




2018's Most Innovative Technology Tools to Reshape Your Staffing Business

- Slides and resources: staffingworld.net/materials2018
- Hold an ASA credential? Scan your name badge before each workshop to earn CE
- Rate this session on the mobile app! Create your profile first—**enter to win Staffing World 2019 registration!**

This workshop is sponsored by 

 American Staffing Association



This workshop is sponsored by



 American Staffing Association





James A. Essey
President & CEO





Tom Erb
President





Kevin Delaski
Vice President & CIO





Hope Bradford
Senior Director of IT

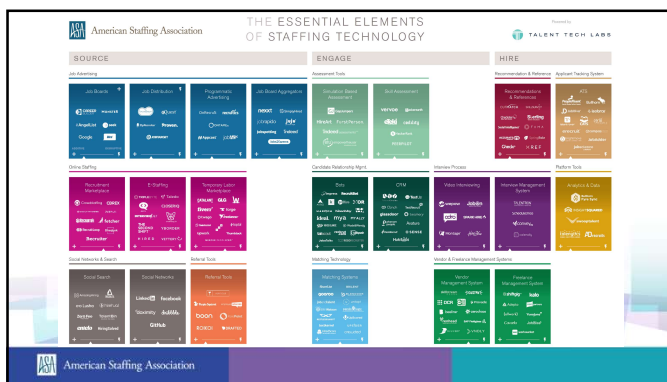


 American Staffing Association

Agenda

- Staffing Technology Tools Ecosystem
- Sales Tools
- Recruiting Tools
- Engagement and Backoffice Tools
- Lightning Round of 2018 Technology Enhancements

American Staffing Association



The Essential Elements of Staffing Technology

Job Advertising Source

Job Boards

- Indeed, Monster, CareerBuilder, Glassdoor, etc.

Job Distribution

- LinkedIn, Facebook, etc.

Programmatic Advertising

- OnRecruit, recruitics, next, SimplyHired, jobrapido, Juju, jobspotting, Indeed, InfoDynamics, etc.

Job Board Aggregators

- Indeed, InfoDynamics, etc.

✓ **Job Board**—A website providing an online employment platform. An employer generally puts the necessary skills required for a job on the job board and candidates apply.

✓ **Job Distribution**—These sites offer more in-depth analytics and market them by pushing job postings out to hundreds of other sights.

✓ **Programmatic Advertising**—These tools enable you to analyze ROI of all your online advertising in one location.

✓ **Job Board Aggregators**—A job aggregator is similar to a job board, but functions differently. A job aggregator collects job postings from job boards around the internet and consolidates them into one site so they are easily searchable based on keywords and location.

Online Staffing

- Recruitment Marketplace**
 - CrowdStafing
 - CBREX
 - BOUNTYXIOS
 - Jobbikk
 - crowdfunder
 - getfether
 - RecruitLoop
 - hireloop
 - Recruiter
- E-Staffing**
 - TRIPLEBYTE
 - Taleo
 - CLOSERIQ
 - INTERVIEWJET
 - THE SECOND SHIFT
 - YBORDER
 - H I R E D
 - VEETERY
- Temporary Labor Marketplace**
 - CATALANT
 - GLG
 - W
 - fiverr
 - oTwago
 - freelancer
 - workmarket
 - Upwork
 - freelance
 - Thumback
 - MERCHER PEOPLEPOINT

✓ **Recruitment Marketplace**—Online marketplace for employers to post jobs that freelance recruiters respond to.

✓ **E-Staffing**—Online sites that allow candidates and clients to search for each other without using a recruiter or staffing firm.

✓ **Temporary Labor Market Place**—Online site for freelancers to accept assignments posted directly from clients.

Social Networks and Search

Social Networks

- LinkedIn
- facebook
- dooximity
- dribbble
- GitHub

Social Search

- AmazingHiring
- Doodle
- Lusha
- Hiretual
- ZeroFee
- TalentBin
- entelo
- HiringSolved

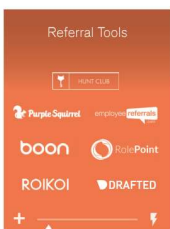
Social Networks & Search

www.amazinghiring.com
www.dooximity.com
<https://www.linkedin.com/>
<https://www.facebook.com/>
<https://www.dribbble.com/>
<https://www.github.com/>
<https://www.dribbble.com/>
<https://www.entelo.com/>
<https://www.hiringdoodle.com/>
<https://www.hiretual.com/>
<https://www.lusha.com/>
<https://www.talentbin.com/>
<https://www.zero-free.com/>

<https://www.purplestaircase.io/>
<https://www.employeeincentivizr.com/>
<https://igsboon.co/>
<https://www.rolepoint.com/>
<https://www.roikoi.com/>
<https://blog.crafted.us>

Referral Tools

Referral Tools



The image shows a collection of referral tool logos on an orange background. At the top, the text 'Referral Tools' is displayed. Below it, there is a 'HUNT CLUB' button with a magnifying glass icon. The logos include Purple Staircase, employeeincentivizr, boon, Role Point, ROIKOI, and DRAFTED. At the bottom, there is a plus sign, a horizontal line, and a person icon.

Referral Tools—These tools offer tracking and analytics for your referral program. Many will tap into the company's current employees networks.

<https://www.gajumpers.net/>
www.fursteperson.com
www.empowertheuser.com
www.hireart.com
www.indeedassessments.com
www.hackerearth.com
www.shet.com
www.codility.com
www.hackerrank.com
www.pwepilot.com

The Essential Elements of Staffing Technology

Assessment Tools

Simulation Based Assessment	Skill Assessment

Simulation Based Assessment—Instead of an ordinary job posting, these sites allow candidates to apply for the job by completing technical tasks associated with the job rather than simply submitting a resume.

Skill Assessment—Allows for a skills “technical interview” evaluation and ranking of candidates based on actual skill assessment instead of resume content.

www.impress.ai
www.therecruitbot.com
www.goai.io
www.ai.robotlover.com
www.gohire.com
www.xor.ai
www.hargan.com
www.hireabby.ai
www.ideal.com
www.hiremya.com
www.myally.ai
www.visionglance.com
www.adamandwendy.ai

Candidate Relationship Management

Candidate Relationship Mgmt.

Bots	CRM

Bots—is a computer program or an artificial intelligence that conducts a conversation via auditory or textual methods.

