

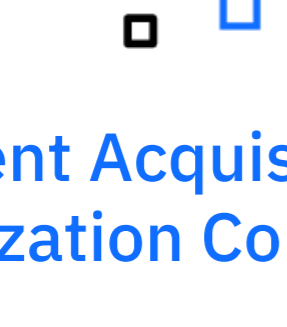
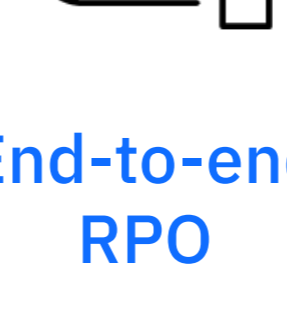

Talent Acquisition Optimization Offerings & Outcomes

DISCOVER MORE

IBM Talent Acquisition Optimization is a globally recognized recruitment process outsourcing (RPO) and employment branding partner.

One partner, many solutions

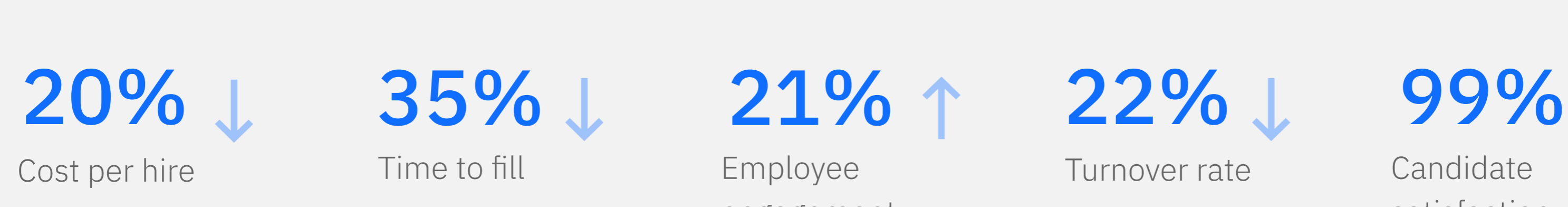
With IBM Talent Acquisition Optimization, you have **one partner** that can manage every aspect of your recruitment:

 <p>Talent Acquisition Optimization Consulting</p> <ul style="list-style-type: none"> Workforce planning Recruitment strategy ATS optimization Analytics Process design 	 <p>End-to-end RPO</p> <ul style="list-style-type: none"> Sourcing Recruiting Screening Offer management Onboarding 	 <p>Employment Branding</p> <ul style="list-style-type: none"> Culture research Employee value proposition development Recruitment marketing Career sites Recruitment-focused social media
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We deliver results

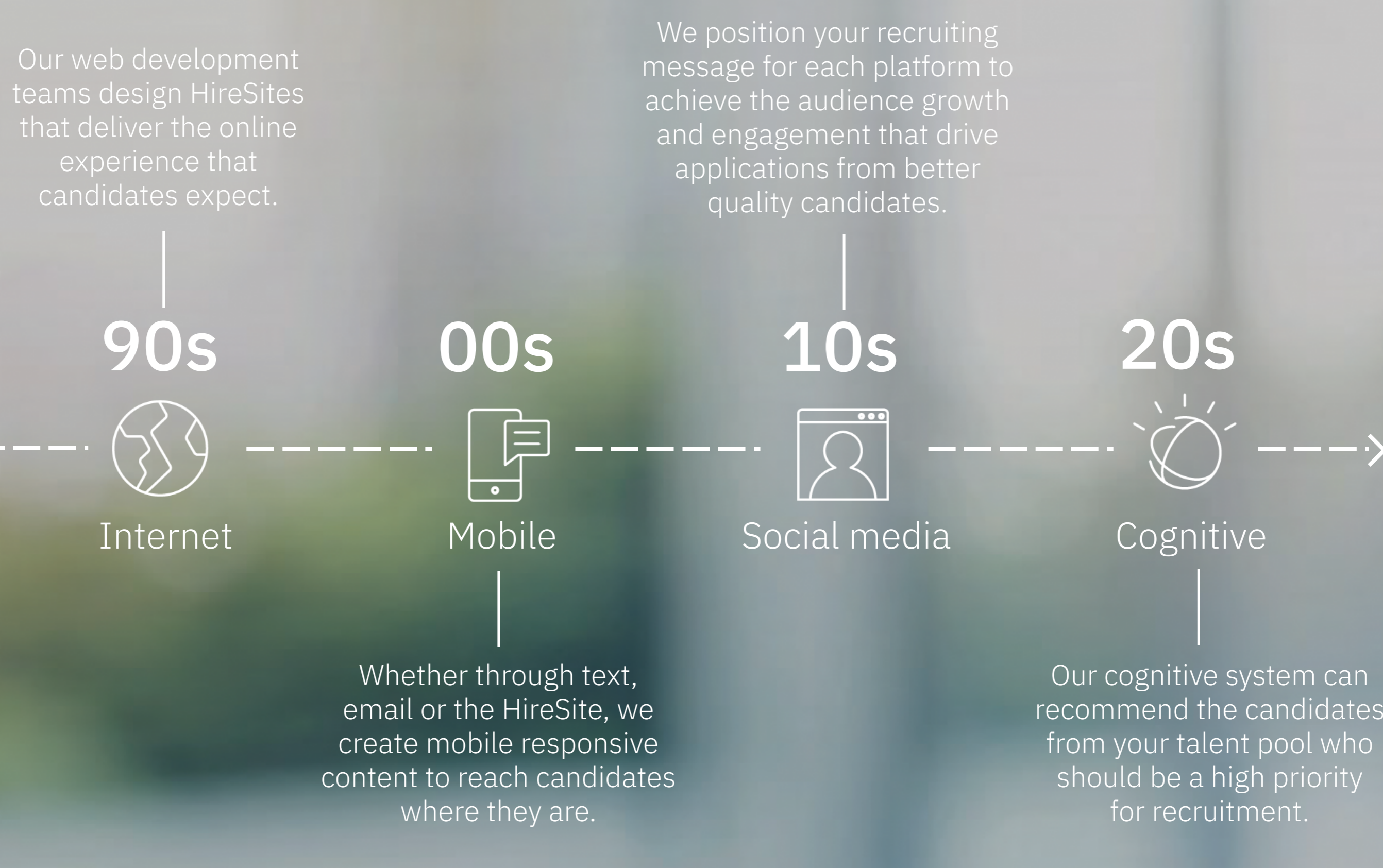
IBM Talent Acquisition Optimization designs recruitment programs that address your challenges and deliver on the business outcomes that matter to you.

