untapt

intelligence: AI for Human Capital
February, 2019

untapt intelligence

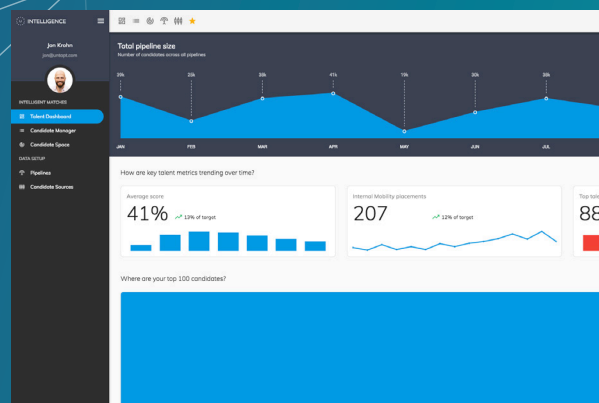### A HOLISTIC APPROACH TO HIRING. DRIVEN BY DATA.

untapt intelligence is a custom AI solution that matches, understands and optimizes talent and pipelines. This helps you improve the recruitment, retention and deployment of human capital across your entire organization.

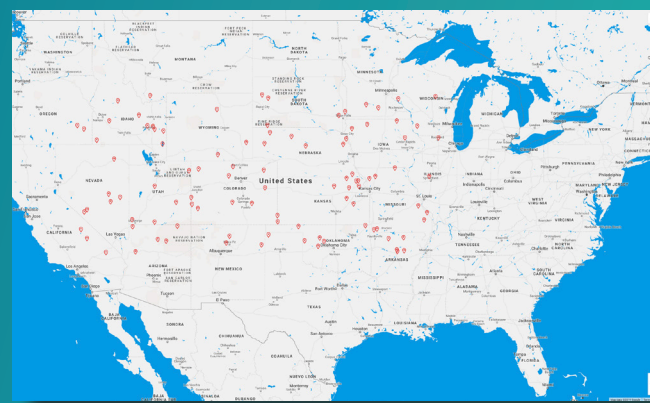### PUTTING THE RIGHT PEOPLE IN THE RIGHT ROLES.

Our Deep Learning models dissect your hiring data, providing high-accuracy matching, talent evaluation and metrics in an instant. These AI networks understand your workforce with the nuance of a real human expert, reducing bias and other inefficincies at every stage.
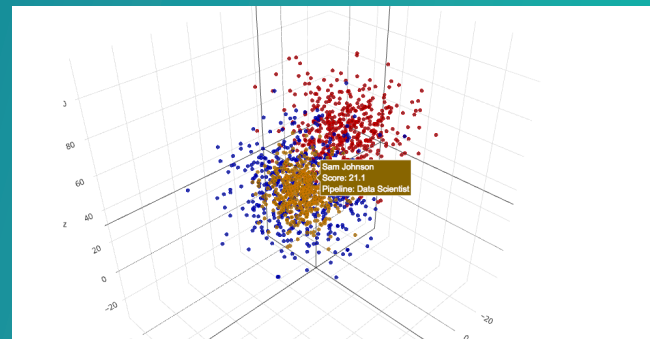
GUIDE THE FUTURE OF WORK WITH INTELLIGENCE.

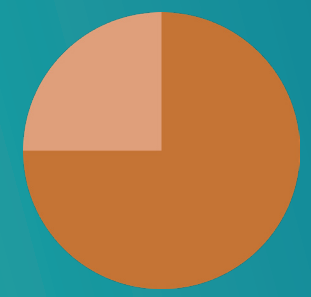### THE DEEP LEARNING EFFECT:

Our view of careers will broaden tremendously in the next 3 years. Conversations will no longer revolve around rigid titles, tasks and labels.

With **untapt intelligence,** we're using a branch of AI called *Deep Learning* to bring consistency and clarity to one of the most expensive, convoluted sections of any business: Its people.

REDEFINE RECRUITMENT:

75% of hiring decisions rely on '**intuition**' over **data**.

Our data-driven AI finds top candidates with   human-like accuary (without the bias).

46% of new employees **fail** within **18 months**.

Our Deep Learning models identify attributes that signify longevity and culture-fit for your team with expert-level nuance.

Nearly 77% of employee turnover is **preventable**.

untapt's talent analytics allows you to monitor employee growth and find internal opportunities for your best workers.

70% of US workers are **looking for a new job**.