Candidate Relationship Management (CRM)—A strategy for managing an organization's relationships and interactions.

www.falcout.com
www.talpush.com
www.jabtalks.com
www.robohire.com
www.hubspot.com
www.senseai.io
www.beamey.com
<https://talencircles.com>
<https://textus.com/>
www.clinchtalent.com
www.textrecruit.com
www.glassdoor.com
<https://beamey.com/>
www.phenompeople.com
www.lusha.co
www.avature.net
<https://hashrecruit.com/>
www.hubspot.com

www.wepow.com
www.jobon.com
www.spektive.com
www.schedulefirst.com
www.shet.com
<http://www.talentoon.com/>
www.schedleence.com
www.conveya.com
www.colendy.com

Candidate Relationship Management / Interview Process

Interview Process

Video Interviewing	Interview Management System

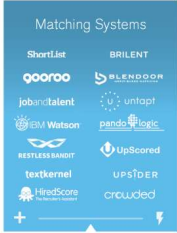
Video Interviewing—A video interview is a face-to-face meeting that occurs with the participants in different locations. Video interviews facilitate the need to quickly and easily interview remotely based job candidates without the expense and time needed to travel. Video interviews can also support panel conference-style meetings that bridge multiple participants together.

Interview Management System—Allow for an automated candidate management approach. Including chatbots, automated interviews, and schedulers.

<https://shortlist.net>
<https://brilliant.com>
<https://qoroo.ai/>
<http://hirendoor.com>
<https://www.unifapt.com/>
<https://hm.com/watson>
<https://www.pendologic.com>
<https://www.hiredscore.com>
<https://www.upfider.com>
<https://www.crowded.com/>

Machine Technology

Matching Technology

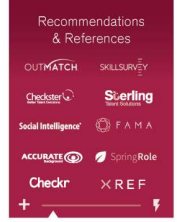


Matching Systems—These systems connect employers and job seekers by various matching algorithms.

<http://youmatch.com/>
<http://www.skillsurvey.com>
<http://www.checkstar.com/>
[www.sterlingtalentsolutions.com](http://sterlingtalentsolutions.com)
www.socialintel.com
www.fama.io
<https://accuratebackgroundcheck.com/>
<https://springrole.com/>
<https://checkr.com>
<https://wef.com>

Hire

Recommendation & Reference




Recommendations and References—Background and assessment platforms including social media screening, online reference checks, and digital credentialing.

<https://www.peoplefluent.com>
www.bullhorn.com
www.jobviva.com
<https://talentforce.com/>
<https://www.cabson.com/>
<https://www.grippeople.com/>
<https://www.erecruit.com/>
<http://web.mycorpos.com/>
<https://www.brightmove.com/>
<https://jobadder.com/>
<http://www.jobscience.com/>

Applicant Tracking System

Applicant Tracking System



Applicant Tracking System (ATS)—Is a software application that enables the electronic handling of recruitment needs including candidate tracking and documentation.

[illegible]

<http://thebluemountain.co.uk/>
<http://thelocalnavy.com/>
www.dwordedance.com/
www.3rdcyclotheatre.com
<http://www.saravade.com/>
www.bentley.com
<http://www.zerocloud.com/>
<https://frenhead.com/home/>
<http://www.fielddglass.com/>
https://whatsbluesky.com/whatsbluesky_vms_sofa/
<https://bndly.com/>
<https://www.alloycity.com/>
<https://salocha.com/>
<http://www.zerocloud.com/>
<https://www.mkoapartners.com/>
www.allworknow.com
<http://www.yunquno.com/>
<https://blowworks.com/>
www.gripitbliss.com/
www.workmarket.com

Vendor & Freelance Management Systems

Vendor & Freelance Management Systems

Vendor Management System

Freelance Management System

skilledstream GUSTAVS

shiffigig kalo

DCR D Provide

Adepto m Partners

beeline zerochoos

(allwork) Yunquno

frenhead SAP Fielddglass

Cocorice JobBliss

BLUESKY VNDLY

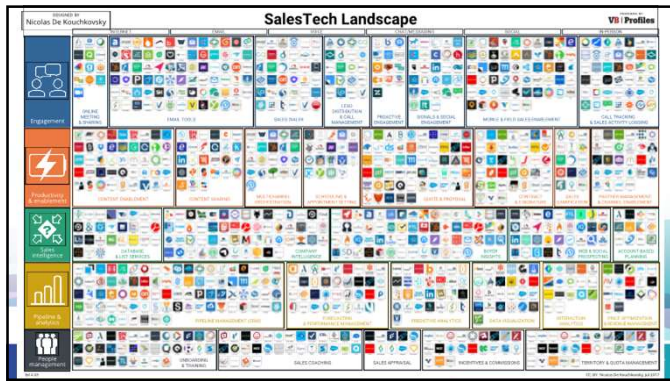
workmarket

Vendor Management Systems—Web-based application utilized by a managed services provider (MSP) that acts as a mechanism for businesses to manage and procure staffing services—temporary, and, in some cases, permanent placement services—as well as contingent labor.

Freelance Management Systems—Is a cloud-based workforce solution that helps businesses manage their independent contractor and freelance workforces.

[illegible]

Sales Technology

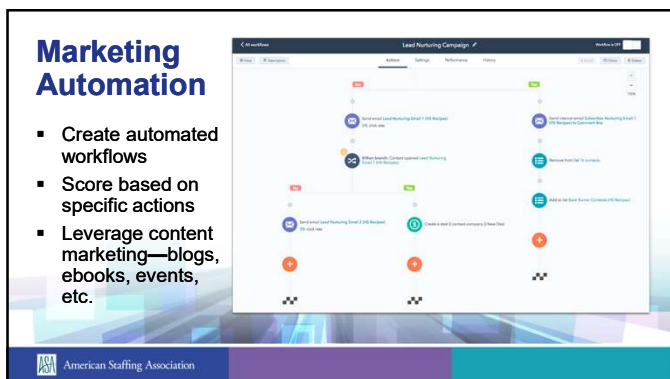












Marketing Automation Tools




HubSpot HATCHBUCK™

ActiveCampaign >

dlvr.it MailChimp

American Staffing Association

Activity Tracking



Engagement

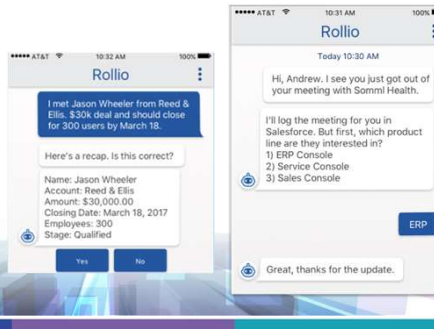
Problem: Most sales people hate data entry - and they are really bad at it

Solution: Give them an artificial intelligence sales assistant to enter the information for them

