

Technology's Impact on Talent Acquisition: Current State & Future Plans



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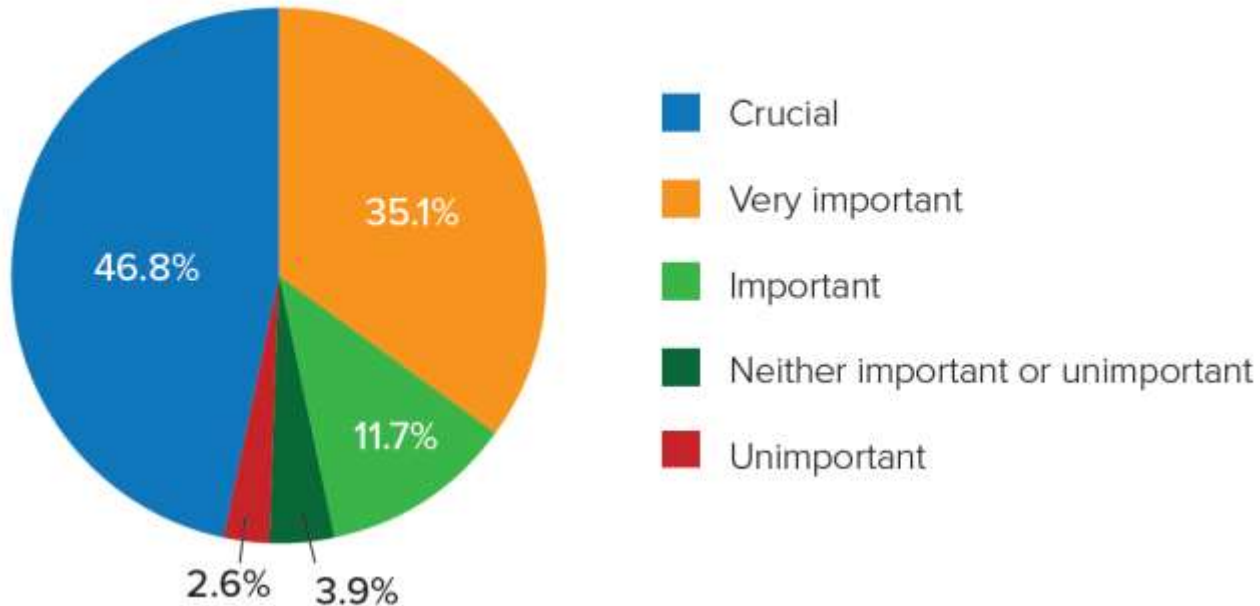
VP, Global Technology Solutions, Cielo

Research Flash Report: Technology Fully Integrates with HR

- Screened participants to ensure first-hand knowledge
- CHRO, VP, Director, Manager level in HR departments
- N = 80

Automation is *Crucial* to Talent Acquisition

Importance of Integrating Automation into TA Function



Candidate Experience is the Driver

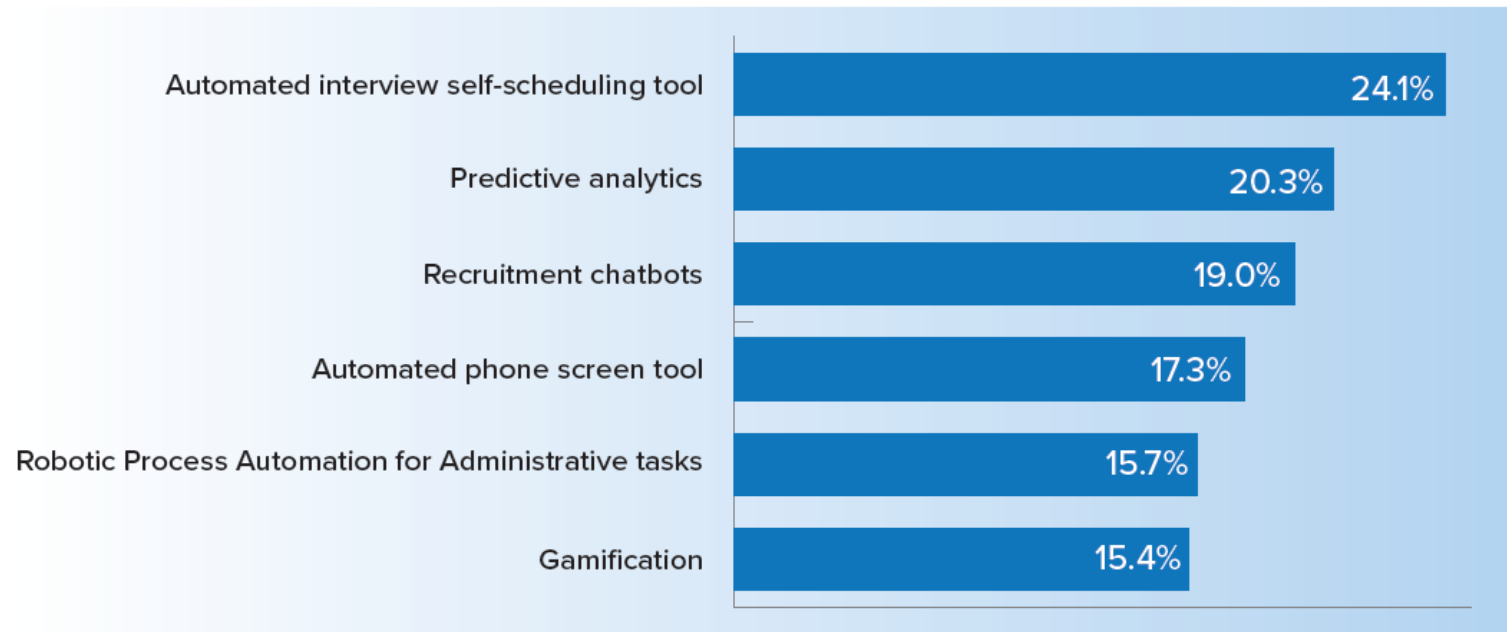
Importance of Technology on Candidate Experience	Total %
Candidate experience is the most important priority to consider.	41.6
Candidate experience is among the most important factors considered, but no more important.	48.1
Candidate experience is important, but less so than other factors.	3.9
Candidate experience is considered secondary to other concerns.	5.2
Candidate experience is a low priority when making technology considerations.	1.3

