

# COVID response: **Talent Exchange** *powered by Eightfold*

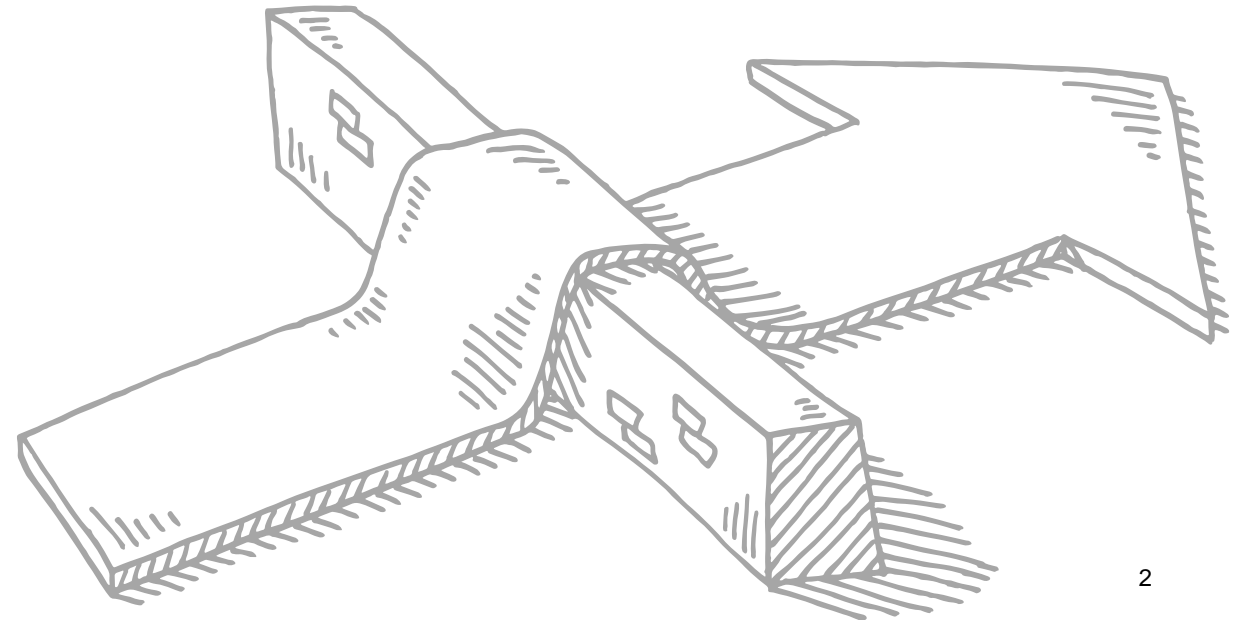
April 2020



**THE FOOD  
INDUSTRY  
ASSOCIATION**

**COVID-19** has created an unprecedented worker supply and demand mismatch. While some sectors are forced to shut their doors, furloughing and laying off workers, other sectors are faced with unprecedented demand that current hiring processes cannot meet.

To help employees and companies navigate the current situation, FMI has partnered with [Eightfold.ai](#) to build and launch a technology platform that rapidly matches worker supply and demand



# FMI has partnered with Eightfold to build a technology platform that rapidly matches supply and demand of front line associates



## Establish supply and demand

### Identify supply

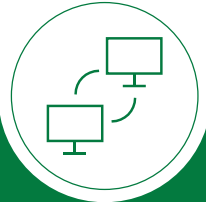
Disrupted companies recommend all employees being furloughed or outplaced to utilize tool

Interested employees log in to tool, consent to provide data / participate and complete 5 question survey about background, experience and preferences

### Establish demand

Source high-need roles within a single company and across industries

Hiring companies complete short form regarding new employee needs by location (e.g., type of role, years of experience doing a particular activity)



## Match

### Match across organizations

Create targeted marketplace to match urgent hiring needs with available talent

Matching algorithm continuously connects supply and demand based on location, preferences and experience



## Communicate match

### Share information for rapid hiring

Hiring companies logs into system to access potential employee “matches”

Hiring retailer reviews potential matches, engages, assesses, and hires or temporarily onboards employee to meet demand

### What the platform will NOT do

Make recommendations on individual capabilities

Share compensation information in either direction

Conduct core HR functions for non-temp employees including hiring, onboarding or payment

Provide advice on employment status, requirements, etc.

