IBM Talent Acquisition Optimization is a global talent acquisition and employment branding partner that offers comprehensive talent acquisition solutions. Our differentiated approach enables organizations across the globe to deliver top-performing talent, in any language, and at scale. IBM Talent Acquisition Optimization is the best choice because:

- **Cognitive recruitment**: IBM Watson Recruitment automates repetitive processes and improves sourcing.
- **Global delivery**: For talent-sourced and on-boarded anywhere in the world.
- **One partner, many solutions**: We deliver results across every aspect of your recruitment.
- **One partner, many locations**: We deliver real results from around the world.
- **One partner, many languages**: By using a 0.99% accuracy rate, our cognitive system can speak and respond in 30 languages or more.
- **One partner, many years**: IBM has been solving recruiting challenges for every type of business unit or complex, global client for over 30 years.

Here’s what makes us different:

### Cognitive recruitment

Cognitive insights led to creating a more relevant employee value proposition (EVP) have more recruiting success than those that don’t:

1. **IBM Watson Recruitment**: IBM Watson Recruitment automates repetitive processes and improves sourcing.
2. **IBM defined and communicated the essence of the value proposition**: IBM has been defining and communicating the essence of the value proposition.
3. **Cognitive insights**: IBM Watson Recruitment provides cognitive insights to create a more relevant employee value proposition.

### Global delivery

As an organization is never static, we leverage our global presence and expertise across cultures to support your unique needs.

### Client Success Stories

- **A healthcare company grew rapidly while facing a worldwide shortage in workers**.
  - **Problem:** A healthcare company grew rapidly while facing a worldwide shortage in workers.
  - **Solution:** IBM Talent Acquisition Optimization designed a recruiting program that addressed the company’s challenges and delivered on the business outcomes that matter.

### One partner, many solutions

- **Offer management**: IBM Talent Acquisition Optimization offers management that can manage across all your locations.
- **Optimization consulting**: IBM Talent Acquisition Optimization offers optimization consulting that can manage across all your locations.
- **Screening**
- **ATS optimization**
- **Process design**
- **Analytics**
- **Employee value proposition development**
- **Recruitment strategy**
- **Digital marketing**
- **Onboarding**
- **End-to-end engagement**
- **Sourcing**
- **Cultural learning and development**
- **Careers**

### One partner, many locations

- **Integrated employment branding**
- **HireSites**
- **Recruitment strategy**
- **Recruitment-focused culture research**
- **Employee value proposition development**
- **Career sites**
- **Social media**

### One partner, many years

- **39x** increase in quality of candidates provided to the hiring manager
- **28%** increase in average quality candidates
- **43%** decrease in time to fill
- **71%** decrease in cost per hire
- **35%** decrease in turnover rate

### One partner, many languages

- **2.5 x** increase in quality of candidates
- **28%** decrease in turnover rate
- **43%** decrease in cost per hire

### Why IBM Talent Acquisition Optimization is the best choice

For 30 years, IBM Talent Acquisition Optimization has helped organizations transform their talent acquisition strategies and improve their outcomes. Our clients have achieved these results:

- **20%** increase in monthly hires by agencies
- **13.3%** decrease in cost per hire

Visit the RPO ROI tool: [Link](#)