BRIDGING THE GAP: HOW TALENT MARKETPLACE CAN TRANSFORM ENTERPRISE TALENT ALLOCATION

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Large enterprises today often have a diverse workforce that spans multiple locations and skill sets. Employees also vary in their experience and areas of interest in projects. This brings about a big challenge for enterprises in connecting the right talent to projects where their profile and interests would be the best fit. The Talent Marketplace platform (ex. Infosys TMS Next) solves this by bridging the gap between project seekers and opportunity owners.

Opportunity owners can publish any opportunity that they have on the platform to find suitable talent and Talent Marketplace connects any project seekers to the right opportunity by making suggestions of roles that are the best fit for their profile. Employees have the option to view any open positions that are relevant to their skills and view additional information on roles that can help in deciding a good match. They can also show interest in multiple opportunities.


Opportunity owners look for	Job seekers look for opportunities with
Skillset	Matching skill sets
Credentials and certifications	Employee interests
Role-specific experience	Role experience
Employee availability	Opportunity details
Location and travel requirements	

Talent Marketplace brings benefits at both ends of the process: for the opportunity owner as well as the seeker. Employees can get a holistic view of open opportunities, which includes details about the opportunity, any required skills, the expected experience, duration, location, travel requirements, and any other relevant information that can help them make a decision. At the opportunity owner's end, a detailed list of any candidates who have expressed interest can be viewed and shortlisted candidates can also be reviewed at various stages of the evaluation process.
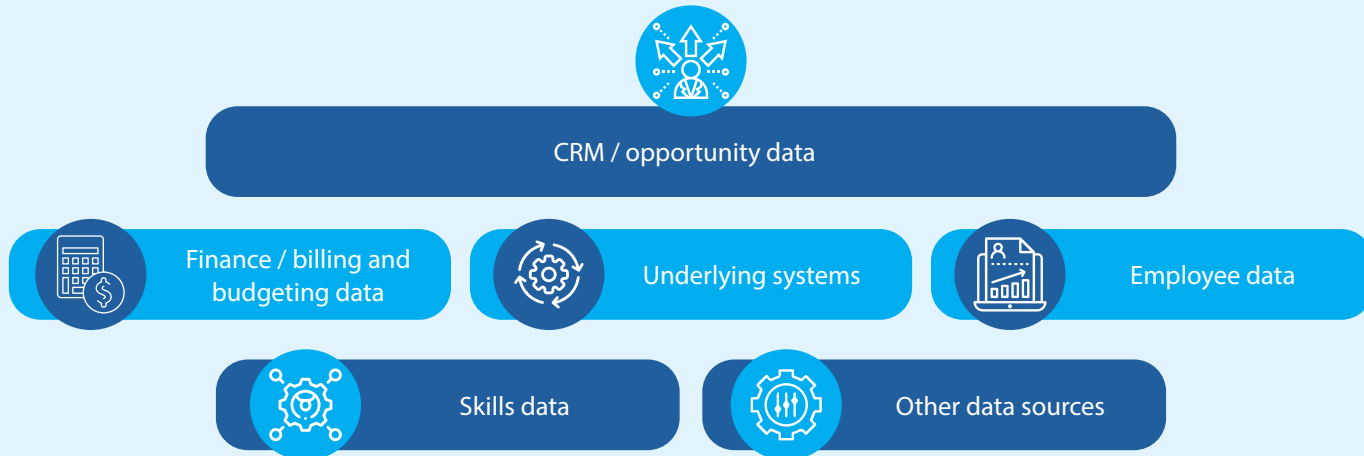
Optimizing data access with the Talent Marketplace data layer

The Talent Marketplace platform leverages a data layer along with its backend services, where the data layer normalizes data access across a variety of systems and establishes a common data model. This reduces access to the source systems of records and enables an abstraction layer between the consumers and the systems of record. Therein, it prevents the unnecessary duplication of any data, centralizing the enforcement of any business logic that is required to aggregate data.
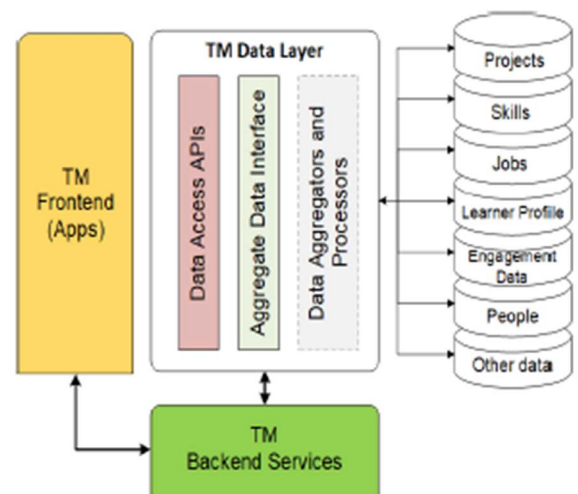
Underlying systems: Tapping into diverse data*

The information that Talent Marketplace leverages to connect opportunity seekers to the right opportunity, ranging from the seeker's experience and skills to the opportunity details, comes from various systems.

CRM / opportunity data

| Finance / billing and budgeting data | Underlying systems | Employee data |

| Skills data | Other data sources |

*The data sources listed are indicative only. Alternatives are used to suit the client's ecosystem.

Key benefits that can transform talent matching

Talent Marketplace revolutionizes the traditional project matching process by integrating advanced algorithms and comprehensive profiling. From precision matching and time-saving benefits to promoting equal opportunities and continuous learning, it offers a wide array of advantages to both opportunity owners and job seekers.

Precision matching
The platform employs a robust algorithm that ensures matches on multiple layers, ensuring best fit.

Time-saving
Through automating the matching process, the platform significantly reduces the time taken to suggest seekers suitable opportunities.

Comprehensive profiles
Profiles provide transparency and clarity into each candidate and opportunity through a holistic view that comes with the complete details.

Dynamic updates
The platform proactively updates any skills or new certifications that seekers gained along with changes to the opportunity requirements, thus dynamically updating matches.

Equal opportunity
By connecting opportunity seekers and projects based on tangible factors that are essential to the role, such as skills and experience, the platform drastically reduces the risk of bias.

Cost-efficient
Both opportunity owners and seekers can reduce the expenses through a streamlined pool of suitable candidates and relevant opportunities respectively.

Continuous learning
Job seekers have access to insights on skills that are in demand, enabling them to make better decisions and be ahead of industry trends.

Networking
Beyond the scope of project matches, opportunity seekers can connect with others on the platform, share their insights, and build better industry knowledge.

Security and privacy
Users can rest assured about any data concerns, as the platform provides full visibility and control into what they share and offers stringent privacy measures.

Feedback mechanism
Through feedback provided by the users on the matches, the algorithm continuously improves, thus offering a better overall experience.

Market insights
With market insights, opportunity owners can tap into the wealth of information about talent pools, while job seekers can assess how competitive their profiles stand in the market.

Conclusion

The Talent Marketplace platform stands as a revolutionary tool in the enterprise landscape, effectively bridging talent and opportunity. With its unique blend of precision matching, comprehensive profiling, and valuable insights, it fosters an environment of growth, equal opportunity, and strategic decision-making for both opportunity owners and seekers.

Author

SHEFALI GUPTA

Technology Lead, Infosys

For more information, contact askus@infosys.com

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