Use intelligent insights to attract and keep the best workers for your business with consistency and scale.
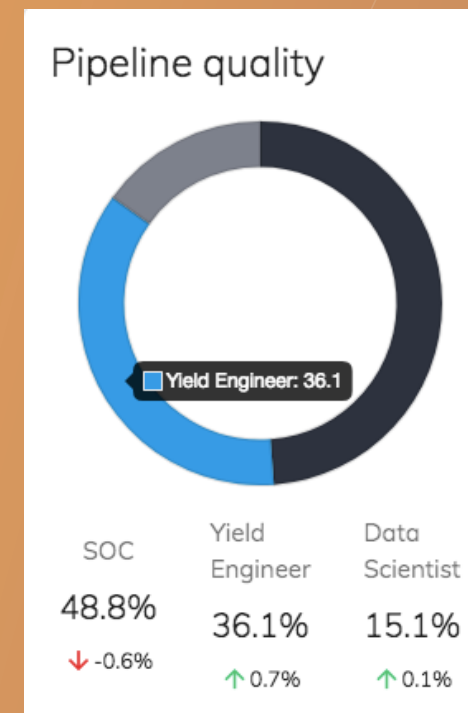
TRACK

MAP

EVALUATE

UNDERSTAND

INNOVATIVE INSIGHTS
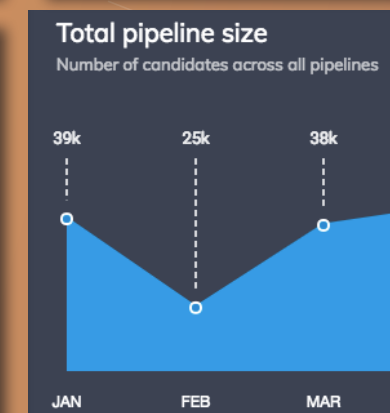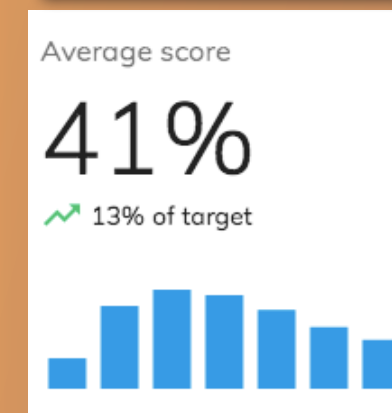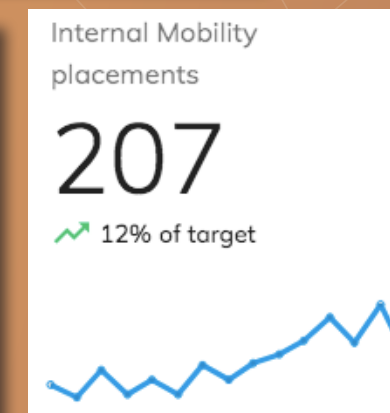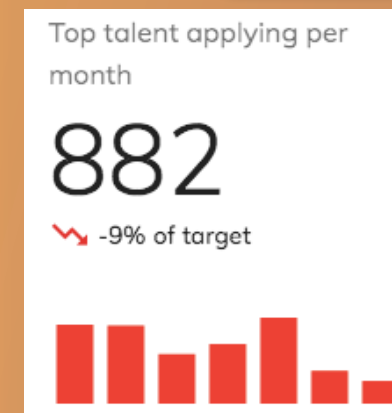
THE MOST COMPREHENSIVE AI FOR HR SOFTWARE AVAILABLE.

- Custom AI Models From Your Company's Data
- Talent Evaluation and Sorting
- Increased Internal Mobility
- Intuitive, Keyword-Less Search
- Easily Evaluate Hiring Pipelines
- Reduced Implicit Bias
- Access to our World-Class Data Science Team
- Constant Performance Testing and Tuning
- Direct Integration with your ATS, CRM or HRIS

HOW IT WORKS:

1. Our AI ingests your company's hiring data (resumes, job listings, decisions, skill tests, etc.)
2. We train the model to understand and replicate your recruiters' priorities in each hire
3. Our AI matches candidates to roles, ranking their fitness with expert-level accuracy
4. untapt's metrics help your team optimize recruitment and internal mobility

