Name: _____

Phone: _____

Technology Must-Haves and What We Can Learn From the Gig Economy

James A. Essey, CSP
The TemPositions Group of Companies
jessey@tempositions.com
tempositions.com

Hope Bradford
Kelly Services Inc.
bradfhd@kellyservices.com
kellyservices.com

Kevin Delaski
The TemPositions Group of Cos.
kdelaski@tempositions.com
tempositions.com

Thomas P. Erb, CSP
Tallann Resources LLC
tomerb@tallannresources.com
tallannresources.com

Wednesday, Oct. 26
10:45 a.m.–12:15 p.m.

Technology Must-Haves and What We Can Learn From The Gig Economy

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1.5 CE

YOUR SPEAKERS AND MODERATOR

James A. Essey
President/CEO

Tom Erb
President

Kevin Delaski
Vice President and CIO

Hope Bradford
Senior Director of IT

AGENDA

- 10:45 Introduction
- 10:50 Sales
- 10:57 Recruiting
- 11:04 Lessons from the gig economy
- 11:20 Roundtable introduction
- 11:22 Roundtable discussion #1
- 11:36 Roundtable discussion #2
- 11:49 Roundtable discussion #3
- 12:05 Wrap-up comments
- 12:15 End

SALES

Hottest Technology Areas

- Prospecting and research
- Business analytics and dashboards
- Gamification

SALES INTELLIGENCE

- Tools that enable better location and vetting of prospects
  - Contact information
  - Deep web searches
  - Candidate research
  - Social media data aggregation

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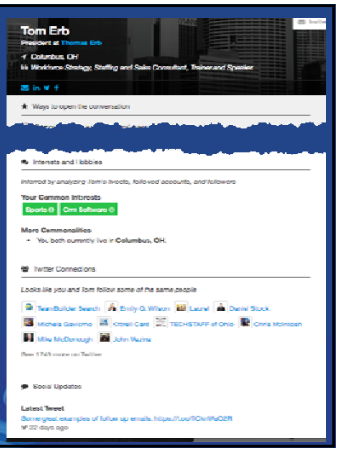

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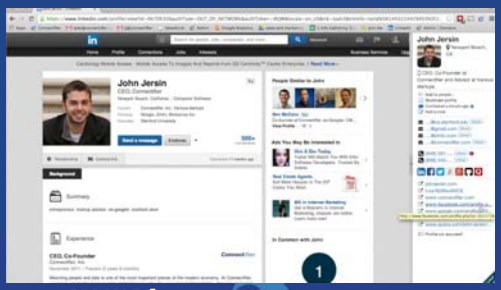

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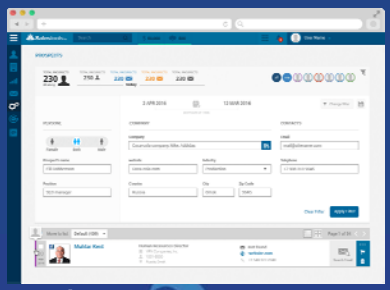

BUSINESS ANALYTICS AND DASHBOARDS

- Tools that enable you to gather, analyze, and utilize data in a meaningful, effective, and visual way
  - Sales pipeline
  - Activity volume and efficiency
  - Revenue forecasting
  - Sales trends

QLIKSENSE

INSIGHTSQUARED

GAMIFICATION

- Tools that encourage competition and performance among a sales force
  - Team or individual-based
  - Real-time results and alerts
  - Simplifies sales contests and keeps reps engaged

FANTASY SALES TEAM

LEVEL ELEVEN

SALES DUEL

RECRUITING

- Job Order Fulfillment Automation
- Searching Social Media
- Predictive Hiring Solutions

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JOB ORDER FULFILLMENT AUTOMATION

- Complete automation from job order receipt to finding matching candidates
- Search results are ranked and scored according to accuracy of match
- Match open jobs to all resumes in your ATS

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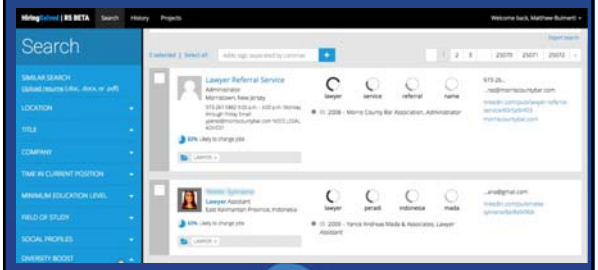
MONSTER Cloud Match

textkernel_hr suite

SOCIAL MEDIA SEARCH

- Search for candidates among hundreds of millions of social media profiles.
- Search and rank candidates from your ATS based on social profiles
- Chrome browser extensions reveal candidate's social media footprint from any social media profile.

