



Censia Employee Intelligence

Censia Employee Intelligence is an AI-powered talent intelligence solution that gives you clear visibility into workforce skills—both at the individual level and across your entire organization. Its dynamic, contextualized skills data is built to scale and seamlessly integrate with systems like Workday. With a deeper view of your people and their capabilities, your HR gains the agility to make smarter, faster, and fairer talent decisions that move the business forward.

Better Data. Smarter Decisions.

Censia delivers the talent intelligence HR leaders need to lead with clarity and confidence. It enriches employee profiles with dynamic skills data and enables data-driven decisions across key areas—including mobility, development, workforce planning, and beyond—so HR can stay agile and aligned with evolving business needs.

What Sets Censia Apart

- **Talent Optimization, Accelerated**
Personalized, contextualized skills data makes it easy to roll out skills-based strategies across platforms without extra tools or change management headaches.
- **Rapid ROI in Weeks**
Deploy organization-wide in just weeks. No new workflows to adopt. No complex system integrations. Just immediate insight, action, and impact.
- **Ongoing Skills Intelligence**
Tap into 10x more verified skills data to uncover hidden gaps, shape workforce strategy, and make more informed decisions at every level.
- **Smarter Internal Mobility**
Censia continuously analyzes verified skills, development activity, and job histories to uncover hidden potential and surface growth opportunities. This real-time intelligence enables smarter internal mobility based on capabilities, not outdated titles.
- **Boost Retention & Readiness**
Enriched skills data fuels mobility, development, and upskilling programs that keep employees engaged and prepare your workforce for the future.
- **Built on Trust and Compliance**
Censia is ISO 27001 certified and fully compliant with GDPR and CCPA, delivering anonymized, secure skills insights without compromising data privacy.

Customer Success

Censia's impact at a Fortune 50 telecom company



100% of employee profiles completed in weeks—enabling full workforce visibility without manual effort.



25% increase in internal mobility—unlocking hidden potential and accelerating career growth.



Improved fairness and consistency across workforce insights—supporting a more inclusive and equitable workplace.

Censia Solution Architecture

Censia transforms raw workforce data into enriched skills visibility through a seamlessly scalable architecture.

Solution

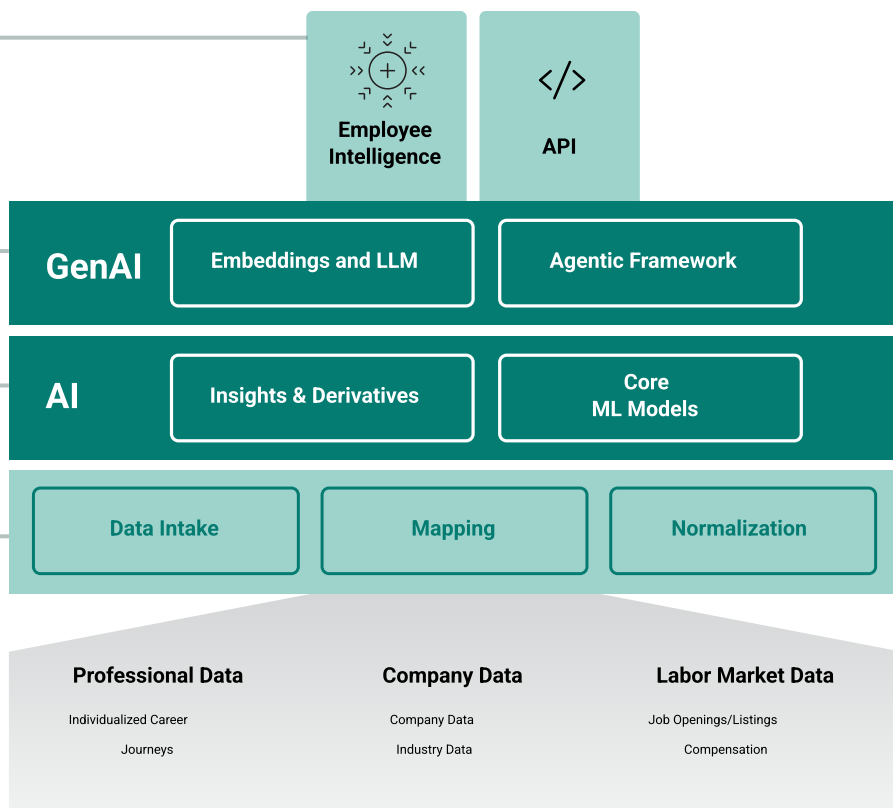
Delivers enriched skills visibility via the Censia Employee Intelligence solution, natively integrating with existing HR systems through scalable APIs.

AI & Intelligence

Leverages machine learning and AI to infer skills, roles, and potential, while enhancing data with context and nuance to deliver precise, real-time insights at scale.

Data Platform

Aggregates and contextualizes internal and external talent data, including professional history, company insights, and labor market signals.



Censia Talent Cloud

Censia creates a **secure, private talent cloud** for your organization, focused solely on the people and roles that matter to you. To enrich your employee profiles, we apply insights trained on our expansive **public talent cloud**, which contains millions of anonymized, real-world career paths and skills. This allows you to gain deep workforce visibility and powerful talent insights, all with minimal data required from your internal systems.

Discover what Censia Employee Intelligence can do for your workforce.

To request a demo, contact us at sales@censia.com

