

# The New Staffing Tech Landscape

OPPORTUNITY OR THREAT



PRESENTED BY

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CEO, Talent Tech Labs

# Technology: Opportunity or Threat?



# Macro Market Technology Trends



**Automation**



**Artificial  
Intelligence**



**Talent  
Intelligence**



**Candidate  
Engagement**



**Experience  
(UX)**

# The Essential Elements of Staffing Technology

POWERED BY



American Staffing Association



TALENT TECH LABS

## SOURCE

### JOB ADVERTISING

<b>Job Boards</b> CAREER MONSTER AngelList @jobase Google ZipRecruiter Handshake snagajob Indeed nexxt talent.com SimplyHired	<b>Job Distribution</b> Indeed @JOBTARGET idibu. HeyJobs Circa JobPostnut LOGICMELON	<b>Programmatic Advertising</b> #Appcast job4if OJOVO recruitifs VONG. pandaLogic	<b>Job Board Aggregators</b> indeed nexxt talent.com SimplyHired
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### ONLINE STAFFING

<b>Recruiter Marketplaces</b> AGENT scout Refik HIRING HERO gustav Recruiter.com Labiq	<b>E-Staffing</b> rolebot WOO HIRED Intro HireArt	<b>Temporary Labor Marketplace</b> CATALANT Nomad Yreavox trusted Wenele Upwork fiverr.
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### SOCIAL NETWORKS & SEARCH

<b>Social Networks</b> LinkedIn facebook Glassdoor dribbble Instagram GitHub blind TikTok AFARMYBOBBS	<b>Referral Tools</b> Employ (L) PONT CLERK JobPostnut JobPostnut teamable zinn
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## ENGAGE

### CANDIDATE COMMUNICATION

<b>Conversational Bots</b> Staffing Engine JobPostnut PARADOX ROBOBOOTS YOR	<b>Candidate Relationship Management</b> Clutch phenom GARYPEOPLE Beamery MarkLama	<b>Candidate Communication</b> twilio TextUs text on all OSENSE grayScale
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## SELECT

### ASSESSMENT TOOLS

<b>Assessment</b> Vervoo HackerRank eSkill SHL eSkill GLIDER Imocha cadility trakify iBackerearth
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### INTERVIEW PROCESS

<b>Video Interviewing</b> Interviewstream easyhire SPARK HIRE A harqen.ai HireVue Modern Hire	<b>Interview Management Tools</b> goodtime Honorit Scheduleforce Prelude HUMANLY
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### TALENT INTELLIGENCE

<b>Labor Market Intelligence</b> Lightcast SkyHive People1 Ticker People1 Engageid Clario People1 Engageid	<b>Matching Systems</b> HiringSolved textkernel leadforce sovren HireScore recruitbot diaXtra tiler Anasenging	<b>Social Search</b> hireEZ fetcher seekout Tolingo Consta humanpredictors
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## HIRE

### TRACKING SYSTEMS

<b>Vendor Management</b> SAP Fieldglass COUPA boeline VINDLY Prehead simplify PRO Field prosperix WORKFORCE LOGIQ Utmost	<b>Freelance Management</b> MBO Partners stoke Telon workunits workunit	<b>Applicant Tracking</b> Jobviva Bullhorn SmartRec AVANTAGE CATS Applio Applied tempworks RecruitHub	<b>Deployment Systems</b> WorkNow TIMEBASED HIRING DRN ((sirenum))	<b>Direct Sourcing</b> livehire talentnet WILLHIRE opptly. twago talentpool
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### PLATFORM TOOLS

<b>Analytics &amp; Data Processing</b> @Model crosschq @Model crunchy JobSync cubel9 VISIER @talentiq
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<b>Robotic Process Automation</b> @Model appian @light
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<b>Background Checks &amp; References</b> Checkr ASURINT INTELIFI veranmark checkr @scoutlogic @certn
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UNDERSTANDING THE INNOVATION TYPE SCALE:

+ ————— -

More Additive ————— More Disruptive

## GROW

### SALES TECHNOLOGY

<b>Sales Bots &amp; Analytics</b> conversica DIGITAL MASCENTA DRFTT GONG exceed	<b>Sales Intelligence</b> LinkedIn SALES NAVIGATOR Lusha adapt zoominfo UpLead bidclerk	<b>Sales Relationship Management</b> APOLLO HubSpot Nutshell Outreach keap pipedrive sugarm ActiveCampaign
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## UNDERSTANDING THE INNOVATION TYPE SCALE:



More Additive

More Disruptive



## Temporary Labor Marketplace

**CATALANT**

Nomad



trusted

**Wonolo**

WorkGenius

upwork

toptal

**fiverr.**





## ENGAGE

### CANDIDATE COMMUNICATION

#### Conversational Bots

 Staffing Engine

 talkpush

 PARADOX

 ROBORECRUITER

 XOR



#### Candidate Relationship Management

 Clinch  
a People3 company

 phenom

 GR8/PEOPLE

 eightfold.ai

 Beamery

 WorkLLama



#### Candidate Communication

 twilio

 TextUs

 text-em-all

 SENSE

 grayscale



## TALENT INTELLIGENCE

### Labor Market Intelligence



### Matching Systems



### Social Search





# The Essential Elements of Staffing Technology



Business Staffing Solutions



Technology Staffing Solutions

## Deployment Systems



TIMESAVED



(( sirenum ))



# The Essential Elements of Staffing Technology



Business Staffing Solutions



Recruitment Process Outsourcing

Direct Sourcing



Recruitment Process Outsourcing



Recruitment Process Outsourcing



## Direct Sourcing

livehire

talentnet

W  
WILLHIRE

opptly.

twago talentpool



## SALES TECHNOLOGY

### Sales Bots & Analytics

 conversica

 DIGITAL MAGENTA

 DRIFT  exceed<sup>ai</sup>

 GONG



### Sales Intelligence

 LinkedIn  
SALES NAVIGATOR



 Lusha  adapt

 zoominfo  UpLead

 bidclerk™



### Sales Relationship Management

 APOLLO



 HubSpot

 CHILI PIPER

 Nutshell

 keep

 Outreach

 pipedrive™

 sugarcrm

 ZOHOO

 ActiveCampaign >



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