What Every Company Should Know About Talent Acquisition

Learn how a web-based Talent Acquisition solution reduces manual and paper processes, and efficiently helps your company recruit, hire, and retain the most qualified candidates.

The competition for top talent is alive and well in today's marketplace, and Human Resources teams are tasked with the myriad of details that go into the hiring process. Talent Aquisition tools improve HR processes, employee loyalty and productivity, while reducing costs. The transition from applicant to pre-hire to active employee is smooth, and all information is contained in and accessible from a single database.

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Applicant Tracking/ Recruitment

An effective Talent Acquisition program starts with both Applicant Tracking and Recruiting tools that enable your Human Resources team to efficiently handle responsibilities like posting open positions, reviewing applications, screening candidates, and scheduling interviews. Job applicants apply online for positions and all candidate data is available with intuitive reporting tools.

Onboarding

You've hired your next great employee. Now begins the most important part of the hiring process – welcoming the new hire into the company with a well-designed Onboarding program. Onboarding gives new employees an organizational education with the end goal of helping ensure they are more productive and satisfied in their job.

With the right tools, a new employee becomes a fully immersed and productive employee faster. Using a cloud-based platform, pre-hires can complete tasks electronically, including filling out new hire forms, authorizing documents and policies, and enrolling in benefits all before their first day on the job. This type of Onboarding process lays a solid foundation and sets new hires up for success by ensuring they are properly trained and educated about the company and their position from the start.

Onboarding introduces the new employee to your company's culture. It covers job descriptions, specific responsibilities, and also provides metrics for measuring the employee's performance progress during the initial months of employment.

Properly implemented, Onboarding helps new employees become acclimated sooner and perform better, helps them fully understand their role and its expectations, and increases employee retention by boosting morale.

BREAK IT DOWN

So, you want to acquire some talent?

Cloud-based tools allow for filling out new hire forms and enrolling in benefits, all before their first day
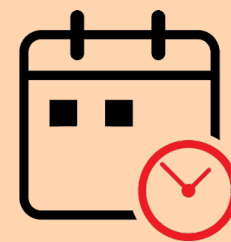
Oboarding can take **3MO** to **1YR**

but increase employee retention by **boosting** morale

The Financial Impact

Companies large and small benefit from a Talent Acquisition program's ability to improve hiring efficiencies, increase employee retention rates, and reduce hiring and training costs.

Some numbers to consider — A 2012 Allied Workforce Mobility Survey reported companies lose 25% of all new employees within a year - very costly, considering the average cost to fill one position is estimated at $11,000. According to an Aberdeen Group report, 90% of new hires decide in the first six months on the job whether or not they will stay with a company. And employees are 58% more likely to be with a company after three years if they went through a structured Onboarding process, according to The Wynhurst Group.

The financial impact of a successful Talent Acquisition solution is undeniable. Making sure employees are not only recruited in an effective manner, but are given time to become productive and satisfied with the work they do, saves your organization money in the short and long term.

CONSIDER THE NUMBERS
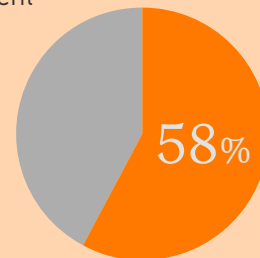
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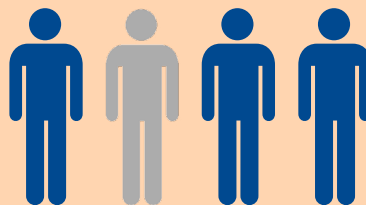
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6mo

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What Applicant Recruitment Should Include

An Applicant Tracking system is a time sensitive and cost effective way to recruit and manage job applicants in your HR department. An effective Applicant Tracking system will provide your organization with a competitive edge in the job market by quickly identifying top candidates, eliminating unqualified applicants, and focusing your valuable resources on those who best fit the needs of your organization.

What ECI®
Empower offers:

REQUISITION MANAGEMENT
Ensure proper command and control over hiring activities.

ONLINE JOB APPLICATION
Branded job site for candidates featuring online job application.

APPLICANT SURVEY
Passive or active surveys can rate or even flush candidates based on client-configured grading scales.

APPLICANT DASHBOARD
Interactive dashboard helps manage the entire recruiting process from offers to rejections and everything in between.
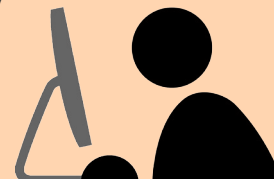
ANALYSIS AND REPORTING
All candidate data should be available with point & click reporting tools.
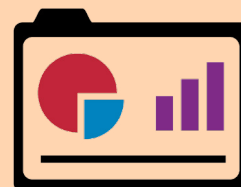
WHAT IT CAN DO FOR YOU

Cost effective way to recruit and manage applications

Online applications branded to your company

Create passive or active surveys

data, data, data. perfectly managed & all at your fingertips

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What Onboarding Should Include

While Onboarding plans have similar goals – increased retention, productive employees, a positive work environment – no two are the same. Each one should be customized to the company, based on such factors as position, department, company size, corporate culture and specific industry.

What ECI® Empower offers:

CUSTOM TASK GROUPS
Client configured task groups can be defined & automatically assigned to pre-hires based on their position, department, company, etc.

ELECTRONIC NOTIFICATIONS
Automatic invites are sent to the pre-hire via email with instructions and a link to the pre-hire landing page, plus automatic reminders notifying stakeholders of upcoming due dates.

PAPERLESS HIRE
Company forms can be electronically attached and approved. Online W-4, direct deposit, benefits enrollment and more can be completed by the pre-hire and submitted for approval electronically.

MANAGERS AND ADMINISTRATORS
Online dashboard view and maintain all Onboarding tasks with ability to add additional tasks on the fly to support 'one-off' scenarios. Easily assign tasks to other team members.

The Time to Develop a Talent Acquisition Program is Now

Applicant Tracking reduces the time and expense involved in finding the right person to fill an open position. And Onboarding helps that new hire succeed. Applicant Tracking + Onboarding = a Talent Acquisition program that creates a culture of success both inside and outside of HR, and enhances your organization by helping employees be more productive, loyal and satisfied. By increasing efficiencies and employee retention rates, hiring costs go down & profitability goes up.
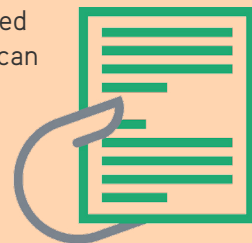
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WHAT YOU CAN EXPECT

Client configured task groups based on position, department, etc.

Automatic reminders are sent via email

With forms submitted electronically, you can stop handling and managing paper trails

The time to act is now! Let's transform your HR together—Learn more at ecipay.com or by calling 800-320-9530