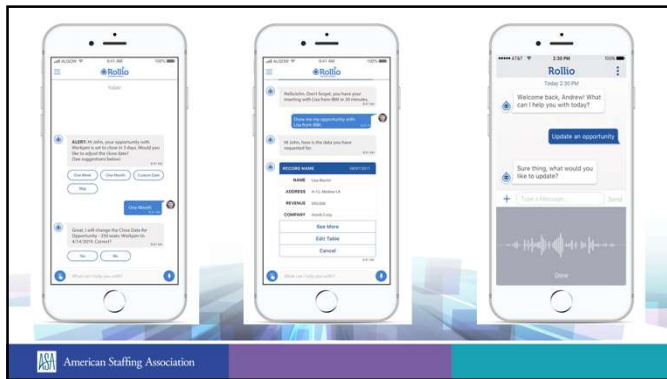
American Staffing Association

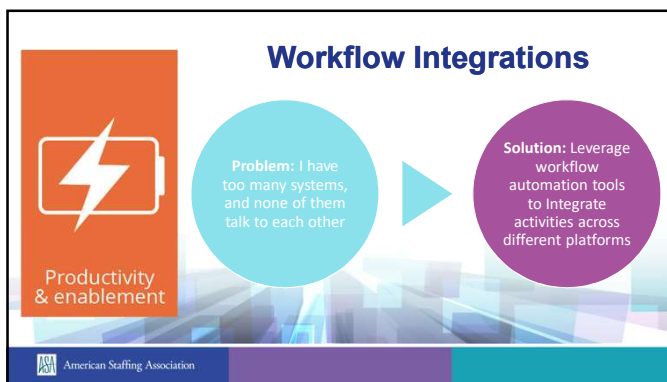
Rollio AI Sales Assistant

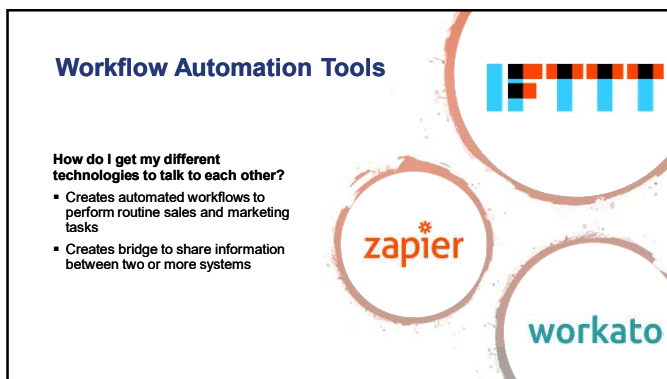
- Interviews sales rep via chat
- Voice or text
- Integrated with Salesforce, Microsoft CRM, SAP, and others



American Staffing Association







Share new BrightMove jobs to LinkedIn

Create MailChimp subscribers from Bullhorn CRM contacts

Sample Workflows

Create or update HubSpot contacts from new FullContact business cards

American Staffing Association

Recruiting

American Staffing Association

Matching Technology

Candidate Matching Automation

Matching Systems

ShortList, BRILENT, qooroo, BLENDOR, Jobvite, untapt, JEM Watson, pandalogic, RESTLESS BANDIT, UpScored, textkernel, UPSIDER, HireScore, crowded

Problem: How do you match candidates to job orders in seconds without human intervention?

Solution: Use AI-based Candidate Matching Systems to quickly find candidates whose résumés match your jobs

American Staffing Association

Candidate Matching Automation

- Automatically parses job description and résumé for matching
- Ranking algorithms use artificial intelligence to match candidates to jobs
- Recruiters able to "teach" system to refine matching algorithm
- Allow recruiters to manually weight search criteria
- Primary focus is on candidates in your ATS
- Able to distinguish between same position in different industries

 American Staffing Association

Benefits of AI in Matching Candidates to Jobs

- Infer which skills a candidate has even if they're not on the candidate's résumé or application
- Matching improves with more data from your company
- Removes unconscious bias (e.g., doesn't look at candidate names, addresses, or ZIP codes)
- Allows recruiters to focus on short list of candidates provided by search algorithm

 American Staffing Association



Job Description Parsing

- Job descriptions are automatically parsed when uploaded into the system.

Web Operations Engineer

RESTLESS BANDIT

REVIEWED OUTREACH APPLICANTS **JOB DESCRIPTION**

JOBS

REQUIREMENTS

- Build, maintain, and support our Web infrastructure
- Interface with other technical operations teams, including but not limited to: application support, infrastructure operations, and development
- Evaluate, recommend, and implement procedures and monitoring solutions for web-based applications
- Works with development teams to troubleshoot issues
- Works with server infrastructure team to implement hardware and OS requirements
- Deploy all software builds for production provided by the development team
- Responsible for patching environment(s)
- Overall operational responsibility for all software lifecycle environments
- Compliance with company policies and procedures and maintains regular work attendance
- Actively participates in a 24/7 on-call rotation
- Performance driven as assigned

Minimum Job requirements:

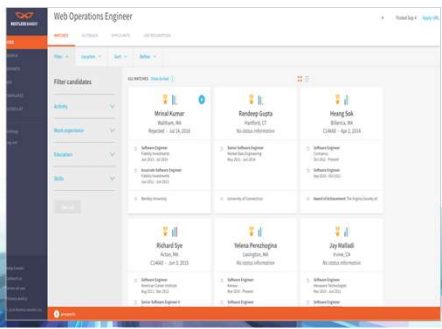
- BS in Computer Science
- Broad understanding of E-Commerce Web Applications, Infrastructure, and Application Monitoring
- 3-5 years working in an IT Web operations engineering role
- Experience with Microsoft Server OS and IIS technologies
- Proven Experience troubleshooting, test web applications performance issues
- Knowledge of TCP/IP, DNS, SSL
- Experience with Web server farms, load balancing, and high availability technologies (Virtualized ADC and/or F5)
- Experience with Web App Firewalls, Security Best Practices for E-Commerce web applications
- Experience with creating and deploying software builds
- Experience supporting object oriented, distributed enterprise class applications
- Knowledge of SQL and strong database operators knowledge
- Excellent analytical, organizational, and problem solving skills
- Broad knowledge of multi-tier application development methodology
- Working knowledge with web infrastructure and required operational functions
- Strong written and oral communication skills
- Passion for learning new technologies and web operations initiatives

RESTLESS BANDIT, Inc.

