

# How Data Analytics is a Game-Changer in Talent Management

Talent Management

Data Science

People Analytics

Big Data

## CareerWhiz: A Data-Driven Tool for Career Advice

### Challenge

Improve the accuracy and effectiveness of talent decisions by leveraging employee, professional, and organizational data.

### Objective

Help organizations discover talents in-house and search for new external candidates, create a tool and a solution model that understands employee behaviors, perspectives, potential career development paths, and related influencing factors.



## Solution

ELEKS' mathematicians and data scientists created a model that predicts possible career development paths based on LinkedIn user profiles.

The model is a mathematical function that analyzes a user's profile as input data and provides an output in the form of a comprehensive report. The personalized report includes potential transitional appointments, future responsibilities, and additional years of experience required to reach a target position. The model also provides recommendations for possible career promotions and suggests new skills to develop, education to pursue, and future career steps.

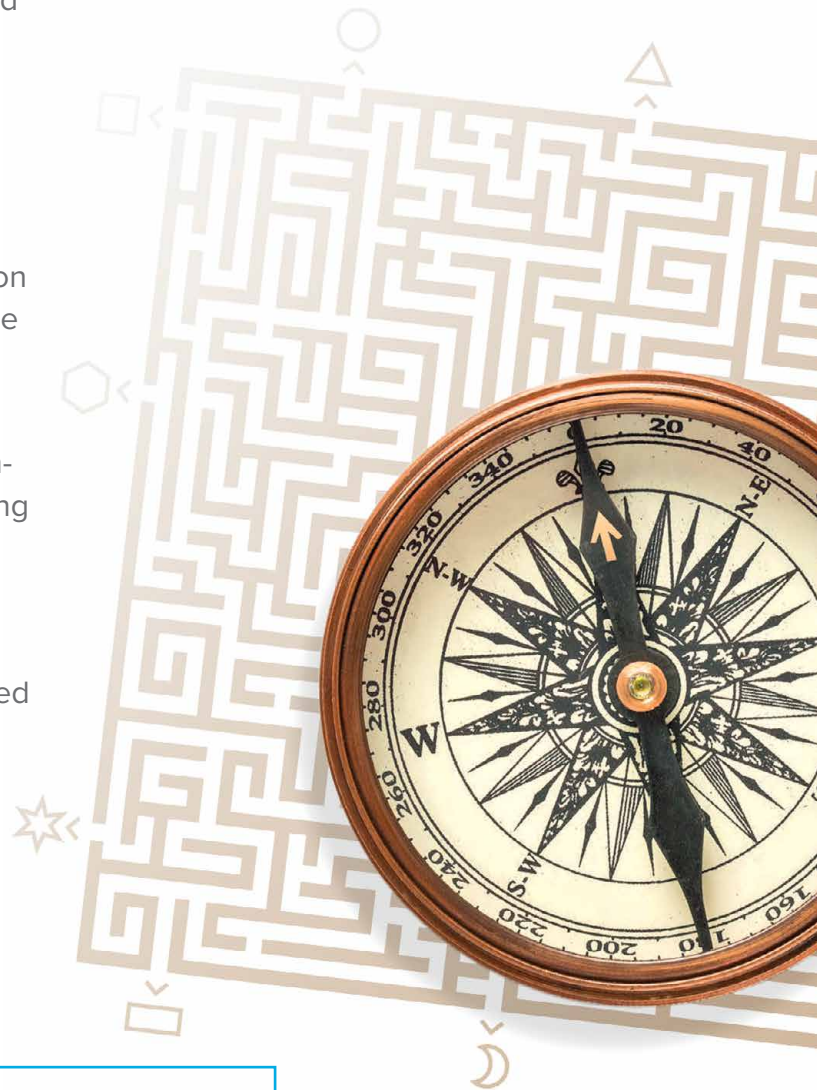
## Business Benefits

- Improved the quality of employee education through interpreting the skills and expertise required to produce better results in specified professions and positions
- Streamlined hiring and promotion decision-making through an increased understanding of which employee will perform better in a specific role or position
- Increased the motivation and overall productivity of employees due to elaborated internal career plans
- Defined factors that will lead to personal success and recognized leadership capabilities among employees
- Facilitated employee engagement, as well as improved retention rates

## Solution Background

Prior to building a model, we collected information on over 11 million publicly available job openings, CVs, recruitment requirements, and position descriptions:

- Collected 145 GB of raw data with pertinent information
- Used natural language processing techniques to filter textual data
- Created a database with 80,000 positions of various seniority levels in 100 industries, with 17,000 parameters describing each position



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Have a question?  
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