Censia Talent Intelligence™ for Developers

Power your native applications with high-quality, comprehensive and actionable talent insights available via API.

Challenge

Talent data can be a mess to work with. It's highly unstructured and either statistically unreliable due to limited sample sets or drastically skewed due to massive amounts of duplication and fake information. Effectively leveraging statistically relevant talent data, requires time and resources to be diverted from other critical business initiatives across engineering, product development, business intelligence, operations, and more.

The opportunity cost of driving success for talent data initiatives is often too costly for organizations to commit to or fully support causing organizations to either lag behind in this area or forcing them to make decisions based on faulty or out-of-date information.

Solution

Harness the power of deep system intelligence applied to an exceptional master dataset to obtain high-quality, continuous, and actionable talent insights delivered through a robust API. Natively power your applications and business needs across the entire talent lifecycle with The Censia Talent Intelligence Platform™.

Censia
Talent Intelligence Platform™

![Censia Talent Intelligence Platform™]

The Censia Advantage

High-quality, continuous, and actionable talent insights delivered seamlessly.

Extensive & Up-to-Date Data Sets

- Billions of data points
- Includes professional and company profiles and job landscape data
- Constantly tuned for performance and relevance matching
- High-quality master dataset with a 360° view of a professional profile

Advanced Machine Learning & Data Science

- Leveraging over a dozen different AI Disciplines
- Advanced recommendation engine
- Taxonomy builder
- Semantic similarity networking
- Compounded similarity networking
- Candidate and role modeling

Expert Derived Insights

- Find meaningful differentiators among candidates
- Identify stand-out trends
- Scoring comparisons and models made within context
- Proprietary scores, badges and tag for each profile

Flexible Headless Delivery

- System agnostic REST API
- Highly secured, data is encrypted in transit and at rest
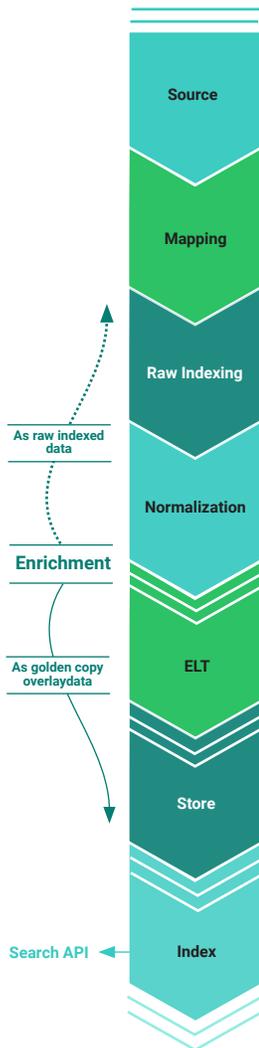- Multiple endpoints

Use Cases

Passive Sourcing	Reskilling/Upskilling
Candidate Screening	Skills Intelligence
Candidate Rediscovery	Talent Mapping
Internal Mobility	Workforce Planning
Diversity & Inclusion	Gap Analysis
Candidate Experience	Competitive Intelligence

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.

Source

Mapping

Raw Indexing

As raw indexed data

Normalization

Enrichment

As golden copy overlaydata

ELT

Store

Search API

Index

Data Collection

Censia collects a vast amount of data across data sources from professional networks, resumé databases, alumni associations, firmographic data and more. You may also leverage your own data set on top of ours or provide additional data sets.

Data Normalization

Once collected, Censia normalizes, deduplicates, enriches, and maps billions of data points to create what we call the Censia Golden Record. This Golden Record acts as the single source of truth providing a 360 degree professional view of an individual.

Data Science & Machine Learning	Insights & Derivatives	Ready-to-Use Data	API Services

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 integrates natively with many applications but is also offered as a completely headless solution. We offer three distinct API classes. The Core Data API class provides access to root data values. The Derivatives and Analytics class adds basic data processing, proprietary analytics and data science. The Intelligence class leverages deep system intelligence to provide in-depth modeling and marketplace analysis.

Data, Privacy, and Compliance

Where do we get our data? 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, enhances OFCCP and EEO compliance, and is ISO 27001 certified.

Interested in learning more about how to leverage our API?

Visit **developer.censia.com** for more information or contact us at **info@censia.com**.

Summary

As the war for high quality talent wages on, the need for high-quality talent data with actionable insights is clear. Developers can easily power native applications with the continuous and granular information they need with Censia.

Censia
Talent Intelligence Platform™