 American Staffing Association

Résumé Matching

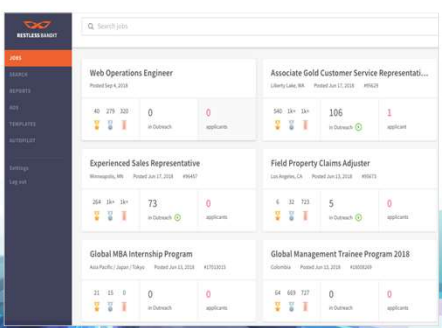
- Matching résumés are displayed within seconds and ranked by best match.



American Staffing Association

Jobs Dashboard

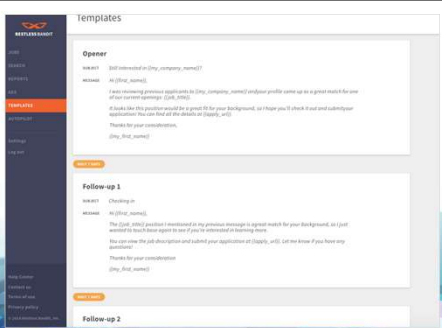
- The jobs dashboard shows the number of matches for each category as well as how many applicants have been contacted.



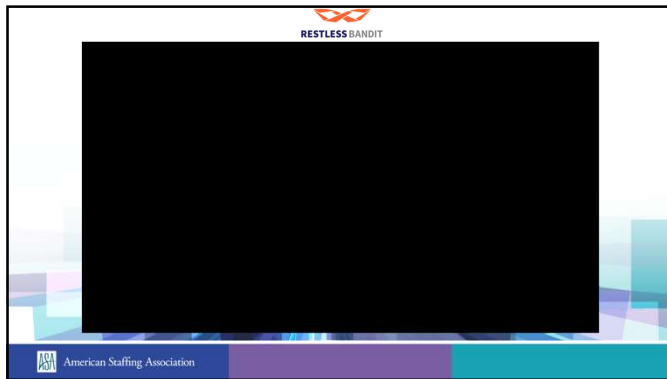
American Staffing Association

Email Templates

- The system allows you to create templates for automatic outreach emails.



American Staffing Association



AVRIO AI

Candidate Shortlist

- Top candidates for a specific job are matched against the job description and given a Fit Score (0-100) based on Avrio AI's proprietary algorithm.

The screenshot shows a web interface for a 'Senior Software Engineer II' position. It displays a table of 50 matched candidates with columns for Candidate Name, Fit Score, Last Job Title Held, and Last Updated. The table lists four candidates: Peter Khan (Fit Score 77), Blake Wheeler (Fit Score 74), Alton Smith (Fit Score 73), and Brenan Thornforth (Fit Score 73).

Candidate Scorecard

- After analyzing their résumé, a "Scorecard" or profile is automatically created for each candidate highlighting their education, experience, and skills.
- Additional matching jobs for the candidate are shown on the right.

The screenshot shows a 'Candidate Scorecard' for a 'Senior Software Engineer'. It includes sections for Experience Requirements (15 years Professional Experience), Complete Experience (listing various roles and technologies), Education Requirements (Bachelor's Degree in Computer Science), and Complete Education (listing the University of Massachusetts in Computer Science). On the right, there are 'Job Settings' and a list of 'Complete Job Matches' with Fit Scores.

Candidate Screening

- Candidates meeting a predetermined threshold can be screened by receiving a link to a chatbot interview.
- Candidates have the ability to accept the interview, reject the interview, or request another interviewing method such as a phone call from a recruiter.

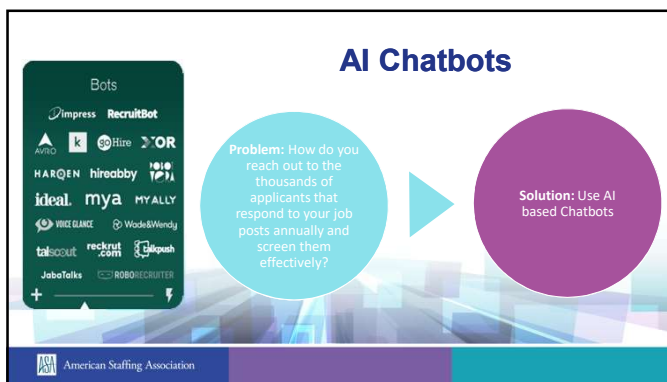
Candidate Conversation

- The chatbot interview can be conducted with either automated, system-generated questions related to the job or specific questions you set up manually.

AVRIO AI

Recruiting Made Simple





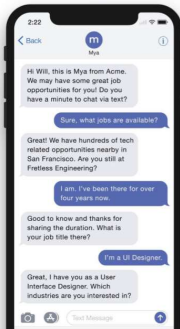
AI Chatbots—Overview

- AI recruiting assistant that responds to candidates using NLP (Natural Language Processing)
- Able to respond to open-ended questions
- Able to screen candidates, including passive candidates, by matching to available jobs
- Able to schedule interviews automatically after screening
- Multilingual support
- Provides comprehensive analytics of all recruiting, screening, and interview schedule activities performed by bots

mya

Natural Language Processing

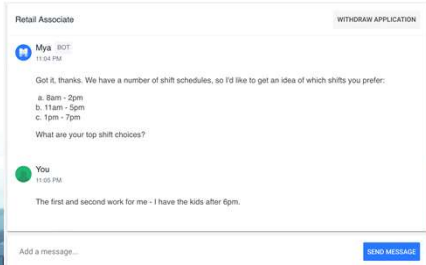
- Able to respond to open-ended questions, distinguish nouns from verbs, and even interpret typos and misspellings.
- For passive candidates in your ATS, able to retrieve previous work history and skills and update ATS based on new info from candidate.



American Staffing Association

Determine Work Preferences

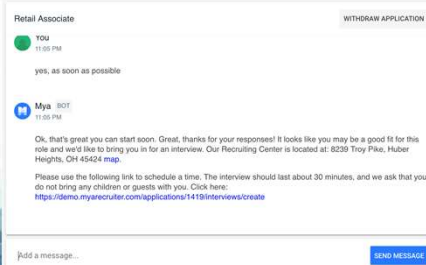
- Mya can ask candidate about their preferences and engage with them to understand their preferred schedules.



American Staffing Association

Interview Scheduling

- Mya schedules screened candidates directly to recruiters' individual or group calendars.
- Provides tips, reminders, and notifications and can handle all cancellations and reschedules.




