DATA SHEET

Automated Machine Learning for Human Capital Management in the Government

The DataRobot enterprise AI platform accelerates your AI success by combining cutting-edge machine learning technology with the team you already have in place. The platform incorporates the knowledge, experience, and best practices of the world's leading data scientists, delivering unmatched levels of automation, accuracy, transparency, and collaboration to help your business transform into an AI-driven enterprise.

The Challenges Of Machine Learning In Government

The federal government has amassed an incredible wealth of information about its workforce, but there has been no clear strategy for capturing and making use of that data in a way that will result in better hiring decisions and a more engaged and efficient workforce. Hiring data scientists is expensive and agencies have to compete for a small talent pool. Furthermore, many agencies find traditional workforce analytics methods less than ideal since they can be cost-prohibitive and hard to provision, or the projects take too long. According to Gartner Research, more than half of all data analytics projects aren't completed within budget or on time, or they fail to deliver expected results.

Automated Machine Learning Is The Solution

Automated machine learning (AutoML) can help solve this problem. Automation delivers the power of machine learning to the domain experts who need it – HR managers, program managers, and federal learning and development leaders – without having to learn a programming language or hire cost prohibitive data scientists. As an automated machine learning platform, DataRobot is simple to use and provides guardrails within the application, making it safe to engage more people across the organization, knowing that they won't miss critical steps.

DataRobot customers use automated machine learning within human capital management in the following ways:

FEDERAL RECRUITMENT AND SELECTION

Challenged with a recruitment and selection problem, the federal government struggles to hire the best talent available. Low unemployment rates, lengthy hiring and vetting processes, and a shrinking pool of recruits limit agencies from achieving their hiring goals. By utilizing DataRobot and AutoML, agencies can review hundreds of candidates quickly to discern which ones are the most qualified and move them through the process, saving hours of time and manpower.

TRAINING AND DEVELOPMENT

According to the Office of Personnel Management, reduced budgets, a lack of employee skills, and insufficient training and development are themes typical of underperforming or at-risk federal programs. Yet, many agencies don't understand the skill sets needed in their workforce or how to transfer knowledge to new employees, provide training for specialized job functions, and fill gaps in training curriculums. With Automated Machine Learning from DataRobot, agencies are able to identify talent gaps and then provide the necessary training and development programs for employees.

WORKFORCE ATTRITION AND RETIREMENT

Predicting attrition and retirement within the workforce is a difficult task. By using DataRobot's AutoML, agencies can quickly discover trends in turnover and retirement, as well as identify personnel in either situation. This allows them to come up with retention strategies and plan strategically for resource allocation so that agencies are not understaffed.

CANDIDATE QUALITY

HR personnel who sort through hundreds or thousands of resumes, might miss a star candidate. DataRobot quickly identifies which candidates are the standouts and what attributes make the best fit, ensuring that great candidates are not overlooked.

With DataRobot, agencies make data-driven decisions that match their organization's needs to individual competencies. The AI that agencies create informs their practices for hiring, retaining and developing employees.

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