# The talent marketplace serves as a job matching platform but does not perform traditional HR functions

## What the talent marketplace...



**...is**

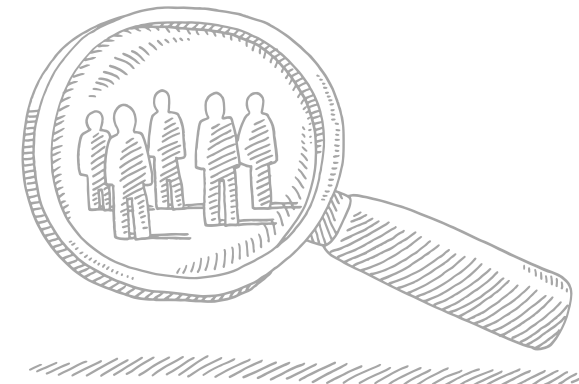
- Platform for matching companies' hiring needs to available talent
- Employment source for full-time, part-time, or temporary workers
- Platform to help alleviate the economic burden placed on companies and workers due to COVID-19
- Supported by FMI but intended for all frontline institutions in need of talent redeployment regardless of industry



**...is not**

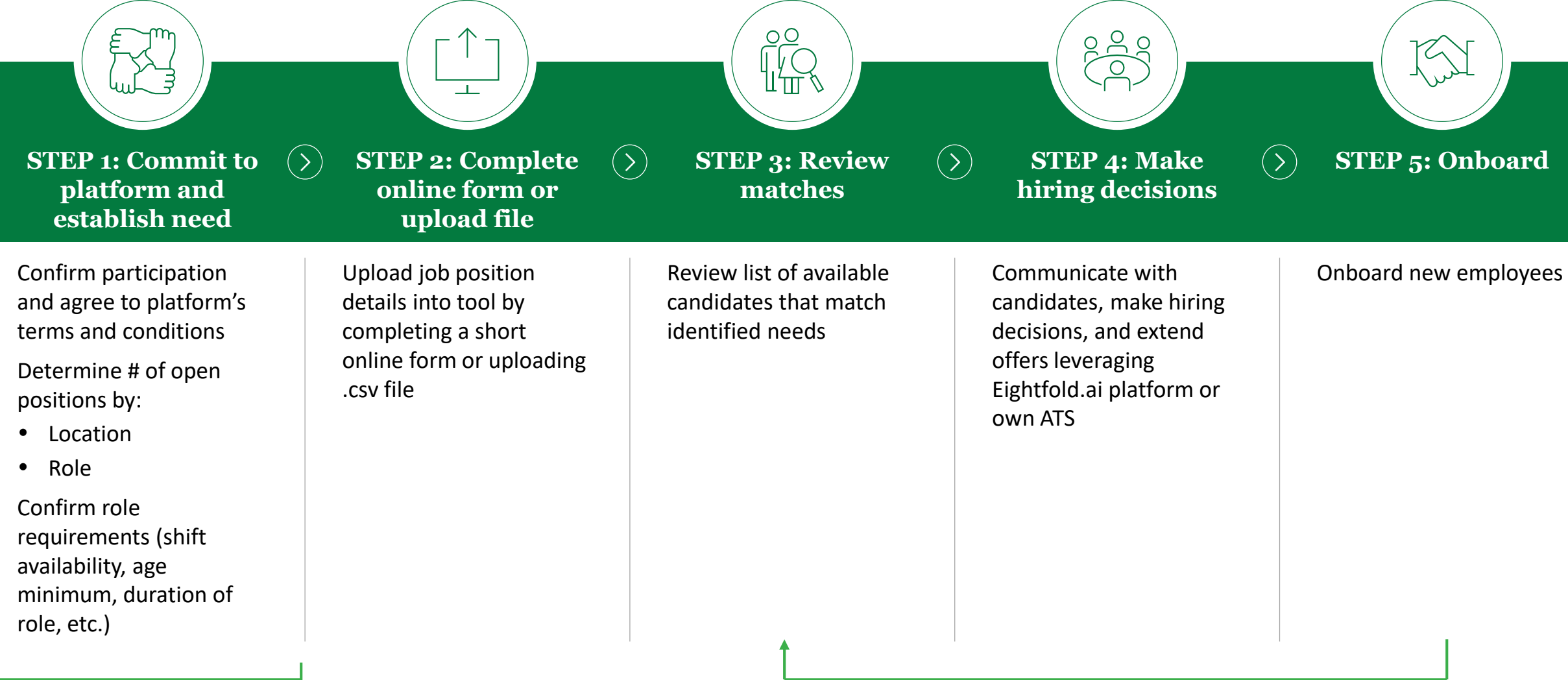
- End-to-end HR platform
  - Will not do background or drug tests
  - Will not perform onboarding tasks such as training or orientation
- Platform for gig/shift workers
- Payment tool
- Provide legal advice on terms of employment

