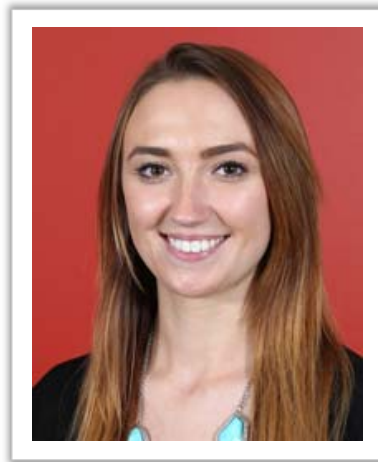


Methods to Enhance Talent Acquisition and Management of Millennials

Presented by: iCIMS
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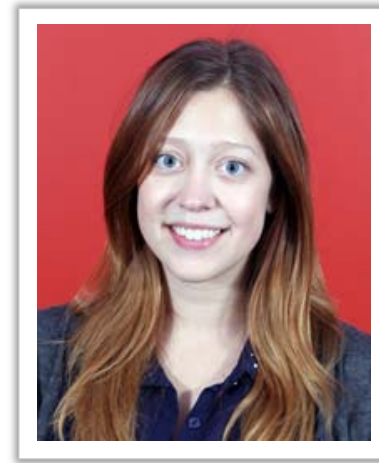


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Agenda

- The New Recruitment Landscape
- Methods to Enhance Talent Acquisition and Management of Millennials
- Company Overviews

The New Recruitment Landscape



Finding Top Talent is Now More Important Than Ever

- **53%** of hiring managers say it's difficult to find and retain millennial employees
- **91%** of millennials don't intend to stick with their job for more than three years

Millennials now make up almost half of all U.S. workers

- **59%** of millennials would prefer a job with a strong potential for professional development
- **78%** of millennials say workplace environment affects their decision to stay at a job

Source: Elance/Odesk, Future Workplace, EdAssist, RingCentral

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The New Recruitment Landscape

The Disruptive Force of Technology has Permanently Changed the Way People Apply for Jobs and How Employers Hire

Today, The Old Tools and Status Quo No Longer Work – Recruitment is Now More Like Marketing

- 76% of recruiters surveyed said their recruiting techniques have changed over the last three years
- Nearly 50% of organizations are interested in replacing their existing recruitment technology

U.S. companies spend



↓
\$ 22 billion

in technology and service for
talent acquisition

Methods to Enhance TA and Management of Millennials

The Challenge

- We would like to hire recent college graduates to fill our entry-level positions. What tactics can we use to effectively target them?
- What offerings can we incorporate into our compensation packages to make our company more attractive to millennials?
- We have recently had some millennial employees leave our company for better opportunities. How can we make millennials stay with us for the long-term?

Methods to Enhance TA and Management of Millennials

Speak Their Language

Tip #1

Highlight Company Culture and Employment Brand

- Make your organization one that is attractive to millennials to increase application rates
- Showcase top-performing employees, recent company projects, and industry accolades that convey a strong company brand

Learn the Values that are Most Important

- Millennials value transparency, ethical and fair treatment, and dependable and consistent behavior in the workplace
- Increase employment desirability and retention rates by making sure millennial needs are addressed

Speak Their Language

Develop Highly Desirable Company Policies

- Offer remote work options, customized benefits plans, employee wellness programs, and continuing education assistance to increase attraction and engagement
- Make contributions to social and ethical causes, including green initiatives and charity work, to promote a positive company brand



26% of workers said that providing special corporate perks is an effective way to improve employee retention.

Source: CareerBuilder

Target Them Using Their Tools

Tip #2

Utilize Video Technology in the TA Process

- Produce short, engaging videos that communicate company culture and employment brand to increase application rates
- Request video cover letters, and conduct live, two-way video interviews as part of the application process to increase engagement

Ensure Your Application Process is Mobile-Optimized

- Allow millennial applicants to view and apply for jobs from their mobile device to enhance candidate experience
- Provide a consistent viewing experience across all devices to increase applicant volume

Target Them Using Their Tools

Employ Company-Branded Social Media Pages

- Engage passive millennial candidates with branded social media pages to generate employment interest and develop candidate pools
- Post regular content updates and company news to keep passive candidates informed and engaged

Allow Candidates to Apply With Their Social Profiles

- Enable a quick and easy application process using applicants' social media profiles, including LinkedIn, Facebook, and Google+
- Helps to enhance candidate experience and increase application rates by using popular online platforms

Give Them What They Want

Tip #3

Provide the Compensation that Matters the Most

- Offer regular salary increases, career advancement opportunities, job security, and a healthy work-life balance
- Helps to distinguish your employment brand and increase desirability among top talent

Present Opportunities for Professional Development

- Give millennial employees chances to sharpen their skills and expertise through educational seminars and training programs
- Leverage online learning platforms offered by talent management software providers

Give Them What They Want

Offer Diversity in Job Roles and Responsibilities

- Allow millennials to regularly rotate to different positions to gain critical skills and experience
- Enables continuous personal and professional development and career advancement opportunities



53% of millennials say their biggest motivator is having the chance to work on exciting and interesting projects.

