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Human eSources Launches TruTalent, Brings Verified Talent Insights to Modern Recruiting

New recruitment platform helps employers identify stronger candidate matches faster by combining AI-enabled recruiting tools with validated assessment data for skills-based hiring.

FOR IMMEDIATE RELEASE

Marlborough, CT (September 21, 2026) Human eSources®, a provider of career and talent assessment solutions for nearly three decades, today announced the release of TruTalent®, a new recruitment platform designed to help employers find, evaluate, and engage candidates with greater speed, confidence, and transparency.

TruTalent brings together intelligent job description development, AI-powered candidate matching, and verified talent insights in a streamlined platform designed for small and midsize businesses.

Unlike traditional recruiting systems that rely heavily on resumes and keywords, TruTalent gives employers access to deeper insights into how a candidate communicates, whether they thrive under pressure, or if their natural strengths align with the role. These insights are supported by Human eSources' established TruTalent assessment technology and are combined with transparent and explainable AI to provide employers with a clearer picture of candidate-job fit.

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not simply give them more data to sort through.”**

– Ross Dickie, Human eSources Chief Operating Officer

“Recruiting technology should help employers make better decisions, not simply give them more data to sort through,” said Ross Dickie, Chief Operating Officer of Human eSources. “With TruTalent, we set out to create a fundamentally better way to match people with opportunities—combining the speed and intelligence of AI with verified TruTalents® and validated information about the individual behind the resume.”

Moving Beyond Keyword Matching

At the center of TruTalent is an AI-enabled matching engine that evaluates candidates against the specific requirements and priorities of each position. Employers can define and adjust the relative importance of job requirements, allowing candidate matches to be recalculated as hiring priorities change.

Rather than presenting hiring managers and recruiters with an unexplained score, TruTalent uses clear language to explain matches, helping employers understand why a candidate may be a strong fit for a particular role.

The platform also includes TruTalentScout™, an AI recruiting assistant that works within the context of an individual position to help employers review candidates and navigate the hiring process.

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“AI is extraordinarily powerful when it helps people make more informed decisions while keeping humans firmly in control,” Dickie said. “Our approach has been to make the technology transparent. Employers should be able to see why a candidate matches a job, adjust what matters for that position, and apply their own judgment rather than being asked to trust a black-box recommendation.”

Verified Talent Insights Give Employers a Deeper View

A major differentiator for TruTalent in the recruiting process is the incorporation of verified TruTalents for all candidates. These insights can help employers understand candidate characteristics that are difficult to determine from a resume alone, including work-related preferences, behavioral tendencies, learning approaches, and other attributes relevant to workplace success.

For candidates, TruTalent provides integrated tools to build and manage their professional profile, including MyData® Portfolio, which allows individuals to maintain their own talent information, and resume-building capabilities that create ATS-friendly resumes tailored to different opportunities.

The result is a recruiting environment designed to provide more useful information to both sides of the employment relationship.

Built for Small and Midsize Employers

TruTalent was designed to address a common challenge facing smaller employers: gaining access to sophisticated recruiting technology without the complexity and cost traditionally associated with enterprise talent acquisition systems.

The platform incorporates writing job descriptions, application tracking, integrated job postings, candidate matching, AI assistance, and talent intelligence within a consumption-oriented model intended to allow organizations to use the capabilities they need without committing to a traditional software implementation.

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“Small and midsize companies compete for exactly the same talent as much larger organizations, but they often do it with a fraction of the recruiting resources,” said Dickie. “We believe they should have access to sophisticated AI and talent intelligence without needing an enterprise-sized recruiting department or technology budget.”

A Different Vision for AI in Hiring

Human eSources has developed TruTalent around the principle that artificial intelligence should support human decision-making rather than replace it.

The platform is designed to focus its matching and recommendations on information relevant to the job and to provide employers with understandable reasons behind its recommendations. Human eSources’ approach emphasizes transparency, responsible use of AI, and the use of validated talent information, rather than relying solely on historical hiring patterns or opaque algorithms.

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It is about giving hiring managers better evidence, better tools, and
better insight so they can make that decision themselves. ”

“The future of recruiting isn’t about having AI make the hiring decision,” Dickie added. “It is about giving hiring managers better evidence, better tools, and better insight so they can make that decision themselves. That principle has guided the development of TruTalent from the beginning.”

Extending Human eSources’ Talent Expertise

The introduction of TruTalent represents an expansion of Human eSources’ long-standing work in career development, assessment, and talent discovery into the employer recruiting market.

For nearly three decades, Human eSources has developed assessment and career-development technologies used to help individuals better understand their interests, personality, skills, aptitudes, learning and productivity preferences, and potential career paths. TruTalent extends that expertise into the hiring process by helping employers recognize and evaluate the talents represented by those characteristics.

“For years, our technology has helped people understand what they have to offer the world of work. TruTalent takes the next step—helping employers recognize that talent and connect it with the right opportunity,” Dickie said.

About TruTalent

TruTalent is a recruitment platform from Human eSources that helps employers identify and evaluate candidates using explainable AI, intelligent candidate-job matching, verified talent insights, AI-assisted job description development, integrated recruiting tools, and candidate-owned professional data. TruTalent is designed to make sophisticated recruiting technology more accessible while helping employers make faster, more informed, and more transparent hiring decisions. For more information, visit trutalent.com.

About Human eSources

Human eSources develops assessment, career-development, and talent technology used by individuals, educators, counselors, organizations, and employers. With nearly three decades of experience in assessment and career development, Human eSources creates technology designed to help people better understand their talents and connect those talents with education, career, and employment opportunities. For more information, visit humanesources.com.

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