

Future-Proof Your Workforce with Skills, Not Bias.

A NEW CHALLENGE FOR HR LEADERS

Recent federal guidance is reshaping workforce strategies, forcing HR leaders to rethink how they attract, develop, and retain top talent.

With DE&I budgets being reconsidered, now is the time to shift these investments to support a more resilient approach to talent—one that ensures compliance, reduces bias, and helps your organization compete for top talent without relying on traditional diversity initiatives.

Companies that fail to act now risk falling behind. The abandonment of DE&I initiatives at your enterprise will create **real business challenges** like negative consumer sentiment, reduced employee engagement, and stalled internal mobility. Start moving toward more transparent, data-driven talent strategies that can easily adapt, and withstand, changing regulations.

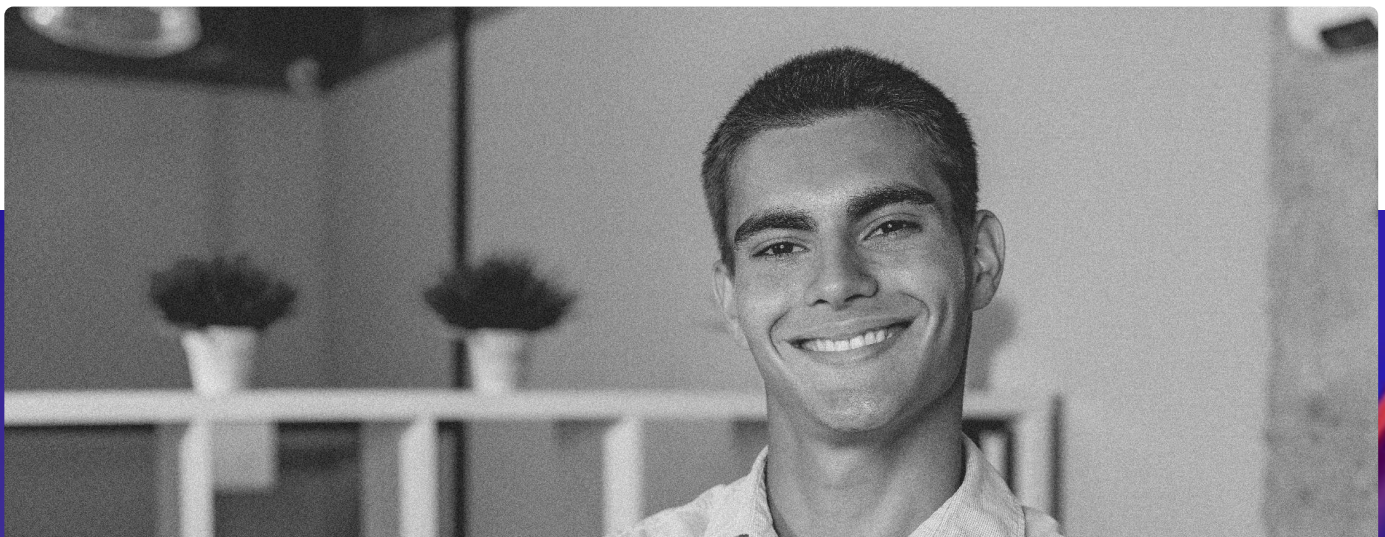
THE URGENCY & OPPORTUNITY

The business case for building a high-performing, competitive talent pipeline has never been stronger. **However, yesterday's DE&I playbook is no longer enough.**

With budgets shifting away from traditional DE&I programs—HR leaders must now focus on proven solutions that expand access to top talent, increase workforce agility, and reduce bias to withstand future regulatory shifts.



A study focusing on Fortune 500 companies found that a 1% gender bias in hiring can result in **32 additional failed hires annually** (approximately \$2.8 million in lost productivity). ([OSU](#))





THE ANSWER? SKILLS DATA.

Skills-based strategy **goes beyond compliance**—it ensures **equitable access to opportunity, increases workforce agility, and removes bias** while giving HR leaders a more reliable foundation for hiring, promotion, and workforce planning.



Expand & Broaden Your Talent Pipeline

- Widen access to **high-quality talent** by focusing on relevant skills, not pedigree or past employers.
- Build a **stronger, more innovative workforce** by ensuring the broadest representation of talent at the earliest stages of recruitment.
- **Compete for top talent globally** by aligning workforce planning with external market insights.



Future-Proof Your Workforce Strategy

- Use **connected, auditable skills data** to drive **consistency** across hiring, succession, and compensation decisions with a common set of criteria aligned to business needs.
- Move beyond titles and resumes—match talent to jobs based on **real competencies, not outdated proxies**.
- Stay ahead of regulatory shifts with a technology partner that is **trusted, independent, and continuously audited**.