Our clients have achieved these results:



Why IBM Talent Acquisition Optimization is the best choice

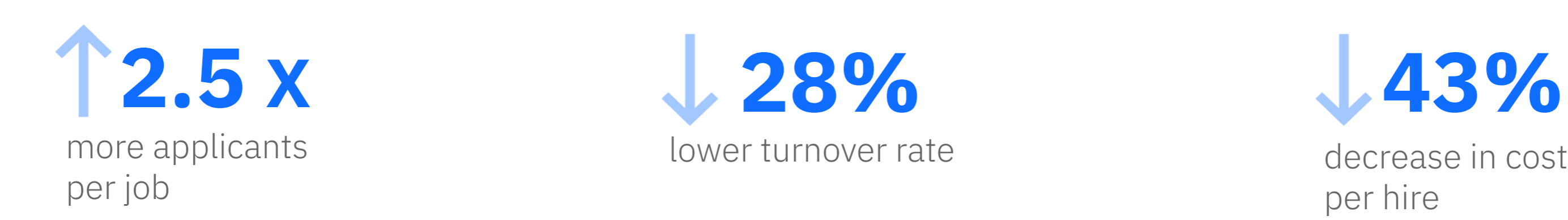
For **30 years** IBM has been solving recruiting challenges for complex, global clients.



Here's what makes us different:

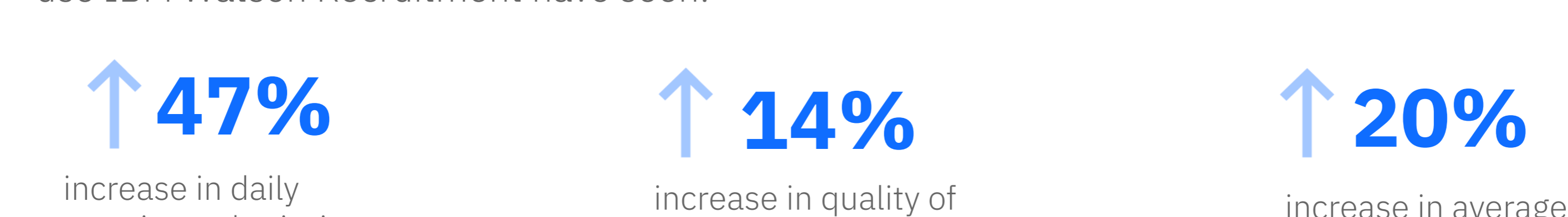
Integrated employment branding

IBM was the *first* talent acquisition provider to embed employment branding in our RPO services. Companies that communicate their brand through an employee value proposition (EVP) have more recruiting success than those that don't:



Cognitive recruitment

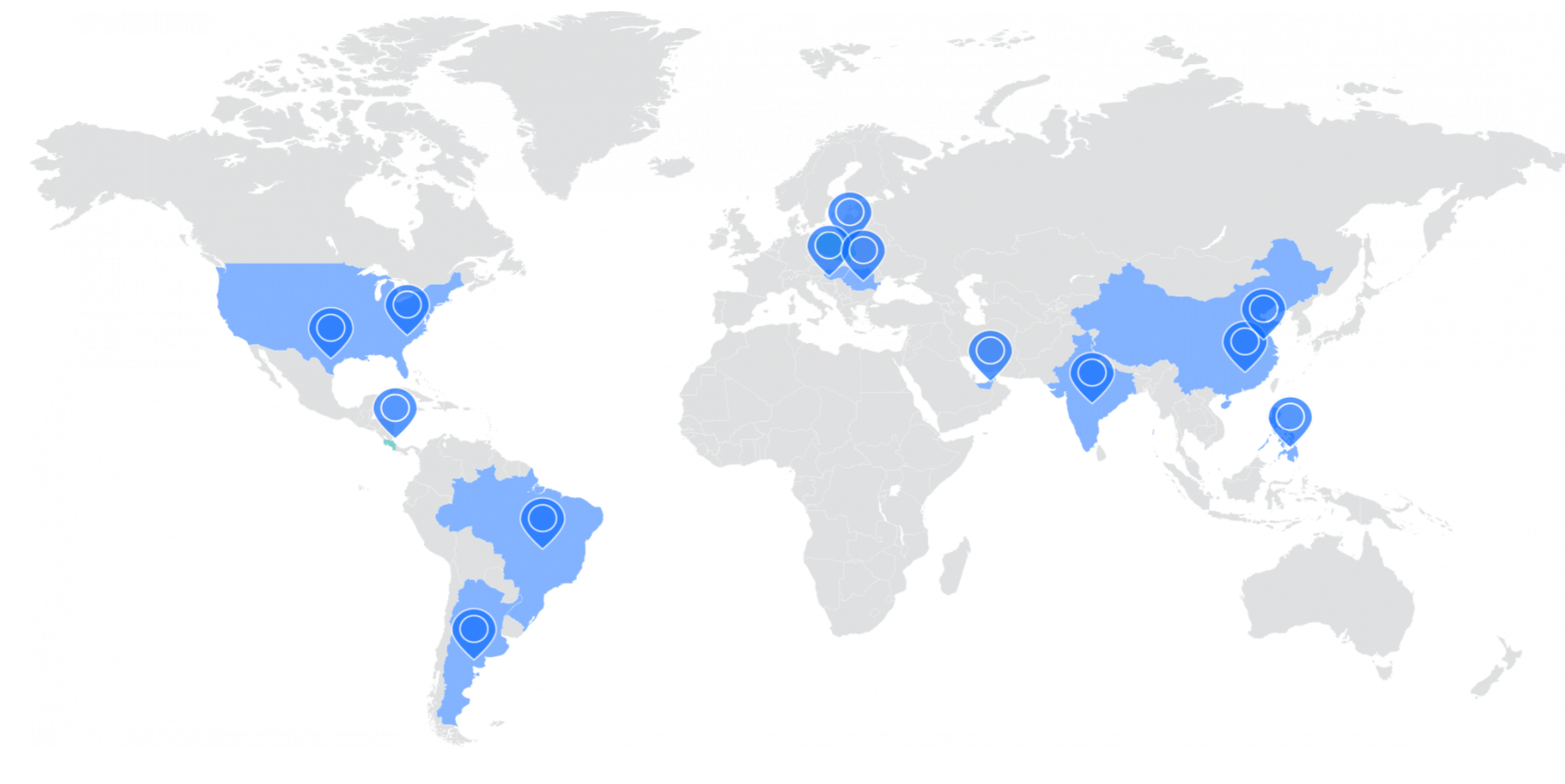
IBM Watson Recruitment automates repetitive processes and improves sourcing. Clients who use IBM Watson Recruitment have seen:



Global delivery



We also provide on-site recruiters and work within the local culture to support your recruiting goals in each location.







- Frisco, Texas • Raleigh, North Carolina • San José, Costa Rica • Hortolandia, Brazil
- Buenos Aires, Argentina • Kraków, Poland • Budapest, Hungary • Sofia, Bulgaria
- Dubai, UAE • Vizag, India • Dalian, China • Shanghai, China • Manila, Philippines

IBM Talent Acquisition Optimization improves outcomes for everyone on your talent acquisition team:

Head of Procurement	CHRO	Recruiter	Hiring Manager
One-partner solution	Faster time to productivity	Instant sourcing	No hiring bias
Significant cost takeout	Improved employee engagement	Automated outreach	Better qualified short lists
Exceeds goal of business unit	New hires as brand ambassadors	Real-time insights	Improved hire satisfaction

Client Success Stories

 <p>Healthcare</p>	<p>Problem: A healthcare company grew rapidly while facing a worldwide shortage in workers.</p> <p>Solution: IBM has supported a</p> <p>39x increase in the number of annual hires over 15 years</p> <p>while lowering the client's turnover rate to 13.3%</p>
 <p>Manufacturing</p>	<p>Problem: A manufacturing and engineering company relied on agencies for as many as 58% of its global hires.</p> <p>Solution: When IBM implemented our RPO program, agencies still accounted for 37% of hires</p> <p>but today we have reduced that to just 2%</p>
 <p>Biomedical</p>	<p>Problem: A global life sciences client had low-quality candidates.</p> <p>Solution: Cognitive insights led to creating a more personalized candidate experience,</p> <p>increasing qualified candidate flow by 14%</p>
 <p>Real Estate</p>	<p>Problem: An innovative real estate firm struggled with a high turnover rate.</p> <p>Solution: IBM defined and communicated the essence of the client's culture, resulting in better-fit hires and a</p> <p>22% drop in turnover rate</p>

Learn more about how much IBM Talent Acquisition Optimization can save your company while transforming your recruitment processes

DISCOVER MORE