**Functionality may expand over time but at its core, the marketplace is meant to be a quick-to-market platform that matches available talent to urgent hiring needs**



# Hiring companies

# Hiring employers will match with candidates through a simple process to enable rapid recruiting



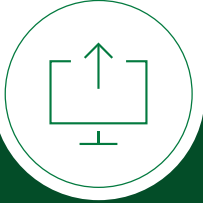
To be completed prior to platform use

Process to be repeated as match list is refreshed in real-time

# Create position profile by completing simple online form or uploading job information in bulk



**STEP 1: Commit to platform and establish need**



**STEP 2: Complete online form or upload file**



**STEP 3: Review matches**



**STEP 4: Make hiring decisions**



**STEP 5: Onboard**



### Option 1: Online form:

Enter essential role information (e.g., position, job location, skills)



### Option 2: Bulk upload

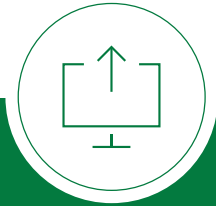
Complete via CSV upload (e.g., role, location, experience)

*Note:* assistance is available to populate existing hiring data sheets and format correctly for this platform

# Review matches through an easy-to-use interface that filters candidates by match score



**STEP 1: Commit to platform and establish need**



**STEP 2: Complete online form or upload file**



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**STEP 4: Make hiring decisions**



**STEP 5: Onboard**

## 1 Filtering criteria:

Ability to filter on various parameters for candidates (e.g. location, availability, skills, prior role,-and willingness to relocate)

## 2 Candidate match score:

Available labor that matches identified needs (list refreshed in real-time); including match score

## 3 Outreach options:

Reach out to all matches or individual candidates, or export the list

The screenshot displays a recruitment interface for a 'Sales Cashier (1210921)' position. The interface includes a search bar at the top, a filter sidebar on the left, and a list of candidates. The filter sidebar is highlighted with a green box and labeled '1'. The candidate list shows a search bar, a '2 selected' indicator, and a table of candidates with their names, titles, and match scores. The match scores are represented by blue dots. A green box highlights the 'Match' column and a candidate's score of 5 out of 5 dots, labeled '2'. At the top right of the candidate list, there are buttons for 'Contact', 'Share', and 'Offer', which are highlighted with a green box and labeled '3'.

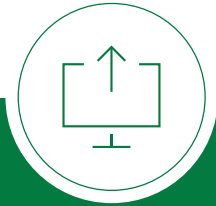
Candidate	Match
<input checked="" type="checkbox"/> <input type="star"/> <b>S</b> Shubham Vats Sales Cashier, Acme Technologies	5/5
<input checked="" type="checkbox"/> <input type="star"/> <b>J</b> John Doe Cashier, Acme Inc	5/5
<input type="checkbox"/> <input type="star"/> <b>J</b> Jason Doe Cashier, Acme Inc	5/5
<input type="checkbox"/> <input type="star"/> <b>S</b> Sudha Sharma Cashier, Acme Technologies	5/5
<input type="checkbox"/> <input type="star"/> <b>R</b> Rahul Vats Cashier, Landis Gyr	5/5
<input type="checkbox"/> <input type="star"/> <b>S</b> Sury Vakkalanka Cashier, Acme	5/5
<input type="checkbox"/> <input type="star"/> <b>M</b> Michael Ali Cashier, Acme Inc	5/5
<input type="checkbox"/> <input type="star"/> <b>Y</b> York Poon Cashier, Acme Inc.	5/5



