Platform**?

Visit us at **www.censia.com** or contact us at **info@censia.com**.

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