Source: Elance/Odesk

Provide and Accept Regular Feedback

Tip #4

Incorporate 360-Degree Performance Reviews

- Utilize anonymous, confidential feedback from coworkers to give a complete picture of work performance
- Provides employees with a better understanding of their strengths and weaknesses to help identify areas for improvement

Provide Honest, Frequent Feedback in Real-Time

- Provide ongoing feedback to give millennial employees a live picture of performance
- Set goals for continuous development and reward successful performance to increase engagement and retention

Provide and Accept Regular Feedback

Allow Two-Way Performance Reviews To Increase Engagement

- Enables millennials to contribute to the organization and feel that their input is valued
- Gain critical insight on current business processes and company policies for future improvement



46% of millennials report high satisfaction when there is open communication.

Source: Deloitte

Use Best-in-Class Talent Software

Tip #5

Employ a Dedicated Talent Acquisition Software Suite

- Develop and nurture talent pools of passive millennial candidates for future opportunities
- Offer real-time application status tracking to provide a positive candidate experience
- Provide easy management of new hire onboarding activities to increase engagement

Integrate Talent Management Software With Your ATS

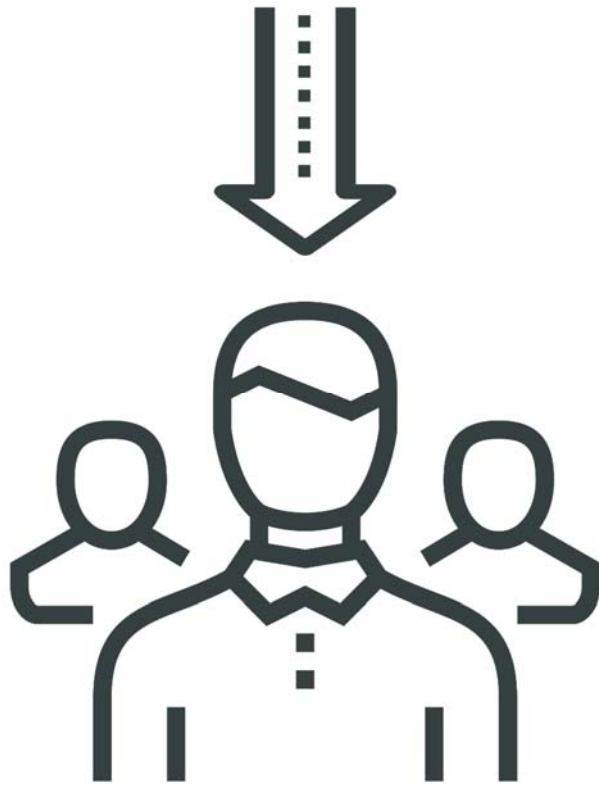
- Seamlessly share candidate and employee data between your ATS and Talent Management software to increase productivity
- Reduce manual and redundant data entry and mitigate human error



30% of recruiters say disparate systems resulting in redundant data entry and loss of data integrity is their biggest talent acquisition technology challenge.

Source: iCIMS Hiring Insights

Why TA Needs Its Own Suite



Talent Acquisition Is A Major Challenge in Business Today

- It now takes 62% longer – five additional weeks – to fill the average vacancy, costing an average of \$11.25M per 1,000 vacancies through lost productivity and additional recruiting work
- Recruiters report spending an average of 5+ hours per week related to manual and/or redundant data entry
- Nearly 50% of organizations are interested in replacing their existing recruitment technology
- 93% of CEOs find that they need to change their strategy for attracting and retaining talent; however, 61% don't know where to start

iCIMS Serves as the Hub for Your Talent Acquisition Needs

- Easily connect everything you need to create the most powerful system on the market

iCIMS Company Overview



- Incorporated in 2000
- Funded internally, all organic growth
- Platform-as-a-Service Framework
- Focused on talent acquisition (recruiting)
- Nearly 650 employees
- Matawan, NJ (HQ)
- 3,500+ contracted customers



6 consecutive years

**Inc.
5000**

11 consecutive years



Best Places
to Work 2015

glassdoor

Deloitte.

