



Webby Awards 2026

Submission category: AI

Sub-category: Belonging & Inclusion

Title of Entry: Talent Nova: Leveling the Playing Field for Justice-Impacted Job-Seekers

Mission

Because every career journey starts somewhere, the mission behind Talent Nova is to equip justice-impacted talent with the necessary skills, resources and tools to enter the modern workforce. This is based on a vision for the future where all justice-impacted people, regardless of their record, have an opportunity to earn a living wage.

Informed by AI and machine learning, the goal of Talent Nova is to remove barriers and level the playing field for the previously incarcerated re-entering the job market by providing them with the tools and confidence to succeed in today's workforce and pursue economic advancement and stability.

Description/How It Works

Talent Nova leverages innovation to help justice-impacted talent navigate the hiring process and access opportunities. Available at no cost, this first-of-its-kind digital platform combines technology with the human element in the form of virtual coaching and career planning.

Talent Nova's AI-enabled Resume Generation Tool walks candidates through a series of questions based on their unique experiences and learned skills to build a professional resume and cover letter that truly represents them. Once the resume has been created, Talent Nova's AI technology finds jobs that match a candidate's skills in their area. With free coaching sessions also available, Talent Nova provides users with everything they need to land a job.

Results & Impact

Talent Nova was designed to provide people with equitable access to career opportunities they're qualified for, regardless of their record. In the job search/resume building space, there are no tools available that are uniquely tailored to the needs of the previously incarcerated to help them get a new start in life, *until now*.

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Developed with insights gathered from second chance employment experts, including those with lived experience, Talent Nova launched in early 2025 and has already helped transform the lives of thousands of candidates, with nearly 80,000 users across all 50 states; more than 10,800 resumes and cover letters created; and close to 65,000 job opportunities surfaced.

According to a North Carolina-based nonprofit that empowers men and women returning from incarceration to be productive members of the community, “We found the Talent Nova platform easy to use and incredibly valuable for individuals who are reentering society, as well as those navigating the justice system before sentencing. Participants used the Talent Nova resume builder, interview preparation videos, and coaching tools to present themselves in court as job-ready, motivated, and committed to change — often resulting in more favorable outcomes. We also saw older participants, including members of the Boomer generation, who found the platform intuitive and accessible. One participant who had been out of the workforce for an extended period shared that through Talent Nova’s coaching and tools, she regained confidence, clarity, and the ability to re-engage in her job search.”

Links

Website – www.talentnova.com

Introducing Talent Nova (video) – <https://youtu.be/-CU0u5zAW7o>

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