

Workforce Dimensions

Talent Acquisition

Effectively source, track, and evaluate talent to build an engaged, high-quality workforce

The recruiting landscape has fundamentally shifted over the past several years. Across industries the labour market has become more candidate driven, creating greater competition among employers to attract and retain top talent. Filling open positions in a candidate-driven market takes longer and costs more, putting increased pressure on recruiters and hiring managers to find qualified candidates without compromising time-to-hire and cost-to-hire goals. Given these challenges, it's no wonder organisations are optimising their recruiting and hiring practices to drive better results.

Workforce Dimensions™ Talent Acquisition helps your organisation source, track, and evaluate quality talent so you can build an engaged, high-performing workforce more efficiently and cost effectively. This powerful solution automates and streamlines recruiting and hiring processes to support a paperless human capital management (HCM) environment. It provides a positive applicant experience that makes it easy for candidates to fill out information, search for jobs, and apply online. And because the solution is part of the single, unified Workforce Dimensions HCM platform, applicant information flows seamlessly into the employee record upon hire for reduced administrative effort and a single source of truth.

Simplify job requisitions and candidate sourcing

Workforce Dimensions Talent Acquisition makes it easy for human resource (HR) professionals, hiring managers, or recruiters to create both internal and external job requisitions with the appropriate approval workflows. The solution walks you through the process of defining the number of openings available, pre-populating the job description and requirements from the job record, and editing the text, if needed. You can sort job requisitions into date order and monitor approval status to help keep the recruiting process moving forward.

Deliver a positive online applicant experience

Attract top talent by delivering a positive applicant experience that sets your organisation apart from other employers. Workforce Dimensions Talent Acquisition enables your organisation to create a careers web page that reinforces your corporate brand while making it easy for candidates to search for jobs, upload CVs, and apply online. The solution even enables candidates to auto-populate the application from their LinkedIn account for added convenience.

Workforce Dimensions Talent Acquisition also streamlines the process of qualifying applicants to help improve time-to-hire and cost-to-hire metrics. You can include configurable pre-screening questions in your online application, making it easier to narrow down candidates and offer interviews only to those who meet your specific requirements.



Key Benefits

- » **STREAMLINE HR PROCESSES** with a paperless system that eliminates duplicate data entry and error-prone manual tasks so you can focus on your people
- » **HIRE BEST-FIT TALENT** with an optional talent acquisition solution that provides a positive applicant experience and makes it easy to source, track, and evaluate top candidates
- » **SIMPLIFY BENEFITS MANAGEMENT** for multiple plan types with self-service tools and instant visibility into enrollment status, eligibility, and costs across the employee base
- » **DRIVE EMPLOYEE ENGAGEMENT** with talent management solutions that help you develop, reward, and retain a high-performing workforce
- » **EMPOWER EMPLOYEES AND MANAGERS** with role-based self-service that lets them view and update information at their convenience
- » **IMPROVE HR DECISION MAKING** with real-time access to accurate, consistent employee data



Mobile-optimize the candidate experience — COMING SOON

Today's candidates expect a job-seeking experience that is simple, convenient, and optimized for mobile. With Workforce Dimensions Talent Acquisition, you can enable candidates to search, view, and apply for open positions directly from their mobile device.

Track applicant status to optimize hiring results

Workforce Dimensions Talent Acquisition helps you define, track, and manage stages or steps in the hiring process. Configurable dashboards make it easy to visually monitor applicant status at a glance. You can track applicants by hiring stage and last completed step, and view lists of new applicants by day, week, or month. The solution provides visibility into all applicants on a single screen — with the ability to filter by location, job skill, or other criteria — to help you identify best-fit candidates for a specific site or position.

