

SKILLS EXTRACTION

Talent Profiles

Expand your talent pool with a clearer view of capability.

Bad matches

1/3 of workers in advanced industrial nations are a poor match for their jobs based on skills, qualifications and fields of study.

– 2023 OECD Survey of Adult Skills

Talent Profiles from Pearson transforms non-standardized workforce data into a clear view of employee capabilities, helping organizations reduce hiring risk, align talent with workforce needs, and make smarter decisions.

Data Driven Insights



- Comprehensive labor market intelligence
- Drawing on models of 2,400 occupations and 9,200 skills
- Updated monthly via analysis of over 12 million job postings



Without reliable employee skills data, it's hard to make good decisions. Talent Profiles goes beyond formal skills data to produce a clear view of workforce capabilities.

- Extracts and classifies skills embedded in résumés, CVs, job ads, and job descriptions
- Reveals the full range of capabilities individuals bring to a role
- Maps talent profiles directly to role requirements and realtime market demand
- Reduce hiring risk, improve productivity, align talent with business priorities and make data-driven workforce investment decisions



How Talent Profiles Enable Smarter Decisions



See the full picture of workforce skills

Go beyond what's listed. Infer skills from experience to uncover hidden capabilities and create a more complete, standardized view of workforce capability across candidates, roles, and talent sources.

Make better talent and workforce decisions

Understand how individual capabilities align with role requirements and market demand so you can reduce hiring risk, strengthen workforce readiness, and invest in the skills your organization needs next.

Scale consistent, skills-based talent decisions

Standardize how skills are identified and understood across candidates, roles, and talent data. Improve consistency, reduce manual effort, and build a scalable foundation for skills-based workforce planning.



Who it's for

Built for organizations that need a clearer, scalable view of workforce capability in a skills-based economy.

Employees and candidates are more than just what's in their job description or on a résumé. But understanding all the skills someone brings to work, from those learned through training to those acquired on the job, is challenging and time-consuming.

Doing it across your entire workforce to make smarter, faster talent decisions can feel impossible. Talent Profiles from Pearson gives you that capability at scale. You gain the ability to make faster, more confident decisions.

Take the next step

Talk with our experts about how Skills Extraction – Talent Profiles and our full suite of Talent Planning Solutions can help you plan for the workforce of tomorrow.

Visit go.pearson.com/work to connect with a Pearson expert and discuss your needs.