



Recruiting for the U.S. Federal Government

Solve your hiring challenges through IBM Talent Acquisition Optimization

Federal departments and agencies face distinct challenges as part of the U.S. government, making it more difficult to recruit and retain talent compared with other organizations.



Time to hire

Federal hiring often takes several months. Accelerating the process can help meet agency requirements.



Competition for talent

Competing with private sector companies with virtually unlimited budgets for branding and compensation can be daunting. Developing creative strategies can help attract top talent to join the federal workforce.



Selecting the right candidate

Hiring the wrong candidate can cost as much as twice the employee's annual salary. Tools, authentic processes and compelling messaging can help identify the right candidate.



Improving staff acquisition efficiency

Federal hiring is significantly more costly than private sector recruitment due to the complexity of federal regulatory requirements. Increased automation and process development can improve efficiency and reduce spiraling hiring costs.



Candidate experience

The time and effort involved in bringing candidates through the federal hiring process can be frustrating for both candidates and agencies. Keeping candidates engaged throughout the hiring process increases likelihood of offer acceptance.

Partnering with IBM

IBM Talent Acquisition Optimization refocuses your recruitment activity around the talent you want to engage.

The result is recruiting better talent faster and retaining them longer at a lower cost per hire — to the benefit of the American taxpayer.



Recruit



Engage



Retain

Differentiators that matter

IBM has the experience and expertise to solve the unique challenges of federal recruiting:



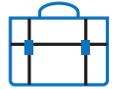
Deep Recruitment Experience

IBM is an industry recognized leading global recruiting provider. We support more than 70 clients, hiring more than 105,000 employees annually across numerous industries and skill sets.



Unique Cognitive Technology

We use IBM Watson Talent Insights and IBM Watson Recruitment to match candidates to job skills, organizational culture and predicted levels of success to rapidly identify the best-fit talent.



Process Improvement Methods

We don't just fill open requisitions. We discover the root causes of inefficient recruitment and high turnover rates and tailor solutions to solve these problems.



Trusted Advisors in the Federal Sector

Our team has a deep understanding of recruitment and the federal sector. IBM is the leading HR LOB Shared Service Provider, supporting more than 400,000 federal employees. Our talent solutions support more than 1 million federal employees and can be tailored to meet your agency's talent needs.

A commitment to outcomes

IBM Talent Acquisition Optimization delivers the results our clients expect.

0%

We helped one large space systems contractor streamline their Conflict of Interest (COI) process by converting from a manual paper-based process to an electronic process, reducing the time to complete the legal review and verification and resulting in zero COI escapements (where violations cost \$10,000 each).

4X

We helped one oil and gas client exceed their military and veteran recruitment target by improving their hiring ratio from 2 to 8%.

Every organization has its own unique challenges, needs and strengths. Client outcomes are not identical.

Our U.S. federal government clients can expect to achieve:

Reduce recruitment costs by

20–40%

Reduce new hire turnover by

40%

Reduce time to fill by

20–35%

Improve overall quality of candidates

20–30%

Improve hiring manager satisfaction by

20–30%