ADP® Recruiting Management

- Eighty-six percent of organizations have had trouble recruiting suitable candidates in the past 12 months.[2]

- Nearly 60 percent of job seekers are looking on their phones for jobs.[3]

- Forty-two percent of employees who are not actively looking said they would be open to the idea of a new job.[4]

ADP Recruiting Management, part of the ADP Talent Acquisition suite is a flexible, yet complete, solution that equips you to optimize the candidate experience while empowering recruiters to find, nurture and hire candidates with greater speed and accuracy.

Your challenge

We're working in a new reality. Rising employee expectations create unprecedented pressure when it comes to attracting and hiring. People are looking for more than just a paycheck. In fact, 47 percent would take a job for the same or even less pay,[1] which means factors like employee experience and culture are even more critical to surface early in the recruiting process.

In the midst of this pressure on recruiters to find suitable candidates and hire with speed, only the very best will be able to equip their organization with the people and skills they need to achieve business outcomes.

The solution

In today's hyper-competitive market for talent, the right technology can be your differentiator. ADP Recruiting Management is purpose-built for how people work — from HR and recruiters, to hiring managers and job seekers — we consider the unique needs of each audience. This means you're not delivering a great candidate experience at the expense of recruiter efficiency, or vice versa — you can have it all with ADP.

We don't stop at recruiting technology alone, our comprehensive talent acquisition ecosystem means you have a complete array of solutions and services — from ADP Recruitment Process Outsourcing® (ADP RPO®) to AIRS® Recruiter Training and ADP Screening and Selection Services (SASS) — all available to power your holistic strategy.

Advantages

Differentiate your employment brand
Make a great first impression with easily branded career sites — create multiple experiences to engage candidates specific to each of your brands or business units. Through both online and mobile access, you can convey critical parts of the career site experience and keep candidates informed with email and text notifications, and multi-language capabilities.

Always Designing for People™

Connect with job seekers, anywhere they work
Deliver built-in social and mobile tools to make it easier to connect with potential candidates. With a consumer-like mobile experience, candidates stay engaged and informed — from social sign-on to interview self-scheduling — and the process is simplified for both recruiters and applicants.

Engage and nurture passive candidates
Built-in social sourcing considers both internal and external candidates, as well as Talent Communities that help passive candidates stay connected to your company until the right opportunity comes along.

Harness insights to optimize the recruiting process
Equip busy hiring managers with tools to stay informed and involved throughout the process — from requisition approval to interview scheduling and feedback — all in one place. Get insight on the speed, quality and cost of your recruiting efforts with a dashboard of critical metrics, and a view of your trending over time, so you know exactly where you're having success and what might need attention.

Inform your decision making with real data
ADP DataCloud takes your talent acquisition strategy one step further with insight from the award-winning Pay Equity Explorer and Compensation Benchmark solutions — real, reliable data from over 30 million employee records informs your hiring process to help you make fair and competitive decisions.

Maximize recruiting efficiency and speed to hire
A highly configurable solution, complete with embedded analytics and hiring workflows, gives recruiters and hiring managers the tools to move through the hiring process efficiently — which also means a better experience for candidates. Candidate data is integrated throughout the hiring process and into the ADP Talent Suite for a seamless experience and less duplication of effort.

As part of the broader ADP ecosystem, integrated screening and selection services validate candidate information with ease while minimizing your risk. Integrate with LinkedIn Recruiter System Connect, making it easier for recruiters to have the most current and complete view of candidates wherever they work.

Reduce non-compliance risk
Help reduce noncompliance risk associated with regulatory pre-employment and onboarding directives such as OFCCP, Equal Employment Opportunity, Fair Credit Reporting Act, Form I-9/E-Verify® and federal/state tax withholding forms. An advanced recruiting workflow engine supports enforcement of your established hiring processes and policies, which can help reduce non-compliance risk while driving successful recruiting processes.

Case study

Casey's, a convenience store/gas station chain with 2,000 stores in the Midwest, actively promoted an enhancement with ADP Recruiting Management to mitigate issues with new hires being ineligible for the Work Opportunity Tax Credit (WOTC) due to hire date discrepancies. As a result, Casey's experienced zero new hires dropping from WOTC eligibility, with an anticipated result of six figure improvement in tax credit dollars captured. Learn more at adp.com/caseys.