Eliminate Bias from Hiring & Succession Planning

- **Prevent hidden bias** in job definitions and hiring criteria, ensuring all qualified candidates feel encouraged to apply.
- Make smarter build, buy, borrow decisions by **identifying high-potential employees** based on actionable skills insights.
- **Correct “the confidence gap”** ([HBR](#)). AI-driven skills assessments ensure **fair, consistent, and accurate talent decisions** no matter where the candidate or employee might place themselves.

Your workforce strategy needs to be built on a foundation of skills data that's **owned by you, trusted, and defended**.

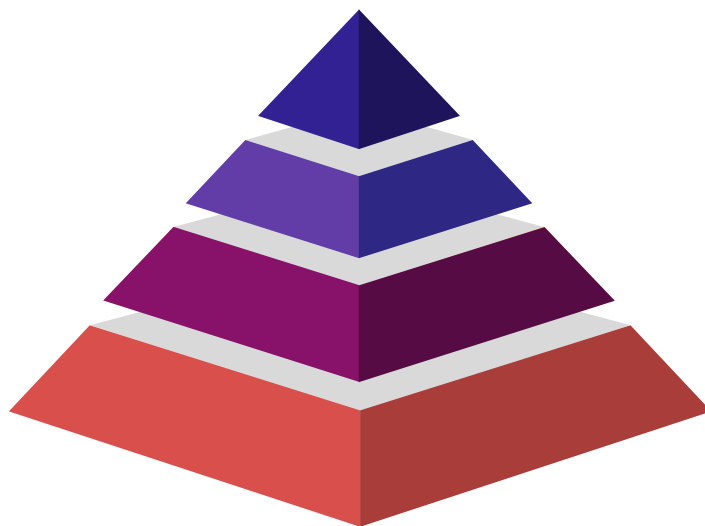
Let's get you started.





HOW IT WORKS: A SMARTER SKILLS-DRIVEN APPROACH

No matter where your organization is in terms of skills data maturity—Beamery can create or augment your own custom **skills-driven job architecture in weeks**. Use it to power fair and transparent decisions across the entire HCM technology stack based on **consistent criteria**.



1.

GAIN A 360° VIEW OF SKILLS SUPPLY & DEMAND

Generate a comprehensive view of your entire supply and demand of skills and talent (internal and external) from unique and company-aware job data.

2.

UNIFY & STANDARDIZE SKILLS DATA

Standardize and unify skills data from employees, candidates, and the external market, including competitor data in one place.

3.

CONNECT SKILLS ACROSS ROLES & CAREER PATHS

Link skills across roles and career paths to make more informed decisions, optimize workforce planning, and make better hiring decisions.

4.

ENABLE A SKILLS-BASED WORKFORCE

Adopt a “skills as currency” approach to drive fairer, more transparent talent decisions that can withstand regulatory shifts—and see better results for your business.



“By empowering our recruiters to easily unlock and review inferred talent, we can identify solid, qualified candidates who may have otherwise been overlooked. Ultimately, this approach will create a more agile and nimble recruitment process, allowing us to find and hire talent more efficiently and level the playing field in our industry.”

Angela Athas

Talent Acquisition Partner, Flex

OUR CUSTOMERS:





WHY TRUST US?

At a time when compliance, fairness, and transparency in hiring are more critical than ever, Beamery sets the standard for responsible AI in HR technology.



Independently Audited & Verified

First HR tech company to undergo a third-party AI audit in 2022. The Beamery platform is continuously monitored by Warden AI, a leading authority in AI ethics and compliance.



Enterprise-Ready Foundations

By proactively subjecting our AI models—used for skills matching and inference—to regular audits and fairness testing, teams can ensure even greater transparency, reliance, and bias mitigation.



Fast, Scalable & Actionable

Get a working, AI-powered skills framework in just weeks, and start using it immediately to attract, hire, and develop exceptional talent—based on skills, not pedigree or background.



“As organizations advance their skills-based talent strategies, the need for a centralized and reliable source of skills data has become increasingly critical. Beamery’s launch of its Job Architecture product addresses this challenge by consolidating skills data from multiple sources into a single source of truth. Having this structured, unified view of workforce skills will enable organizations to improve decision making, streamline talent processes, and provide an enhanced employee experience.”

Varun Malik,
Practice Director, Everest Group.

[Read More](#)

HOW TO GET STARTED

Act Now. Don't Get Left Behind.

With a skills-based strategy, you can drive performance, retain top talent, and attract broader pools of talent—all while using ethical AI foundations to stay relevant and compliant in a rapidly changing landscape.

TALK TO AN EXPERT

[Schedule Your Free Consultation Today](#)

Additional Links:

[Read the Case Study](#) OR [Why Should I Care About Skills?](#)