Technology Fast 500™

4 consecutive years



8 consecutive years



The iCIMS Talent Acquisition Platform



iCIMS **CONNECT**

Fill jobs faster with talent pools and powerful recruitment marketing software that helps attract and engage passive candidates early on.



iCIMS **RECRUIT**

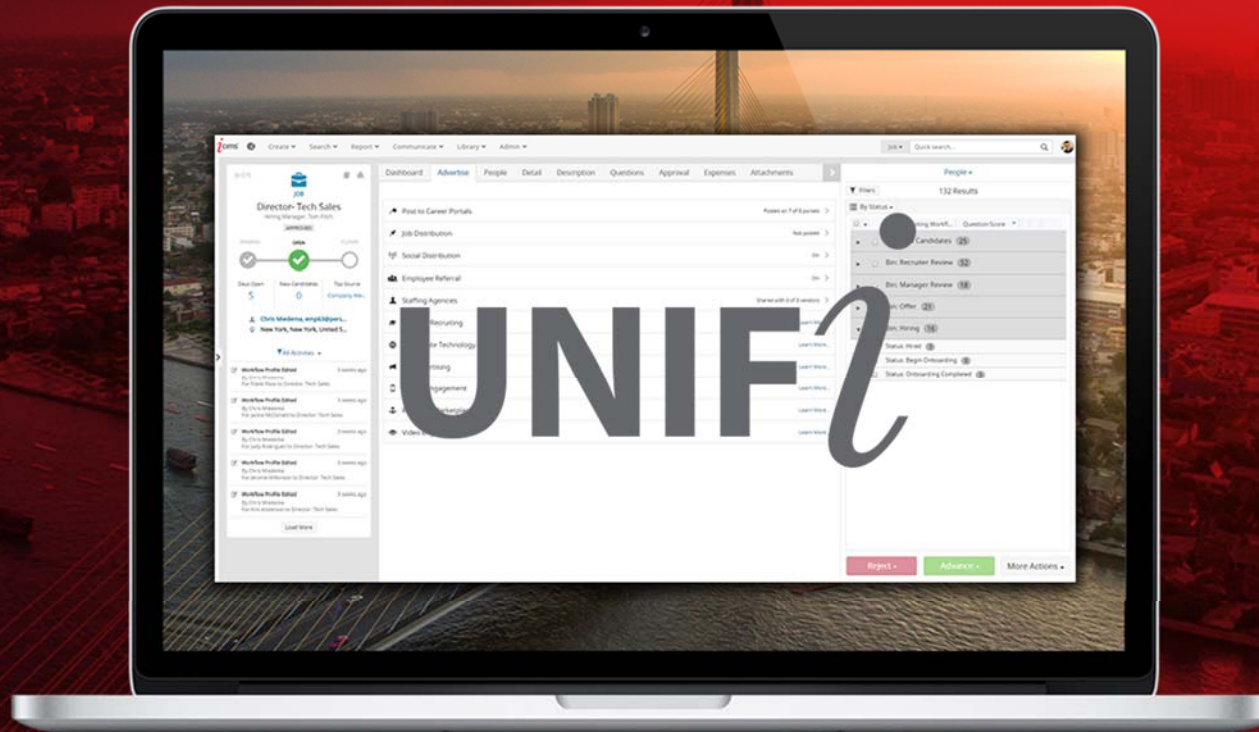
Easily find and screen the right people with a best-to-market applicant tracking system (ATS)



iCIMS **ONBOARD**

Transition candidates to productive new hires with an automated onboarding solution that streamlines and saves time.

UNIFi Your Talent Acquisition View



UNIFi delivers one experience, one view and countless possibilities for customers who value bringing their talent acquisition world together by centralizing their hiring tools.

Questions

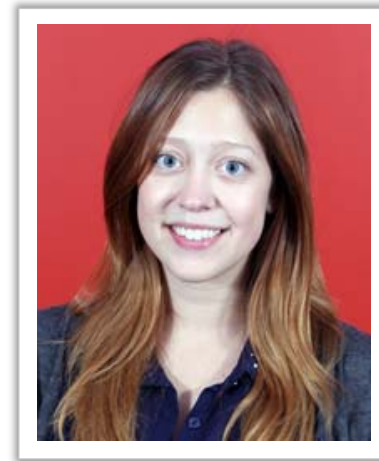


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Thank You!