American Staffing Association

Mya Case Study

Customer goal to place 14,000+ associates annually

Manual Steps (Before Mya)	➔	Results (After Mya)
<ul style="list-style-type: none"> • 56,000+ phone screens • 31,000+ scheduled interviews • 37% screen completion rate • 1-2 weeks time-to-interview • 10:1 applicant-to-hire • 8.7 satisfaction score 		<ul style="list-style-type: none"> • Automated screening • Automated scheduling • 90.5% screen completion rate • < 72 hours time-to-interview • 4:1 applicant-to-hire • 9.8 satisfaction score

 American Staffing Association

“

Before Mya, to reach out and connect with **1,000 passive candidates**, it took us **10 full time recruiters 5 full days**. Mya delivered the same results in **11 minutes**.

”

 American Staffing Association

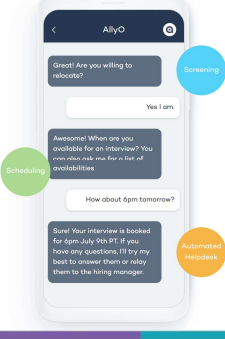
mya

mya

 American Staffing Association

Allyo

- **Screen** applicants for jobs
- **Schedule an interview** with them when they have been selected as a viable candidate for a job
- **Answer open-ended questions** the individual may have about the position



American Staffing Association

Smart Reminders

Hi Tom, Just wanted to remind you of your interview tomorrow. Can you confirm your attendance?

Shoot! I can't do tomorrow. Can I reschedule for day after?

No worries. Here are some open slots for day after...

Post-Interview Follow up

Tom, How was your interview today?

The hiring manager did not show up :(What do I do?

Apologies! Let me check with them and get back to you as-ap. Meanwhile could you share some details.

Extend offers

Hi Tom, This is Allyo again. Great news! I'm delighted to extend a contingent offer to you for the Custodian role working AM shift. The role includes a wage of \$11/hr and 16 days probation. Start date is 09/28/2018. Would you like to formally accept our offer?

Yes, I'd love to accept

American Staffing Association

Post-hire check-ins

Tom, Congratulations on your new role! How was your first 30 day experience?

I still don't feel trained for the job. I like the people I work with though!

That's great feedback. Have you checked out this guide: [URL]

Employee Hotline

How do I access the 401K portal?

Via employee.com/ benefits and find 401k in the dropdown. You can ask me anything too.

American Staffing Association

- Automatically collect employee referrals to collect references
- Instantaneously reach out to those referred with personalized notes over text or email
- Optimize rewards to have the highest yield from your employee referral program

The screenshot shows a mobile app interface with a header 'AllyO'. The conversation includes messages like 'Hey Susan, we're hiring for Baristas at your cafe, and offering \$500 for each hire you refer. Know anyone?' and 'Yeah, my friend Karen could be great. She is at xxx-xxx-xxxx'. A response follows: 'I'll contact Karen right away and keep you posted as she progresses Text me anytime for an update.'

American Staffing Association

Dashboard 1: Applicant Tracker

- Search for applicants, roles, locations
- Click on name to see full applicant profile
- Easily contact applicant via email and phone
- Quick filters for easy sorting
- Update candidate status post interview
- Add comments
- Track summary funnel

The screenshot shows a dashboard titled 'Applicant Tracker'. It features a summary funnel with three segments: 59 (yellow), 110 (green), and 45 (orange). Below the funnel is a table with columns: NAME, MAIL, DATA, LOCATION, PHONE, FAX, and ACTION. The table lists several applicants with their details and status.

American Staffing Association

Dashboard 2: Interviews

- Search for your location or role
- Review all your interviews by date
- Easily cancel or reschedule interviews
- Update candidate status post interview

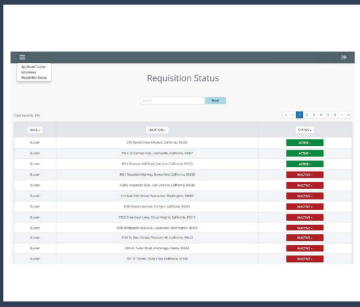
The screenshot shows a dashboard titled 'Interviews'. It features a table with columns: NAME, MAIL, DATA, LOCATION, PHONE, FAX, and ACTION. The table lists several interview appointments with their details and status.

American Staffing Association

Dashboard 3: Requisition Status

- ✓ Filter and search by role, location, and status
- ✓ Check the status of job reqs
- ✓ Easily change job req status

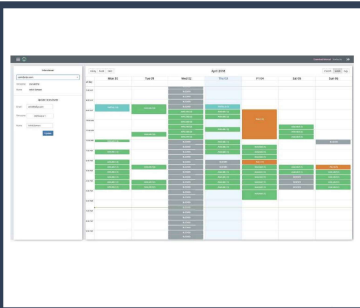
Active: AttyO will present job to candidate
Inactive: AttyO will NOT present job to candidate
Link_Only: AttyO will direct applicant to ATS link and not do any screening or scheduling



American Staffing Association

Dashboard 4: Interview Availability

- ✓ Availability by interviewer
- ✓ Modify availability and interviewer details easily
- ✓ Always accurate info to evaluate gaps



American Staffing Association

Dashboard 5: Analytics

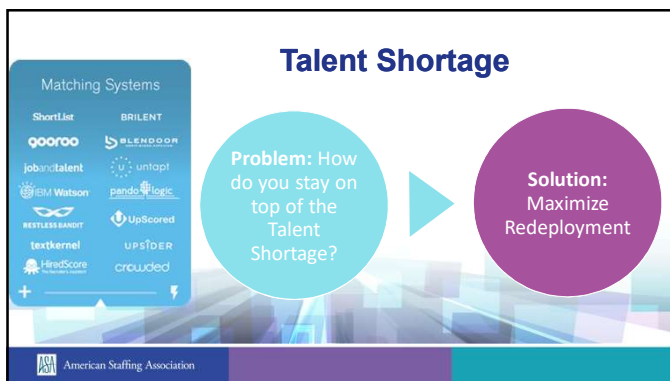
- ✓ Applicant sources
- ✓ Pre- and post-interview
- ✓ Completed applications rate
- ✓ Text vs Web volume and efficiency
- ✓ Applicant by volume per day
- ✓ Scheduled interviews per day
- ✓ Role popularity
- ✓ Location popularity
- ✓ Intelligence



American Staffing Association







Talent Shortage

- Unemployment is at 4%, and the talent shortage is at unprecedented levels
- How can staffing agencies find the right talent, when that talent is maxed out?

The answer? Redeploying the contractors already in your database, and turning your contractor relationships from transactional to strategic



American Staffing Association

Talent Shortage

The state of contract recruiting today and the economic drivers are leading to a never-before-seen perfect storm of demand outpacing supply.

