

# Maximizing

# Hiring Process Effectiveness



Vangent helps organizations transform their talent acquisition function from a cost center to a critical point of differentiation. Through a vast library of validated assessments and robust automated hiring solutions, Vangent enables you to identify and select the best talent — reliably and cost effectively.

Through our hiring solutions clients have achieved meaningful results in:

#### Core Business Metrics

- ◆ **Turnover:** 33% drop in organizational turnover
- ◆ **Tangible theft:** 23% reduction in employee theft
- ◆ **Workplace accidents:** 23% decrease in workplace accidents
- ◆ **Accident costs:** 31% drop in average costs incurred due to accidents
- ◆ **Loss avoidance:** Estimated annual savings of \$23M in potential lost sales

#### Hiring Process Efficiencies

- ◆ **Time to hire:** reduced by 50%
- ◆ **Cost to hire:** reduced by 79%
- ◆ **ROI:** 12 to 1

# powerful

## A Predictably Good Hire

The direct costs of a bad hire relating to turnover, employee theft, lost sales, workplace accidents, and other counterproductive behaviors are significant. This is not to mention the indirect costs associated with reputation and brand erosion. Vangent understands your need to consistently hire the best talent *the first time*. Whether you are looking to hire an entry level applicant, a middle manager, or an executive, Vangent can help you select in the best talent. **Talent crucial to your business success...**

- ♦ Honest and reliable front-line associates
- ♦ First line supervisors and managers
- ♦ Customer-focused service representatives
- ♦ Productive operations and distribution personnel
- ♦ Top producing salespeople
- ♦ Skilled office staff
- ♦ Key management positions
- ♦ High potential talent
- ♦ Safety-conscious workers
- ♦ High functioning team members

# Over 2 million applicant events administered each year

## A Predictably Good Hiring Process

At Vangent, we believe the hiring process should be designed around your organizational needs with the goals of streamlining workflows, improving the management and tracking of key data, and achieving key hiring metrics – improving speed, cost, and quality of hire.

With the Vangent Talent Acquisition System (V-TAS) you can automate talent acquisition, track and manage critical applicant information, and gain competitive advantage by efficiently sourcing and onboarding high quality talent. Best of all, V-TAS offers robust functionality at a reasonable price, is configured to your needs and budget, and is easy for your recruiters and hiring managers to use.

For organizations with significant hourly populations who are not looking to implement an enterprise-wide Talent Acquisition System, Vangent offers automated recruiting solutions. These solutions have proven highly effective in automating hourly hiring workflows and realizing critical field hiring efficiencies.

By easily incorporating Vangent's pre-validated assessments into our V-TAS and automated recruiting solutions, you can confidently select the best talent for your positions. Both solutions are designed to readily integrate with your Human Resources Information/Management System (HRIS) (HRMS).



### V-TAS

- Full-featured
- Easily configured
- Short learning curve
- Reasonably priced