HiringSolved



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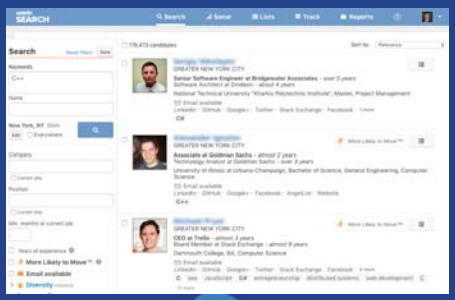
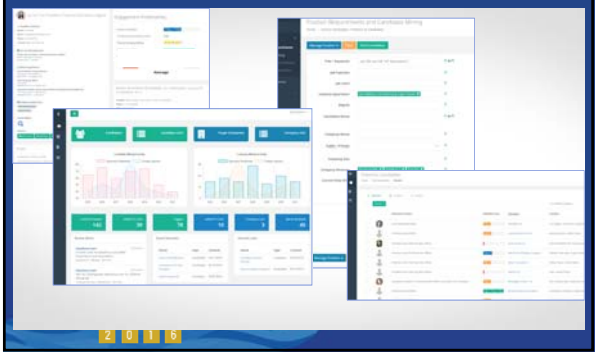


PREDICTIVE HIRING SOLUTIONS

- Score assigned to candidates based on how likely they are to consider a career move
- Source from hundreds of millions of social media candidates or upload your own to watch
- Be alerted with real-time availability signals when a candidate is likely ready for a new position

ENGAGE

www.engagetalent.com



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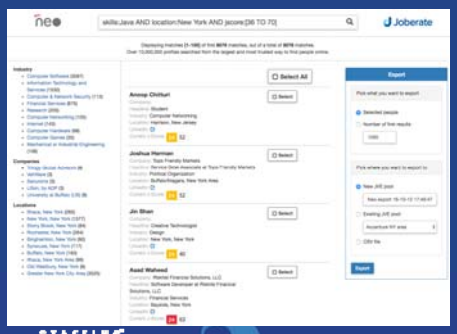


ASA 50 STAFFING WORLD 2016

"Humans have shorter attention span than goldfish, thanks to smartphones"

- Leon Watson | The Telegraph 2015

ASA 50 STAFFING WORLD 2016

WHAT IS THE GIG ECONOMY?

A marketplace where individuals looking for work are matched to organizations or individuals looking for work to be performed.

Upwork genesys TaskRabbit OnForce Elevate workmarket CATALANT shiftgig Care.com

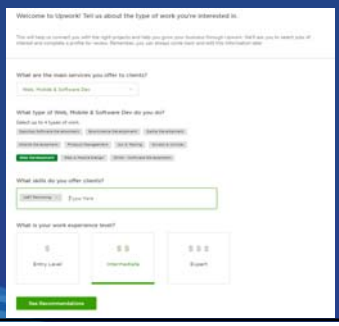
ASA 50 STAFFING WORLD 2016

WHAT IS THE OVERARCHING THEME?

