



Employee Referral

Produce high-quality candidates faster, more cost effectively

Employee referrals are one of the most productive candidate sourcing channels. With Vangent's Employee Referral System you can quickly and easily enable your organization to tap this critical channel.

Organizations with successful referral programs realize many key benefits including:

- ◆ **Lower recruiting costs**
By as much as 50%
- ◆ **Increased speed to hire**
Employees serve as a first filter and more often refer candidates who are ready to make a job change
- ◆ **Improved interview to conversion rate**
Referred candidates are more frequently knowledgeable about the organization and the job
- ◆ **Better quality hires**
Employees are less likely to refer incompatible or unqualified candidates

Successful employee referral programs entail more than just enticing incentives; they require an efficient means to administer the program. Vangent's Employee Referral System enables your organization to:

- ◆ **Engage employees and get buy-in for the program**
Employees can easily submit candidates and track referrals through the complete hiring process
- ◆ **Tailor a program to achieve your objectives**
Rewards can be provided at your designated milestones (e.g. candidate interview, offer, hiring)
- ◆ **Track when rewards are due and paid**
The administration process is streamlined assuring accuracy and quality

Utilize Employee Referral

- Tap reliable, new channels
- Boost employee participation
- Reduce cost/time to hire
- Improve hiring success

Automate Talent Acquisition

The Vangent Talent Acquisition System is a robust hiring solution that enables you to automate the recruiting process, track and manage critical applicant information, and gain competitive advantage by efficiently sourcing and onboarding high quality talent.

Drive Human Capital ROI

Vangent's Human Capital Management Solutions enable you to identify and hire the right people, develop their capabilities, measure their performance, and unlock their potential to generate results in positions that are crucial to your organization's success.

