1. Create a consistent and engaging candidate experience.

Problem: Businesses are losing top talent to competitors due to a stressful and convoluted recruiting experience.

Solution: Create a talent process that uses advanced sourcing strategies, automation, cognitive applications and both artificial and human intelligence to deliver outcomes more efficiently than agencies can.

Results: IBM Talent Acquisition saved a large agrochemical company more than $10 million through a 50% reduction in agency spend.

2. Reduce reliance on agencies for recruiting.

Problem: The cost per hire is significantly higher with agencies due to higher fees, and agency hires are for roles that do not warrant agency use.

Solution: Businesses must create a configurable process using data-driven workflows.

Results: IBM deployed workflow-integrating technology for a client that enables candidates to complete some tasks on their own time with a dedicated IBM candidate care advisor for support.

3. Amply the human impact.

Problem: The cornerstone of a business is its people. People want to make a difference both in each other’s lives and the business they work for.

Solution: Augment teams with technology to help employees see their impact on the business and the greater good.

Results: IBM Employment Branding helped a global industrial company that suffered recruiting challenges following a restructure. We created social media messaging to reflect the authentic culture, which resulted in a 65% interview-to-hire ratio.

4. Add business value to the talent acquisition process.

Problem: Businesses traditionally view talent acquisition as a necessary process and cost center.

Solution: Assess the cost impact of open reqs, and then deliver tailored recruitment solutions to improve efficiency, demonstrate ROI and provide a superior experience to candidates and hiring managers.

Results: A global manufacturing firm was paying a third-party platform to perform “talent pooling,” but the IBM recruitment team couldn’t determine the ROI the client received from the platform—most notably in whether hires were coming from the system. So IBM developed a talent community for the client.

Learn more about how to transform your talent acquisition process.

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