# Hiring employers will match with candidates through a simple process



**STEP 1: Commit to platform and establish need**



**STEP 2: Complete online form or upload file**



**STEP 3: Review matches**



**STEP 4: Make hiring decisions**



**STEP 5: Onboard**

## 1 Individual candidate view

Double-click on candidates to understand matching skillsets

## 2 Prepopulated contact templates:

Decide to 'contact', 'share' or send an 'offer' with automated email templates

The screenshot displays a hiring platform interface. The main window shows a candidate profile for 'Shubham Vats' (Sales Cashier, Acme Technologies) with a match score of 5 stars. A sidebar on the left lists filters like 'Companies', 'Impact Type', 'Location', 'Relocation', and 'Availability'. A 'Candidates (3)' table lists three candidates: Shubham Vats, Sudha Sharma, and Rahul Vats. A secondary window shows the 'Contact Shubham Vats' dialog with a prepopulated email template. The template includes fields for 'From', 'To', 'Subject', and 'Body', with the body text mentioning 'Delta Inc' and 'Opportunity for Temporary Work'. A 'Send' button is visible at the bottom.

# Disrupted companies

# Companies faced with furloughs and outplacements can help their employees find new opportunities through the platform



## Step 1: Commit to platform

Confirm participation and agree to platform's terms and conditions

Identify company leads responsible for program launch and communication



## Step 2: Establish labor supply

Determine list of employees to invite the platform, including estimated timeframes for furlough/ loaning

**Optional:** Indicate companies you do not want your employees to match with through the tool



## Step 3: Invite employees

Recommend tool to impacted employees and provide link via email, text, or a letter

**OR**

Upload employees to be included and relevant information in a standard template (via CSV upload)



## Step 4: Review matches and stay in touch

Review reports to understand percentage of employees who have matched and companies to which they matched

**Optional:** Stay in touch with your furloughed employees through the tool's pre-populated email functionality

To be completed prior to platform use

# Employers with impacted employees can invite their workers to join the talent exchange



**Step 1: Commit to platform**



**Step 2: Establish labor supply**



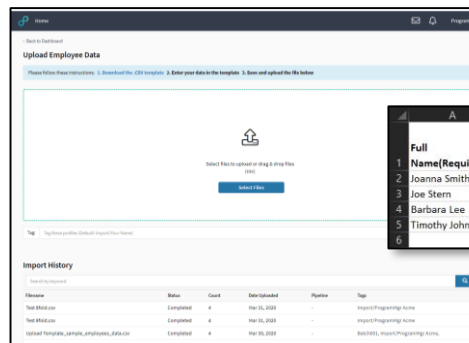
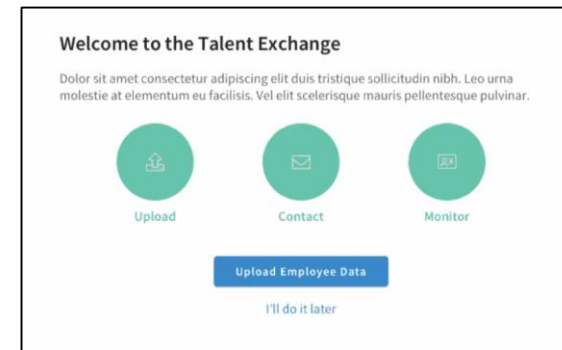
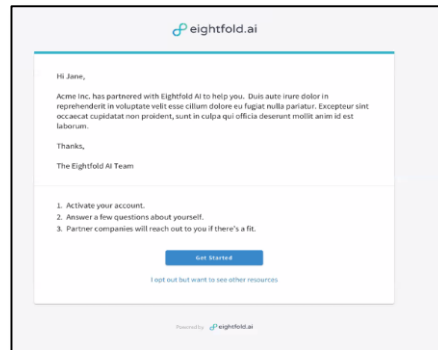
**Step 3: Invite employees**