Pipeline quality

Yield Engineer: 36.1

SOC	Yield Engineer	Data Scientist
48.8%	36.1%	15.1%
↓ -0.6%	↑ 0.7%	↑ 0.1%

Top talent applying per month

882

↘ -9% of target

Internal Mobility placements

207

↗ 12% of target

Average score

41%

↗ 13% of target

Total pipeline size
Number of candidates across all pipelines

39k   25k   38k

JAN   FEB   MAR

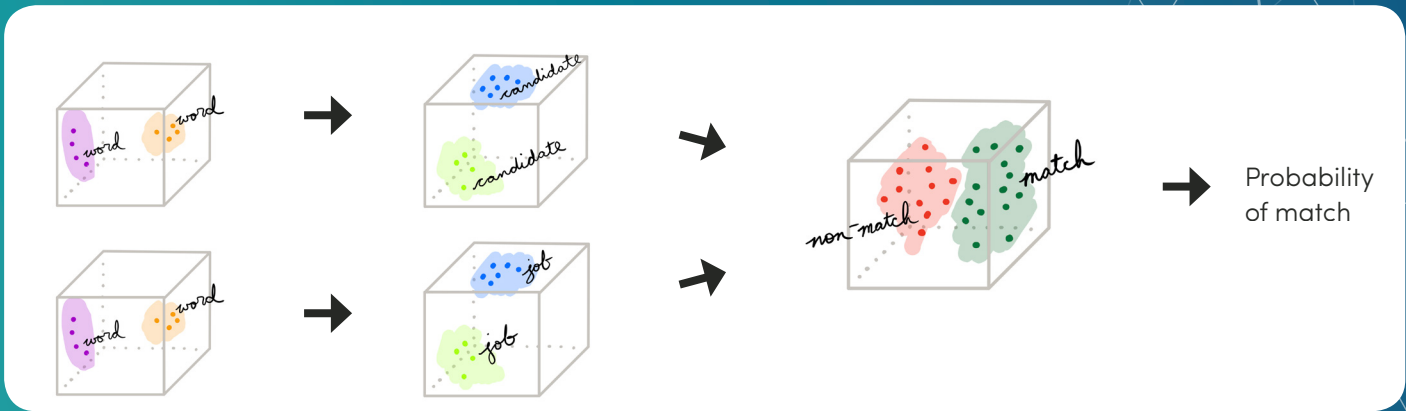Gather data from across your organization and evaluate the health of your hiring pipelines at scale.

Analyze live metrics and discover opportunities to optimize your workforce like never before.

PROVEN EXCELLENCE AND EXPERTISE.

Our proprietary AI algorithm studies your hiring managers' decisions, predicting whether candidates will be invited to interview for a job. Over time, we use this data to match user profiles to jobs with incredible accuracy.

This technology is brand new and is not being implemented anywhere else in the world. With intelligence, you will be one of the first businesses to harness it for your team.
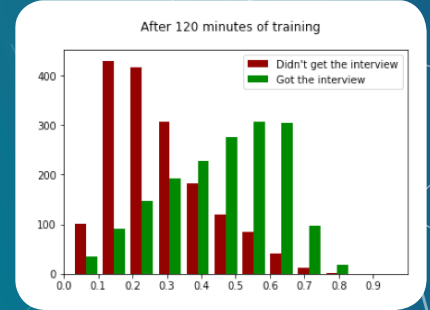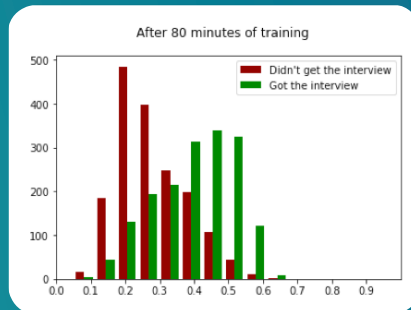
EXAMPLE MODEL ARCHITECTURE: HOW IT WORKS

Probability of match
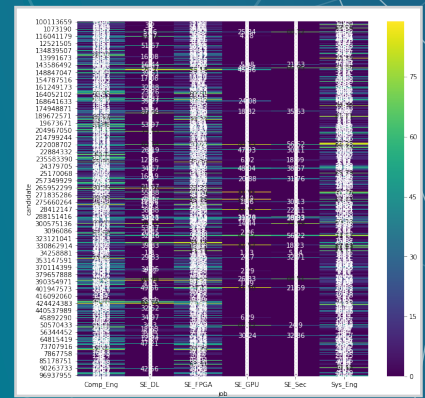
Near the start of training | Mid way through training | At training's conclusion

MODEL VISUALIZATIONS

Our "Genome Plot" is one of many visualizations of the distribution of results across candidates, employees, jobs and more.

If you're interested in implementing a bespoke AI model into your digital recruitment platform, we are happy to build this out for you.