



ADP® Recruiting Management

ADP Recruiting Management, part of the ADP Talent Acquisition suite, provides recruiters with the tools they need to attract, identify, and hire the right candidates quickly and easily. A complete, highly configurable solution, ADP Recruiting Management helps you to streamline the hiring process, deliver rewarding, personalized candidate experiences, and effectively track, measure, and evaluate recruiting performance.

Source:

1. LinkedIn: The Ultimate List of Hiring Statistics for Hiring Managers, HR Professionals, and Recruiters



Easily Reach More Talent

70% of the global workforce is made up of passive talent who aren't actively looking¹ for new roles. Recruiters must expand their pool of potentially qualified candidates to include active and passive job seekers, internal candidates, company alumni, and more to create the most competitive pool possible.

With ADP Recruiting Management, recruiters can utilize customized channels to find and connect with top candidates, anywhere they work.

Maximize your reach

Leverage broad, SEO-optimized job distribution across internal and external career sites, social networks, third-party agencies, and unlimited job boards.

Stand out from the competition

Amplify and differentiate your brand with custom, mobile-optimized career sites that showcase your company's content, videos, social media, benefits, and more.

Target specialized talent

Use ADP-hosted talent pools to attract candidates in select demographics or specialties such as Marketing, Engineering, or Logistics.

Engage future candidates

Take advantage of customized talent communities to nurture relationships through alerts or structured outreach campaigns — helping passive candidates stay connected to your company until the right opportunity comes along.

Discover internal talent

Curate existing skills needs and match them to employees' current skills profiles. Identify or alert employees whose skills match open roles.



The reporting capabilities of Recruiting Management are great. The visibility to where our candidates come from, the time needed to complete applications, and where they drop out in that application process allows us the opportunity to closely analyze candidate experience and activity.

Kate Adams
Manager, Talent Management
ProAmpac

Enrich the Hiring Experience

50% of job seekers have declined a job offer due to a poor candidate experience². ADP Recruiting Management makes it easy for you to keep candidates engaged and informed throughout the hiring process.

A configurable reporting dashboard provides critical insights into the speed, quality, and ROI of your recruiting programs.

Connect with candidates

Establish meaningful connections with each candidate using modern and appealing mobile experiences. Two-way texting and multi-lingual experiences across job sites and applications simplify engagement. Candidates can self-schedule job interviews, putting them in the “driver’s seat” and enhancing the application experience.

Quick and simple applications

Meet the expectations of today’s candidates with intelligent texting to search or apply for jobs, single sign-on logins to your career site, pre-populated forms, and applying via LinkedIn or Indeed.

Keep everyone on the same page

Recruiters can view the status of all recruiting activities, interact with candidates, schedule interviews, create requisitions, and more via a single, configurable dashboard.



The **#1 reason** people change jobs is career opportunity.¹



The average time spent screening applicants for an open position is **7 days**.²



Almost **3.9 million** workers leave their jobs each month.³

Source:

2. Eschevarria 2020

Sources:

1. LinkedIn 2022 Global Talent Trends Report

2. 2017 SHRM Talent Acquisition Customized Benchmarking Report.

3. SHRM



61% of CEOs say they do not believe they are recruiting fast enough or well enough and the process has become enormously complex.⁴



80% of active and passive job seekers are open to new opportunities.⁵



77% of job seekers would consider a company's culture before applying.⁶

Sources:
 3. Gartner
 4. Josh Bersin
 5. LinkedIn: The Ultimate List of Hiring Statistics for Hiring Managers, HR Professionals, and Recruiters
 6. Glassdoor Mission and Culture Survey

Hire with Confidence

The time to fill a role has increased **18%** since before the pandemic³. If candidates don't receive a fast, efficient, and personalized experience, they move on to the next opportunity. ADP Recruiting Management provides recruiters with the tools and insights they need to streamline the hiring process — empowering them to make smart, data-driven decisions from initial candidate outreach to extending the offer letter.



Target the best candidates and onboard them quickly

Embedded benchmarks, automated hiring workflows, candidate ranking and comparison tools, and integration across the ADP Talent suite allow recruiters and hiring managers to move through the hiring process quickly and efficiently.



Know exactly what's working

Answer nearly any question you have — with the ability to create practically any report you need. Easily select the fields you want, using clear, common language and not complex database terminology.



Make better decisions

ADP DataCloud enhances your talent acquisition strategy with insight from the award-winning Pay Equity Explorer and Compensation Benchmark Solutions. Real, reliable data from over 30 million employee records helps you make fair, equitable, and competitive decisions in line with your hiring workflow.



Verify candidates using one source

Use ADP's Screening and Selection solutions for embedded verification of candidates and references, criminal background and registry reviews, and drug and medical screening. Recruiters can initiate screening processes, and view status and results from the recruiting dashboard.

Two-time HR Tech Awards Winner

- Best Innovative or Emerging Tech Solution
- Best Advance in Practical AI



Learn how the ADP Talent Suite can increase the effectiveness of your talent acquisition:

- ADP Recruiting Management
- ADP Recruiting Process Outsourcing (ADP RPO®)
- eI-9 and eVerify
- Screening and Selection Services (SASS)
- AIRS®, powered by ADP
- Strategic Advisory Services

For more information, visit ADP.com/Talent or call 800-CALL-ADP (225-5237)

ADP Recruiting Management Highlights

Easily Reach More Talent	Enrich the Hiring Experience	Hire with Confidence
<p>↓</p> <ul style="list-style-type: none"> ✔ Broad search-engine optimized job distribution across internal and external career sites, social networks, third-party agencies, and unlimited job boards 	<p>↓</p> <ul style="list-style-type: none"> ✔ Mobile-first candidate experience with text-to-find a job, text-to-apply and self-scheduling puts candidates in the drivers seat while providing hiring managers easy access to the keep the process moving 	<p>↓</p> <ul style="list-style-type: none"> ✔ Compensation benchmarks based on geography and industry, curated from 100K+ data points and 9K+ jobs across multiple levels
<ul style="list-style-type: none"> ✔ Browser and mobile-optimized career sites customized to your organization allow a fast and easy application process, including passwordless login 	<ul style="list-style-type: none"> ✔ Two-way texting with recruiters and multi-lingual web or mobile experiences across career sites and job applications 	<ul style="list-style-type: none"> ✔ Embedded background check and verification including references, government registry reviews, drug and medical screening
<ul style="list-style-type: none"> ✔ ADP-hosted talent pools branded for your organization to attract select interests or specialties 	<ul style="list-style-type: none"> ✔ Graphical, side-by-side candidate comparisons 	<ul style="list-style-type: none"> ✔ Talent market insights from over 30 million employee records via ADP's DataCloud
<ul style="list-style-type: none"> ✔ LinkedIn RSC integration as well as quick application integrations with LinkedIn and Indeed 	<ul style="list-style-type: none"> ✔ Recruiting Control Center with a single point of access to initiate and monitor recruiting activity 	<ul style="list-style-type: none"> ✔ Intelligent skills graph provides current, relevant hiring insights to facilitate data-driven decisions

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