Infor Talent Science
Developer Public Website Statement

Colorado Artificial Intelligence Act (C.R.S. Title 6, Article 1, Part 17)

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This statement is published pursuant to C.R.S. § 6-1-1702(4)(a) and summarizes the types of high-risk artificial intelligence systems that Infor has developed and currently makes available, and how Infor manages known or reasonably foreseeable risks of algorithmic discrimination. This statement is updated as necessary to remain accurate, and no later than 90 days after any intentional and substantial modification to a high-risk AI system described herein, as required under § 6-1-1702(4)(b).

Types of High-Risk Artificial Intelligence Systems

Infor develops and makes available to deployers the following high-risk artificial intelligence system:

Infor Talent Science

Infor Talent Science is a cloud-based predictive talent analytics and talent assessment platform that identifies individual preferences at work based on behavioral and cognitive assessments. Candidates and employees complete the Talent Science assessment, which measures their unique behavioral preferences at work across 24 behavioral dimensions and 2 cognitive ability dimensions. Authorized users then see personalized reports based on each individual's alignment to a designated benchmark known as a Performance Profile. Performance Profiles are a patented solution that uses machine learning to aggregate behavioral and performance data to identify behaviors most commonly displayed by those who are successful in a given role.

Under the Colorado AI Act, Talent Science qualifies as a high-risk artificial intelligence system because it is a substantial factor in making a consequential decision in the area of employment or employment opportunity.

Talent Science is intended for use in the following employment-related contexts: pre-employment selection, internal mobility and promotions, coaching and mentoring, career pathing, team dynamics analysis, and leadership development. In all cases, Talent Science is designed to be one component of a multi-factor decision-making process. Talent Science does not make employment decisions. All decisions are made by authorized human decision-makers within the deployer's organization.

How Infor Manages Algorithmic Discrimination Risks

Infor manages known or reasonably foreseeable risks of algorithmic discrimination through a comprehensive, multi-layered approach spanning instrument design, profile development, data governance, and ongoing monitoring.

Assessment-Level Bias Testing

The Infor Personality Inventory (IPI), the behavioral assessment instrument at the core of Talent Science, was developed and validated using a random sample of 378,837 candidates. The development sample was demographically diverse and included representation across racial and ethnic groups, gender groups, and age groups. All assessment items were developed by a team of Industrial-Organizational (IO) Psychologists through a rigorous psychometric process using both Item Response Theory (IRT) and Classical Test Theory (CTT) models.

All items have been tested for Differential Item Functioning (DIF) across race, sex, and age groups using both the Wald test and likelihood-ratio test. No significant differential item functioning was found across any protected group.

The assessment has also been tested at the overall score level through Differential Test Functioning (DTF) analysis. Across all 24 dimensions, no statistically significant DTF was found. Classical Test Theory analyses further evaluated the magnitude of mean score differences between demographic groups using Cohen's d effect sizes and point-biserial correlations.

Profile-Level Bias Testing

Before any Performance Profile is deployed, Infor conducts additional analyses to mitigate discrimination risk, including: Cleary Model analyses to test for differential prediction across demographic groups; adverse impact analyses based on the likely applicant population to verify that the profile does not produce selection rates that would trigger concern under the EEOC's four-fifths rule; examination of individual evaluation criteria for unfair impact on the overall performance metric; and random sampling of historical candidates who applied for similar roles to simulate real-world selection patterns and confirm no statistically significant discrimination in a potential hiring pool.

Profile Tuning

Each custom Performance Profile is tuned by Infor Talent Science's team of analysts, including PhD-level Industrial-Organizational Psychologists, to maximize criterion-related validity, minimize unfairness across protected groups, and maximize utility.

Data Governance

Infor maintains rigorous data governance practices throughout the system lifecycle. All performance and assessment data are extensively screened by professional data scientists prior to profile building. EEOC-protected characteristics in incumbent samples are examined for evidence of performance rating discrimination that could be reflected in the profile. Minimum sample size requirements must be met before a custom Performance Profile is built. A formal job analysis is conducted before collecting data to ensure that the performance criteria used to build the profile are job-related. Standard data science techniques, including k-fold cross-validation, are employed to verify model integrity prior to deployment.

Ongoing Maintenance

All Performance Profiles and algorithms are static after deployment; profiles do not automatically learn or update with new data. Any modification follows the full development lifecycle: job analysis, data collection, data validation, profile building, reporting to client, and deployment only after signoff by all parties. Infor conducts revalidation studies between 9 and 16 months after deployment and recommends that no Performance Profile remain in use for longer than 2 years without rebuilding, recalibration, or revalidation. Infor also provides adverse impact monitoring on behalf of all clients at no additional charge, analyzing candidate self-designation data in compliance with EEOC guidelines and OFCCP reporting formats.

Known Limitations

While Infor conducts extensive bias testing at both the assessment and profile levels, no assessment system can guarantee the complete absence of algorithmic discrimination. The risk of adverse impact must be monitored on an ongoing basis. Profiles are optimized to minimize group differences, but some residual differences in recommendation rates across protected groups may exist. These are evaluated against the EEOC's four-fifths rule and Cleary Model standards before deployment. If a deployer uses Talent Science in a manner inconsistent with its intended uses, or in combination with other selection tools or decision-making criteria, the risk of algorithmic discrimination may differ from what was evaluated during profile development.

Additional Information

For questions about this statement or about Infor Talent Science, please contact your Infor account manager, the support line (US +1 877-772-4111), or visit the Infor Talent Science website.

Note for Deployers

This developer website statement addresses Infor's obligations under C.R.S. § 6-1-1702(4)(a). Deployers have a separate obligation under C.R.S. § 6-1-1703(5)(a) to maintain their own website statement. The pre-decision consumer notice required under § 6-1-1703(4)(a)(II) must include instructions on how consumers can access the deployer's own website statement; it should not reference this developer statement as a substitute for the deployer's own disclosure.

Nothing in this statement constitutes legal guidance or advice.