Mature Technologies Continue to Grow

Current and Future Use of Recruiting Technologies	Currently Being Used	Planning to Add in 2 Years
Applicant Tracking System (ATS)	81.2	20.0
Mobile-apply application	59.4	25.0
Video interviewing	36.2	31.7
Candidate/Customer Relationship Management (CRM) System	30.4	36.7
Programmatic recruitment advertising tool	26.1	21.7

Less Adopted Technologies See Planned Growth

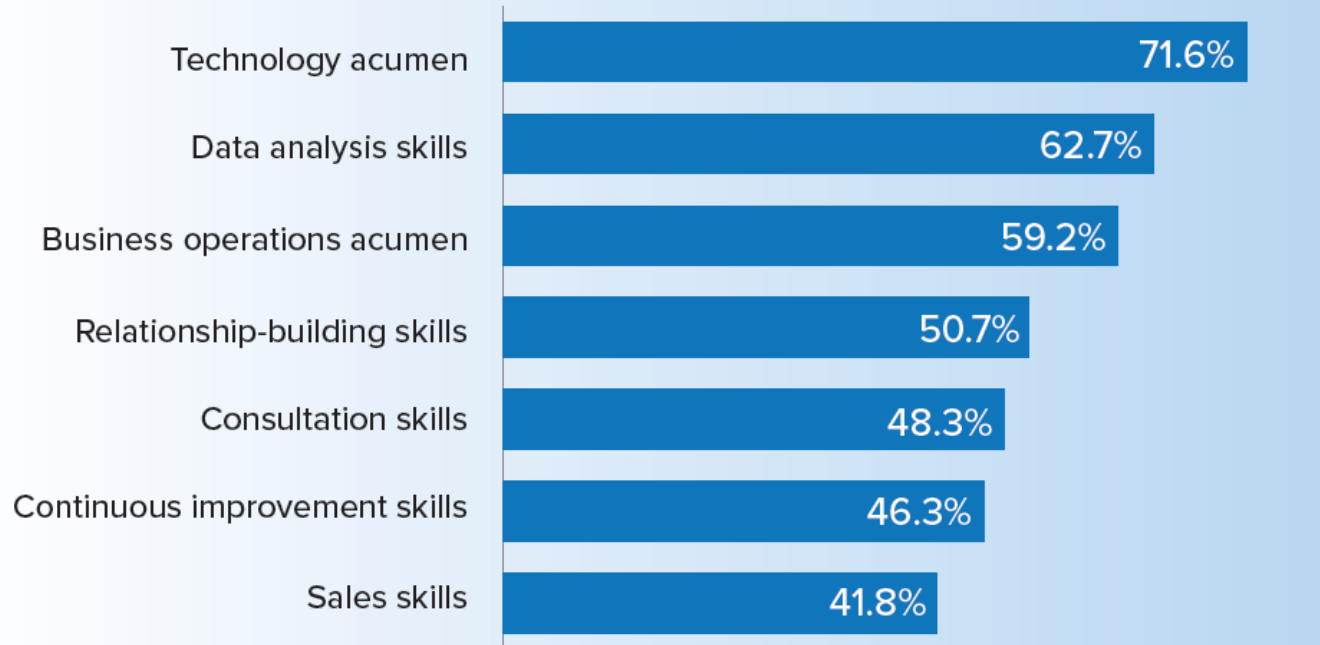
Planned Growth in Technology Adoption



Barriers Remain for Tech-Enablement

Challenges to Further Integration (Coded Open-Ended Responses)	Total
Budget/Cost	32.0%
Buy in	20.0%
Integration	14.0%
Time	10.0%
ROI	10.0%
Resources	6.0%

Skills Gap in HR: What Skills Are Needed?



Needs But No Budget or Skills?

- Technology-enabled services led by purpose-driven providers
- Scaling expertise to provide value to all
- Incentives aligned to results

TECHNOLOGY
IS ONLY AS VALUABLE AS
THE HUMAN **EXPERIENCE**
IT IMPROVES

Thank You!



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