**Step 4: Review matches and stay in touch**

Recommend tool to displaced or furloughed employees and **provide link**

**Bulk upload** impacted employee information by using upload template available for download on the platform (optional)



Sample bulk upload template

Full Name(Required)	First Name	Last Name	Email (Required)	Phone Number	Location/Address	Employee Title	Employee Department	Skills	Furloughed/ Outplaced	Furlough Start Date (YY.MM.DD)	Furlough End Date (YY.MM.DD)	Base
Joanna Smith	Joanna	Smith	joannasmith@acme.com	14082232233	San Jose, CA, USA	Cashier	Pharmacy	Customer Service, POS systems	Furloughed	20.03.24	20.06.01	Y
Joe Stern	Joe	Stern	joestern@acme.com	14082332923	San Jose, CA, USA	Bartender	Services	Empathy, Merchandising	Outplaced			Y
Barbara Lee	Barbara	Lee	barbaralee@acme.com	14082882833	Milpitas, CA, USA	Warehouse Manager	Paper	Time Management	Furloughed	20.03.29	20.06.01	N
Timothy Johnson	Timothy	Johnson	timothyjohnson@acme.com	14089868822	Campbell, CA, USA	Executive Assistant	Finance	Logistics, Attention to Detail	Outplaced			N

# Disrupted companies will be able to review matches and stay in touch with their furloughed employees



Step 1: Commit to platform



Step 2: Establish labor supply



Step 3: Invite employees



Step 4: Review matches and stay in touch



Review list of outplaced and furloughed employees who have been matched with hiring employer

**Optional:** Stay in touch with your furloughed employees through the tool's pre-populated email functionality

The screenshot shows the 'Talent Exchange Dashboard' with a '4 Employees' list. The 'Contact' button for the first employee is circled in green. The dashboard includes a navigation bar with 'Home', 'ProgramMgr', and notification icons. The main content area has tabs for 'Engage' and 'Analytics'. A sidebar on the left lists filters for Role, Department, Location, Impact Type, and Tags. The employee list table has columns for Candidate, Role, Department, Impact Type, and Uploaded at.

Candidate	Role	Department	Impact Type	Uploaded at
Timothy Johnson	Executive Assistant	Finance	Outplaced	Mar 31, 2020
Barbara Lee	Waitress	Paper	Furloughed 2029-03-20 - 2001-06-20	Mar 31, 2020
Joanna Smith	Receptionist	Pharmacy	Furloughed 2024-03-20 - 2001-06-20	Mar 31, 2020
Joe Stern	Cleaner	Services	Outplaced	Mar 31, 2020

# Employees

# We built the employee experience with simplicity in mind



## STEP 1: Accept invitation to participate

Receive invitation from current employer and opt in to participate



## STEP 2: Complete online profile

Complete simple (<5 min) profile with basic information and job preferences such as:

- Current position and employer
- Location
- Interested position (e.g. cashier, stocker, backroom)
- Availability and type (e.g. nights, weekends, part-time, temporary)



## STEP 3: Match with hiring employers

*No action needed by employee*

Platform matches employers with candidates who match desired criteria

Platform matches candidates who meet companies' criteria; it is possible a candidate may not match



## STEP 4: Receive and accept offer

Obtain an offer from a hiring employer and accept desired role with one click

Some hiring employers will require supplemental information prior to final offer

# Next steps

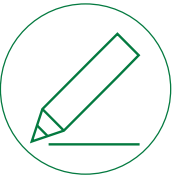


# Three immediate next steps for interested companies

**1 Confirm interest:** reply to email with confirmation of your desire to participate and consent for your email address to be shared with Eightfold, or reach out to eightfold directly at [talentexchange@eightfold.ai](mailto:talentexchange@eightfold.ai)



**2 Sign legal agreement:** Eightfold will reach out with basic legal agreement for signature



**3 Onboard to platform:** you will be assigned a dedicated solutions engineer who will guide you through the process and ensure your needs are met



Learn more: <https://eightfold.ai/talent-exchange/>  
Contact: [talentexchange@eightfold.ai](mailto:talentexchange@eightfold.ai)