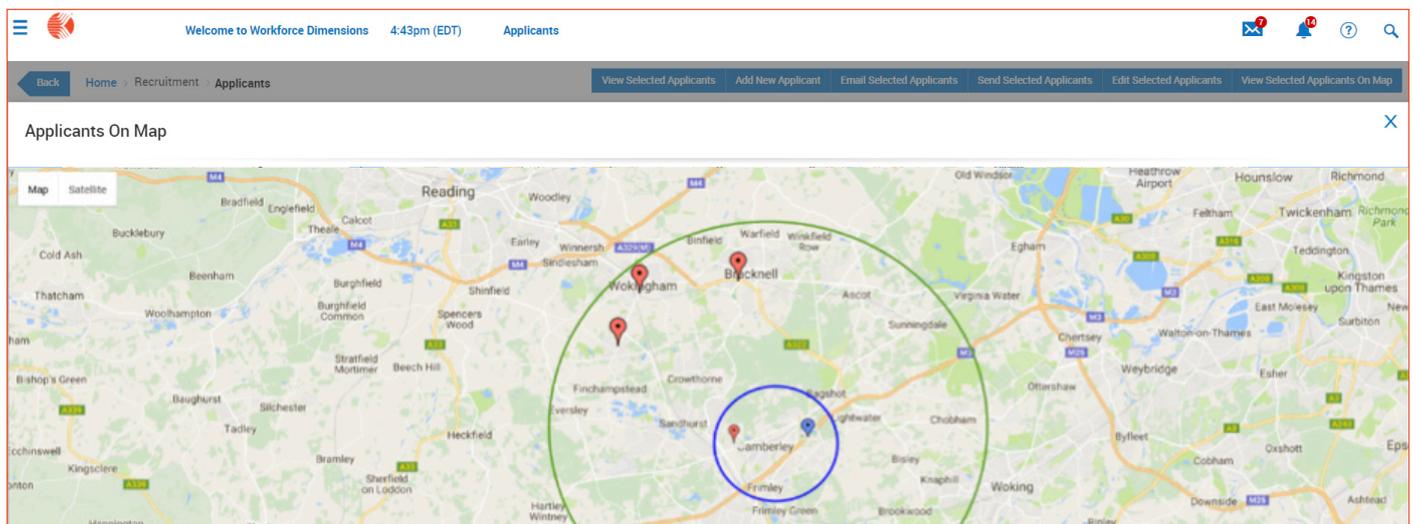
You can send automated notifications to candidates to confirm receipt of their online application. Configurable email templates make it simple to communicate with candidates, keeping them informed and engaged every step

of the way. iCalendar integration simplifies the process of scheduling candidate interviews while the ability to track notes throughout the recruitment process helps improve collaboration and drive more informed hiring decisions.

Seamlessly integrate with Workforce Dimensions HR

Maintaining multiple, disparate sources of employee information can result in data inconsistencies and increased administrative effort. Because Workforce Dimensions Talent Acquisition and Workforce Dimensions HR are part of a single, unified HCM platform, you can count on a smooth and seamless transition from the recruiting phase to hiring and onboarding.

Selecting the “hire this applicant” option in the talent acquisition module automatically triggers a workflow that moves all applicant information and associated documentation — from reference and background checks to rating sheets and offer letters — into the new employee record within the HR module. That way, you can easily maintain one centralized employee record to eliminate duplicate data entry, reduce reporting complexities, and provide access to a single, reliable source of truth.



A single, unified HCM solution enables your organisation to leverage data about your current workforce to improve hiring results. For example, a recruiting heat map can provide insights into employee turnover, helping hiring managers and recruiters make more strategic decisions about best-fit candidates.

Make better hiring decisions with smart, efficient tools

Bad hires can have serious implications for employers including revenue and productivity losses as well as employee morale challenges. Whether your hiring needs are high volume or requisition based, Workforce Dimensions Talent Acquisition provides the comprehensive, easy-to-use tools you need to find, track, and qualify best-fit candidates for both salaried and hourly positions — even across multiple sites. The solution helps drive new levels of efficiency across your recruiting processes for reduced costs, improved decision making, and better business outcomes.

Discover the Workforce Dimensions advantage

Workforce Dimensions delivers a single, unified platform with a full suite of applications that embraces your entire workforce with end-to-end employee lifecycle management. This powerful, yet easy-to-use HCM solution integrates HR, time and attendance, payroll, scheduling, and more on a common platform with a single, consistent source of employee data. Workforce Dimensions addresses the needs of today's diverse, multigenerational, and mobile workforce by effectively bridging the salary/hourly divide. Automated tools streamline processes and provide a more efficient way to manage and nurture employees. At the same time, single-source access to real-time employee data helps managers drive productivity, increase employee engagement, and make more informed decisions for better business outcomes.

Requisition #	Active	Job Status	Location	Job Title	Created	Workflow Status	# Applicants
134286982	Y	Opened	Branchburg, NJ	Executive Assistant	06/19/2017 10:45a		1
117516239	Y	Opened	Branchburg, NJ	Assistant Manager	03/28/2017 04:33p	Approved	4
117516237	Y	Opened	Branchburg, NJ	Administrative Assistant	03/28/2017 11:23a	Approved	9
117508523	Y	Opened	Brooklyn, NY	Pawnbroker	02/13/2017 12:14p	Approved	1
117508522	Y	Opened	Concord, MA	Direct Care Support Worker	01/31/2017 09:19a	Approved	-
117508519	Y	Opened	Wilmington, NC	Operator Assembler	11/29/2016 09:03a	Approved	1
117508518	Y	Opened	Brookfield, IL	Registered Nurse - Skilled Rehabilitation	11/17/2016 10:18a	Approved	1

Configurable dashboards provide visibility and access to recruiting and hiring information — sourcing strategies, applicant pools, job requisitions, active candidates, and more — all from a single screen.