TALENT SHORTAGES ARE GROWING AROUND THE WORLD



Countries and Territories Facing Difficulty Hiring

Graphic from ManpowerGroup 2018 Talent Shortage Report

Why It Matters

Sample Sources:

- ManpowerGroup 2018 Talent Shortage Report
- Korn Ferry Institute 2018 Talent Shortage Study

American Staffing Association

Talent Shortage

Think Process

- Fine-tuning roles to be specific to candidate care
- Having recruiters work staggered hours
- Centralizing other functions (i.e., simplifying billing) so recruiters can focus more on getting the right candidate in the job vs. finding all the right data to comply with a contract



Where To Start

Think Technology

- Leveraging text messaging and other solutions that appeal to contractors (i.e., automated feedback)
- Having advanced analytical tools and reporting to use your CRM to trigger the action you want to take
- Marketing automation to provide candidates with the right content throughout the process

American Staffing Association

Talent Shortage

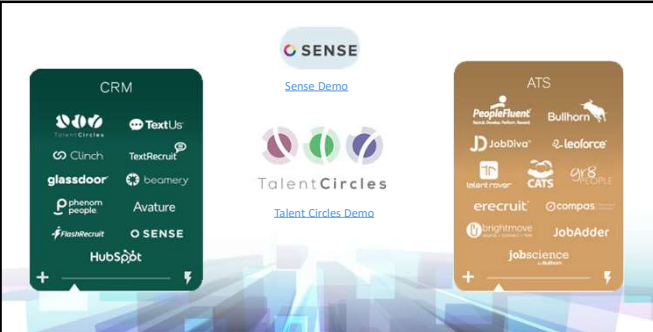
Steps to Success

- Start with a candidate journey exercise
 - Diagram/map/workflow out your candidate journey—Include ALL touchpoints
- Understand what emotional highs and lows are in the process and what touchpoints matter the most
- Evaluate technology solutions that help automate those items that matter most



STAFFING WORLD®
Techpark
Convention Expo

American Staffing Association



CRM

TextUs
Clinch
TextRecruit
glassdoor
beamey
phenom people
Avature
FlashRecruit
HubSpot

SENSE
Sense Demo

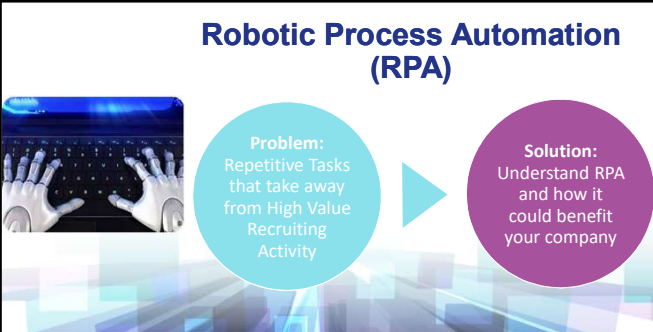
TalentCircles
Talent Circles Demo

ATS

PeopleFluent
Bullhorn
JobDiva
leoforce
Talent Cloud
CATS
erecruit
compos
brightmove
JobAdder
Jobscience

American Staffing Association

Robotic Process Automation (RPA)



Problem: Repetitive Tasks that take away from High Value Recruiting Activity

Solution: Understand RPA and how it could benefit your company

American Staffing Association

What Is RPA?

Virtual workforce powered by software robots to perform repetitive tasks

Commonly reads screens, orchestrates third-party systems, follows rules based processes, and performs repeated actions



American Staffing Association

Reasons for Traction With RPA Technology

A Robot does not:

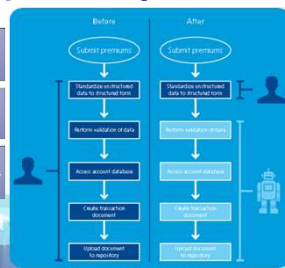
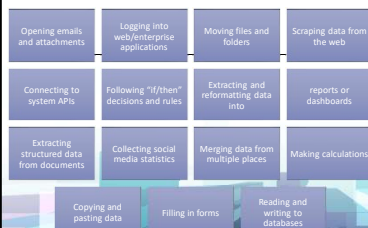
- Require sleep—24-hour operation
- Make as many errors as a human
- Call in sick
- Work only one shift
- Resign from work
- Have holidays
- Need refresher training
- Cause HR issues
- Need physical work space

Benefits:

- FTE hour reduction
- Productivity increase
- Faster turnaround
- Error-free data processing
- Audit trail
- Low cost of acquisition

American Staffing Association

Common Items Accomplished by RPA



American Staffing Association

Remember RPA Can't Do Everything

- Customer-facing **human** interaction
 - Customer receives proper attention
 - Is dealt with in courteous manner
 - Receives personalized responses
 - Has their needs more fully identified and matched to services
- Resolves complaints
- Deals with exceptions to rules
- **THINKS! PLANS! MAKES DECISIONS! PRIORITIZES!**

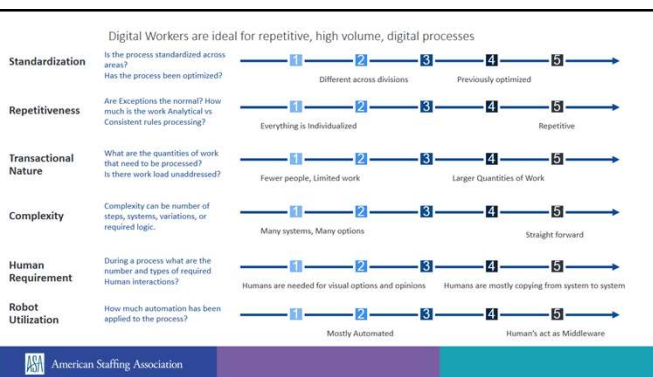
 American Staffing Association

Qualifiers to Determine Where RPA Fits

- Repetitive and rules based
- Accesses structured data sets
- Performed at frequent intervals
- The process is documented and has been standardized in practice
- Three or more staff are hired to complete the process
- Data input is prone to human error

Any methodical, standardized, repetitive process that follows consistent rules and is wholly executed through a human-machine interaction

 American Staffing Association



What Use Cases Have Adopted RPA?

