

HiredScore AI for Talent

Drive faster, smarter hiring and internal mobility with trusted AI — directly in the flow of work.

HiredScore's Recruiting and Talent Mobility Agents leverage your existing systems and data to proactively surface the right talent, guide next-best actions, and streamline decisions.

Recruiters, managers, and employees move faster with less administrative burden, make higher-quality decisions, and act with confidence — improving hiring and mobility outcomes and increasing workforce agility without the complexity of a new system of record or heavy process change.

Intelligent Talent Alignment

HiredScore AI continuously aligns internal and external talent to evolving business needs with unmatched speed and precision.

It assesses internal talent, current and past applicants, CRM contacts, and trusted partner networks — analyzing skills, experience, interests, and company mobility rules against open role requirements — to surface the most relevant talent when you need it.

By working across internal and external talent simultaneously, organizations fill roles faster, reduce reliance on external hiring, and turn existing talent pools into a strategic advantage.

Key Benefits

- Accelerate hiring and internal mobility
- Proactively resolve hiring and mobility bottlenecks
- Boost recruiter and manager efficiency
- Maximize value of existing talent pools
- Remove process friction and improve satisfaction
- Seamless adoption in existing systems

Results

- 54% increase in recruiter capacity
- 35% reduction in hiring manager review time
- 70% of requisitions covered by existing talent pools
- 2X boost in internal mobility
- 20% decrease in agency hires
- 5% improvement in employee retention

My Req / 08323569 Senior Customer Financial Services Manager 3 W. Putski Avenue Hempstead, NY 11550

APPLICANTS 638 LEADS 12

Review 638 Screen 29 Assessment 18 HM Shortlist Review 9 HM Interview 5 Pre-Employment Check 0 Offer 0 Ready for Hire 0 Rejected 421

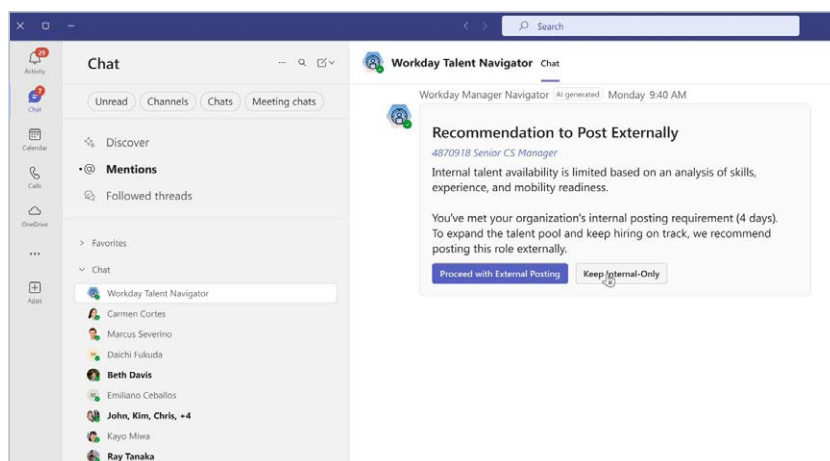
Keywords search	HS	NAME	TYPE	APPLIED	LOCATION	CURRENT/LAST JOB	TIME IN CURRENT ROLE
Skills	★ A	Patricia Shaw	External	April 14, 2026	Trevorton, Iowa	Digital Marketing, Employer Brand Specialist, A... M Company	2 yrs, 3 mos
Type	☆ A	Ramon Mitchell	External	May 7, 2026	Oxnard Shores, Nebraska	Marketing Coordinator XYZ Group	1 yr, 9 mos
Applied	☆ A	Claudia Robinson	Referral	May 5, 2026	Erick, Louisiana	Marketing Coordinator B Company	2 yrs, 7 mos
Status	☆ A	Gemma Scott	External	May 10, 2026	Shenandoah Valley Estates, Ohio	Marketing And Brand Associate X Company	4 yrs, 7 mos
Days in status	☆ A	Kayla Wheeler	External	April 25, 2026	Berroy, Maine	Marketing Communications Coordinator ABC Group	3 yrs, 7 mos
Relevant experience	☆ B	Debra Gross	Internal	April 21, 2026	Narenta, Maine	Marketing Specialist K Company	3 yrs, 5 mos
Highest degree	☆ B	Harold Sherman	External	May 10, 2026	Revilo, Kentucky	Assistant Branch Manager MNO Group	4 yrs, 5 mos
Distance	☆ B	Connor Burns	External	April 25, 2026	Mill Place, New Jersey	Marketing Coordinator A Company	1 yr, 6 mos
Legally authorized to work in job country	☆ B	Gerald Roberts	Agency	April 27, 2026	Hilltop Plaza, Ohio	Relations And Marketing Coordinator B Company	3 yrs, 10 mos
Will require sponsorship	☆ B	Aaron Mendon	External	April 26, 2026	Aaron, Kentucky	Software Development Manager	1 yr, 8 mos

Recruiters can quickly identify the most relevant applicants with candidate grading.

Proactive, Data-Driven Action

The Agents continuously monitor open roles, talent pipelines, and internal and external pools, automatically guiding next-best actions directly in existing workflows.

Recruiters, managers, and employees know exactly who to engage and what to do to achieve hiring and mobility goals — preventing bottlenecks, reducing delays, and avoiding missed or lost talent, without waiting, searching, or guessing.



Manager receives guidance to post a job externally due to limited internal talent.

Key Capabilities

- Proactively surfaces relevant talent from ATS, CRM, HCM, and trusted talent networks
- Grades candidates against role requirements to accelerate screening
- Identifies stalled candidates, bottlenecks, and roles at risk of delay
- Delivers next best actions to recruiters, managers, and employees
- Continuously updates recommendations as roles, talent, and business needs evolve

Quick Time to Value

HiredScore AI delivers explainable, transparent recommendations with regular bias auditing, enabling fair and consistent decisions.

Whether it's reviewing candidates, rediscovering talent, or surfacing internal opportunities, teams can trust the guidance while understanding the rationale behind every recommendation.

Trusted, Responsible AI

HiredScore AI delivers data-driven guidance you can trust.

Recommendations are transparent and explainable, giving users confidence in their decisions.

Built with ethical, compliant practices, and regular bias auditing, HiredScore responsibly augments human decision-making —helping teams move faster while supporting fair, consistent talent decisions.

To learn how HiredScore AI can help your organization transform your hiring and mobility, please visit: workday.com/talent-management.

Workday | Australia: 1300-WORKDAY | New Zealand: +64-9-980-7100 | workday.com/au

© 2026. Workday, Inc. All rights reserved. Workday and the Workday logo are registered trademarks of Workday, Inc. All other brand and product names are trademarks or registered trademarks of their respective holders.

20260204-workday-hiredscore-ai-for-talent-datasheet-ENAU