- Everything is focused on improving the user experience
  - Mobile enabled
  - Easy to use
  - Intuitive, with no training needed

CANDIDATE ENTRY EVOLVED

- Self service
- Streamlined profiles, some with photos



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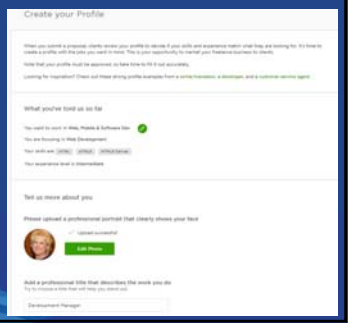

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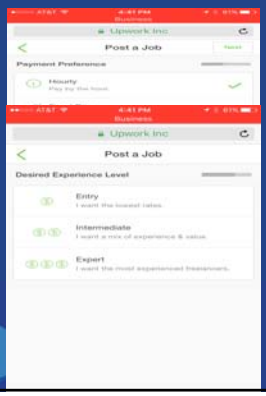

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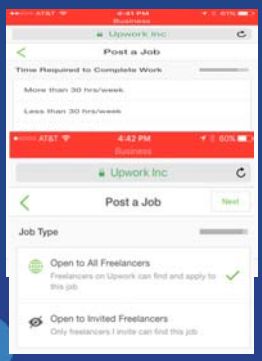

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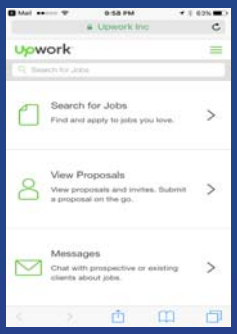
- Assignment visibility and control



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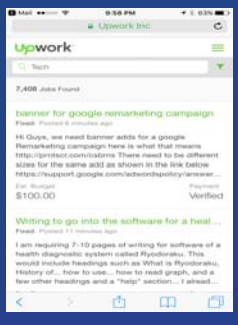

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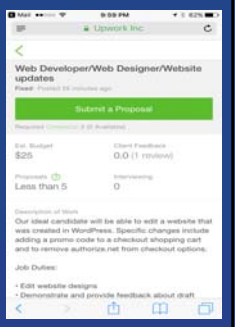

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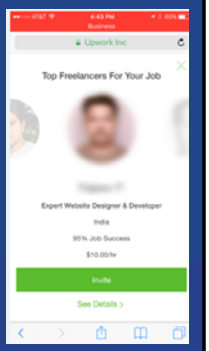

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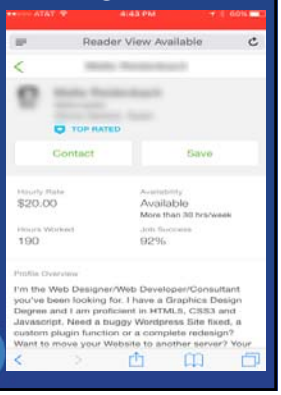

WHAT DOES GIG ECONOMY TECHNOLOGY MEAN FOR STAFFING?

Forces us to think differently…

- Pushes us to streamline our process
- Challenges us to design for mobile first
- Forces us to reduce the barriers of entry
- Allows us to leverage the mobile experience to include expected features and functions

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HOW CAN WE COMPETE AGAINST THE GIG ECONOMY SPACE?

Make it work to our advantage by realizing what differentiates us:

- Human interaction
- Payroll or billing specialist
- Public concerns on hiring staff directly (we are employers not agents)
- Compliance for worker classification, exempt, nonexempt, SOW
- Client branding

Adopt key gig economy elements that allow us to interact with our clients and candidates more easily

- Create a streamlined application process
- Adopt an open platform allowing:
  - Clients to enter orders and search our database for talent
  - Talent to search our database for positions
- Create an easy pay/bill interface
- Leverage Millennials

- Look for bolt-ons to your existing software package to provide some of this functionality:
  - Online applications
  - Online ordering
  - Direct deposit, pay card/pay bill payments
  - PDF billing, credit card billing
- Consider white-label full online marketplace solutions (e.g., OnForce)

ROUNDTABLE DISCUSSIONS

- Three main topics
  - Sales
  - Recruiting
  - Gig economy
- Presenters will do a deep dive into their presentations at their tables.
- You will get to visit three tables
- Approximately 14 mins each
- We'll reconvene as a group to wrap up at the end

WRAP-UP

Share what you learned?
What stood out?
What are your takeaways?

Thank You for Attending

James A. Essey, CSP
President and CEO
The TemPositions Group of Cos

Hope Bradford
Senior Director and IT Front-Office Application Delivery and Business Relationship Solution Consultant
Kelly Services

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