

# Employee Profile Enrichment

Turn static employee records into dynamic, skills-rich intelligence for every individual in your workforce.



## OPPORTUNITY

### See What's Possible When You Truly Know Your People

HR teams have access to more data than ever, but most employee profiles still fall short of providing a complete, current, and useful view of individual talent. Without accurate skills data, it becomes difficult to fuel internal mobility, build future-ready teams, or personalize development. The real opportunity lies not just in cleaning up data but in reimagining how talent is understood across the enterprise.



#### Skills

- UI/UX Training
- Project Management
- Leadership Development
- Asana
- Workday Certified
- Risk Management
- Communications
- Persona Development
- Agile Product Methodology

## SOLUTION

### Uncover the Skills, Strengths, and Potential Within Every Role

**Employee Profile Enrichment**, part of the **Censia Employee Intelligence** platform, enriches every employee record with AI-inferred skills that are personalized, dynamic, and actionable. This feature does more than enhance existing employee profiles; it transforms them into living portraits of each individual's capabilities and potential. Whether for a new hire or a seasoned executive, your organization gains a unified, always-current view of what your people can do and how they are growing.

# How Censia Transforms Talent Data into Insight

**Censia Employee Intelligence** is an AI-powered platform that connects workforce skills to business impact. It integrates with your existing HCM system and delivers three core capabilities: **Employee Profile Intelligence**, which enriches employee records with validated, individualized skills; **Job Profile Intelligence**, which creates dynamic, market-aligned job profiles; and **Skills Gap Intelligence**, which identifies critical skill gaps and guides strategic workforce planning.

The platform is powered by Censia's proprietary public talent graph, built from thousands of verified public and trusted data sources. Using responsible AI, it analyzes billions of data points to infer real-time, role-specific skills. This gives organizations the insight to align talent with business goals, understand workforce capabilities more deeply, and make smarter, faster decisions that lead to measurable results.



## Employee Profile Enrichment Core Capabilities

- **AI-Inferred Skills at Scale**  
Accurately identifies and validates skills for every employee based on career history, job roles, and industry context.
- **Routine Profile Updates**  
Continuously refreshes employee data as roles, responsibilities, and experiences evolve or upskill over time.
- **Deeper Understanding of Context**  
Infers not only what someone has done, but also how their work translates into transferable skills.
- **Enterprise-Tuned Accuracy**  
Calibrates to your organization's unique roles, job architecture, and internal language.
- **No Surveys or Self-Reporting Required**  
Delivers meaningful insights without burdening employees or managers with manual data entry.
- **Responsible and Transparent AI**  
Provides insights built on ethical, bias-aware AI models that are explainable, auditable, and designed to ensure fairness in workforce decisions.

## What You Can Unlock with Skills-Rich Profiles

With consistent, complete, and personalized skills data, your HR and talent teams can drive more strategic and inclusive decisions.

Here's what becomes possible:

- **Internal Mobility That Works**  
Discover great-fit internal candidates for open roles based on skills and potential, not just job titles.
- **Succession Planning with Substance**  
Identify rising talent with the skills needed to step into critical roles and leadership tracks.
- **Learning and Development That Feels Personal**  
Recommend learning journeys based on actual skill gaps, tailored to each employee's needs.
- **Workforce Planning That's Grounded in Reality**  
Forecast and close talent gaps using real-time data on the skills you already have.
- **Equitable Growth Opportunities**  
Surface hidden talent and reduce bias by focusing on capability, not credentials.

### The Censia Advantage

The Censia Employee Intelligence platform brings precision, context, and trust to skills intelligence in ways that go beyond surface-level enrichment:



#### Unmatched Data Depth with Contextual Intelligence

Combines billions of global talent data points with AI that tailors insights to your industry, roles, and workforce for maximum relevance.



#### Built for Scale and Simplicity

Activates skills intelligence across the entire workforce without the need for surveys or manual upkeep.



#### Integrated Into Your Workflow

Works directly within your existing HR systems like Workday, allowing your team to take immediate action on insights.



#### Aligned with the Principles of Responsible AI

Ensures transparency, fairness, and explainability so that you can trust the recommendations you receive.



#### Skill Gap Analysis

Compares role-specific skill requirements with individual profiles to give a clear, quantified view of alignment and readiness.

## Discover what Censia Employee Intelligence can do for your workforce.

To request a demo, contact us at [sales@censia.com](mailto:sales@censia.com)