- Finance and Accounting
 - Invoice processing
 - Accounts payable and accounts receivables
 - Reporting
 - Bank reconciliations
 - Fixed assets analysis
 - Master data management
 - Vendor and customer account creation
 - ERP logging from another system
- HR
 - Employee onboarding
 - Leave of absence management
 - Populating employee data into multiple systems
 - Performance appraisal management



ASA American Staffing Association

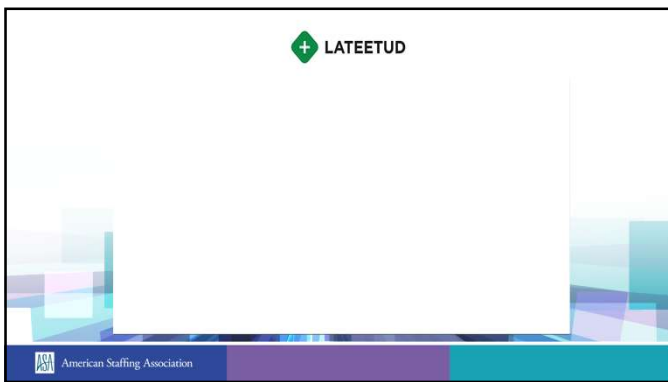


ASA American Staffing Association

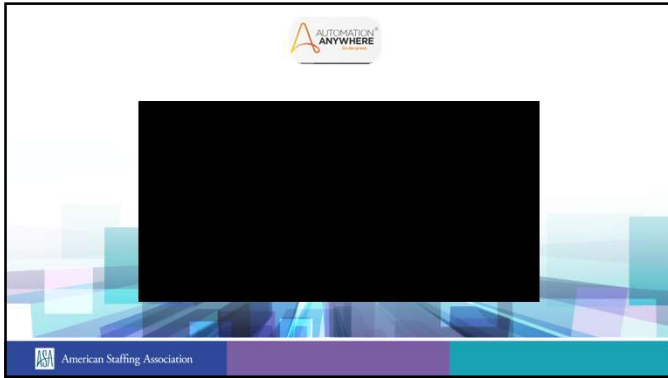


ASA American Staffing Association





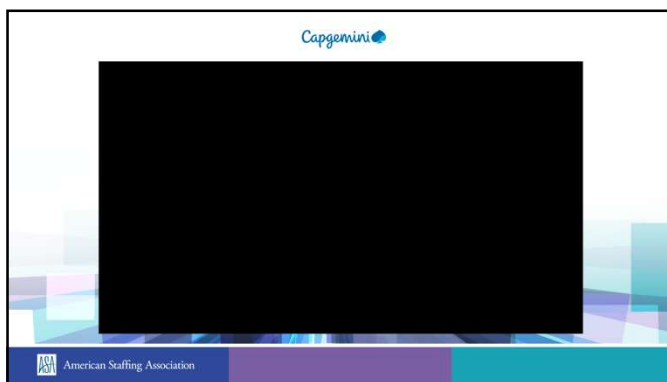












How to Start RPA Within Your Company?

Know the Space	Establish Objectives	Delivery Mechanism
<ul style="list-style-type: none"> Leverage Consulting firms that are vendor agnostic <ul style="list-style-type: none"> Lateetud KPMG Deloitte Capgemini Know that RPA solutions each have pros and cons (some are better at one area than others) Realize you may have several RPA partners depending on what you select 	<ul style="list-style-type: none"> Determine the automation potential across your company Highlight areas of significant potential and areas to avoid without investing significant resources in a discovery phase Complete a deep-dive evaluation of all processes identified as suitable for automation to validate the potential Produce a comprehensive business case schedule for delivering the proposed scope including ROI 	<ul style="list-style-type: none"> Select a RPA solution that meets your business needs, requirements (security) and maintenance model <ul style="list-style-type: none"> Automation Anywhere Blue Prism Ui Path OpenConnect Base your decision on a variety of inputs including: process documentation (SOPs), process walkthroughs, operational metrics

Lightning Round of Technology Enhancements


Process:

1. Called for nominations from exhibitors
2. Panel reviewed submissions and selected winners based on
 - Usefulness of the enhancement
 - Freshness of the idea
 - Ease of use







American Staffing Association




Monster Studios is a mobile app* that gives recruiters the power to record, edit, and publish videos to Monster Job Ads in minutes. The solution enables human connections between employers and candidates, as candidates get to learn about the company, role, and workplace in a more intimate and authentic way.

Compared to outsourced video production, Monster Studios is faster, more cost-effective, and more easily scalable. Currently in beta, Monster Studios is being offered as a value-add to customers who purchase Monster Job Ads.







CareerBuilder's Mobile Revolution Is Creating Buzz Among Media and Analysts

VentureBeat

CareerBuilder's mobile app uses AR and AI to help your job search

JOHN DAMONIAN | @JDAMONIAN | SEPTEMBER 11, 2016 10:09 AM



"CareerBuilder has put a stake in the ground in wanting to **'own' the mobile experience** for talent acquisition and job search," said Kyle Lagunas, Research Manager at IDC. "This is a **strategic move and differentiator** in the midst of a mobile-first world and complex labor environment. CareerBuilder's investment in **incorporating AI and machine learning across their solutions** and within their mobile offering is designed to bring a **richer, more intuitive experience that expedites results for employers and candidates.**"

Consumer Mobile App: New Feature Releases

- Focusing on the mobile first user by reducing time and complexity with AI and automation.

THE COMPLETE CAREER PLATFORM FOR CONSUMERS

PRODUCT DEMO VIDEO

Résumé Builder

Leverages artificial intelligence to help build a résumé in less than a minute.

Geofencing & Beacon

Seamlessly fit within a job seeker's life by employing location services in order to engage with job seekers by raising positions as they go about their day.

Artificial Intelligence

Use artificial intelligence to complete or take actions on the job seekers behalf, such as apply and resume creation.

Physical Pathing

As a job seeker travels to various locations throughout their day (e.g. home to work) CB will collect positions near their travel paths and surface matching jobs to them.

Augmented Reality

Utilize augmented reality to help job seekers find and apply for jobs that are within close proximity.




SELECT A SKILL CHALLENGE

DESIGNED WITH PURPOSE BY TRUEUP



- GAME MECHANICS injected to make it fun
- RELEVANT content to technical professionals
- ENGAGING delivery with modern tech tools
- BITE-SIZED for the new generation

TRUEUP™ Gamified skill enhancement tool for accounting, finance, tax, audit, and technology professionals



TRUEUP™
GAMIFICATION PLATFORM


SHARE IT TO *MASSES IN MOMENTS*
WITH YOUR PERSONALIZED LINK

This is your personalized URL for this challenge to share.

<https://app.trueup.co/c/eLEsO> [Copy Link](#)


- ...blast via EMAIL
- ...share on SOCIAL MEDIA
- ...insert in a JOB POSTING
- ...reach THOUSANDS INSTANTLY

TRUEUP™ Gamified skill enhancement tool for accounting, finance, tax, audit, and technology professionals



TRUEUP™
GAMIFICATION PLATFORM

RECEIVE MASS PERFORMANCE DATA
TO *BENCHMARK SKILLS AT ALL LEVELS*




TRUEUP SKILL DATA MINE

INDIVIDUAL LEVEL
94% vs...

COMPANY LEVEL
85% vs...

NETWORK LEVEL
87%

TRUEUP™ Gamified skill enhancement tool for accounting, finance, tax, audit, and technology professionals



TRUEUP™
GAMIFICATION PLATFORM

SKILL GAPS IDENTIFIED WITH
TRUEUP NETWORK-LEVEL DATA

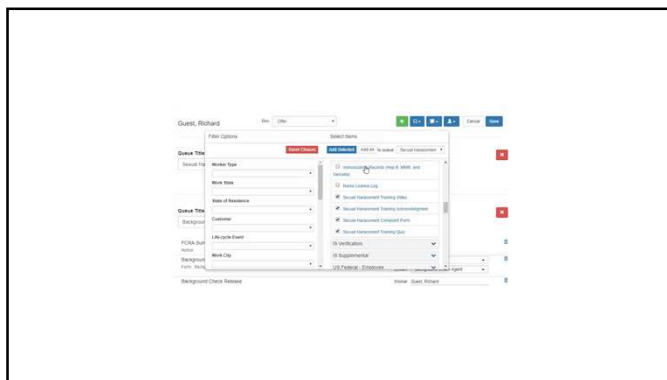
CONFIDENT HIRING
WITH VALIDATED SKILLS


PERSONALIZE TRAINING
TO FILL THE GAPS

YOUR TEAM, ENRICHED

TRUEUP™ Gamified skill enhancement tool for accounting, finance, tax, audit, and technology professionals



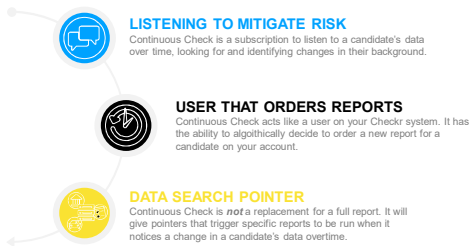




Introducing Continuous Check

Continuous Check, the first dynamic background check product by Checkr, provides continuous updates to a candidate's ability to work for a company based on criminal records. Continuous Check will be available to all Checkr customers early 2019. With this new product, Checkr is creating a new standard for actively checking employee eligibility to ensure safety and fairness.

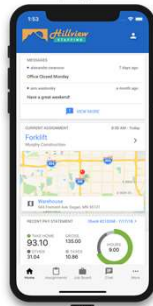
What is Continuous Check?



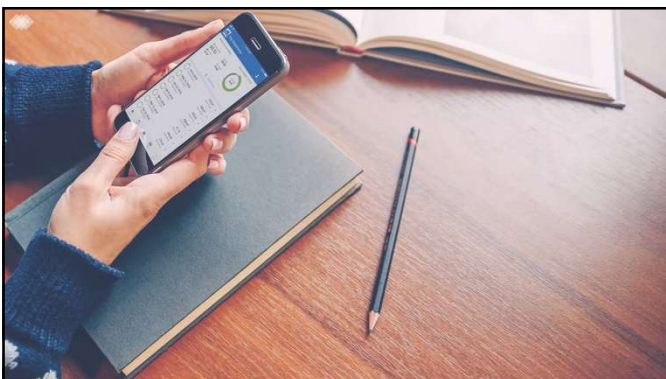
Checkr


TempWorks Buzz App

- First native app for employee engagement
- Your employees stay connected—whether at home or on the go
- Offers
 - ✓ Geofencing and facial recognition attendance system
 - ✓ Chat with recruiters
 - ✓ View paychecks
 - ✓ Check open positions, and more



tempworks
SOFTWARE





Single Environment



Recruiters

DivaBuzz


JobDiva

DivaBuzz – creating the ultimate communication flow!

JobDiva

- First fully integrated payroll service
- In-house payroll with outsourced advantages
- Employee portal for pay stubs and W-2's



AKKEN Cloud


Staffing. Recruiting. Success.

Process Payroll in Minutes, Not Hours!


About the Research and Development Tax Credit

The Credit for Increasing Research Activities is a federal tax credit under Internal Revenue Code Section 41. The credit is generally about **6.5% of a business's qualified research expenditures.**

What is a Qualified Research Expense within the staffing industry?



Wages



Contractors

INCREASE YOUR R&D DEDUCTIONS, TAX CREDITS & INCENTIVES

CTI Corporate Tax Incentives

Page • 108

866.444.4880 | www.ctic.com
© CTI LLC. ALL RIGHTS RESERVED.

Who Is Included in Qualified Research Activities?

• DIRECT SUPERVISION: <ul style="list-style-type: none"> • OWNERS • PRINCIPALS • C-SUITE EXECUTIVES • EVPs • VPs • SUPERVISORS 	• DIRECT RESEARCH: <ul style="list-style-type: none"> • DESIGNERS • DEVELOPERS • ARCHITECTS • QUALITY CONTROL • UI • UX 	• DIRECT SUPPORT: <ul style="list-style-type: none"> • TECHNICAL SUPPORT STAFF • DATA MODELERS • PRODUCT OWNER
---	--	--

CTI Corporate Tax Incentives

INCREASE YOUR ROI USING TAX CREDITS & INCENTIVES

866.444.4880 | www.ctilc.com
© CTI, LLC. ALL RIGHTS RESERVED.

Page • 109

Examples of Qualified Research Activities Within the Staffing Industry

- Developing new or improved technologies
- Conducting requirements, domain, software elements, or scope analysis for a new functional software enhancement
- Evaluating and establishing functional specifications
- Designing and developing the structural software architecture
- Establishing electronic interfaces and functional relationships between various software modules
- Scrum ceremonies
- Programming software source code
- Compiling and testing source code
- Conducting unit, integration, functional, performance, and regression analysis
- Testing user interface and user experience

CTI Corporate Tax Incentives

INCREASE YOUR ROI USING TAX CREDITS & INCENTIVES

866.444.4880 | www.ctilc.com
© CTI, LLC. ALL RIGHTS RESERVED.

Page • 110

States That Have R&D Tax Credits

CTI Corporate Tax Incentives

INCREASE YOUR ROI USING TAX CREDITS & INCENTIVES

866.444.4880 | www.ctilc.com
© CTI, LLC. ALL RIGHTS RESERVED.

Page • 111





Use the App to Rate This Workshop!

1. Log into your Profile.
2. Click Agenda on the app home screen.
3. Choose the workshop to rate.
4. Click "Rate This Now."

Create your profile first and enter to win Staffing World 2019 registration with each rating!
