

EMEA (Western Europe)

Sourcing, Hiring and Retaining the Best Talent

Organizations everywhere are finding it harder to get — and keep — the right talent. Individuals have increasing power to choose how, where, and for whom they work. And fast shifts in business strategy quickly create new skills gaps.

CHALLENGE

As demand and competition intensify organizations must:



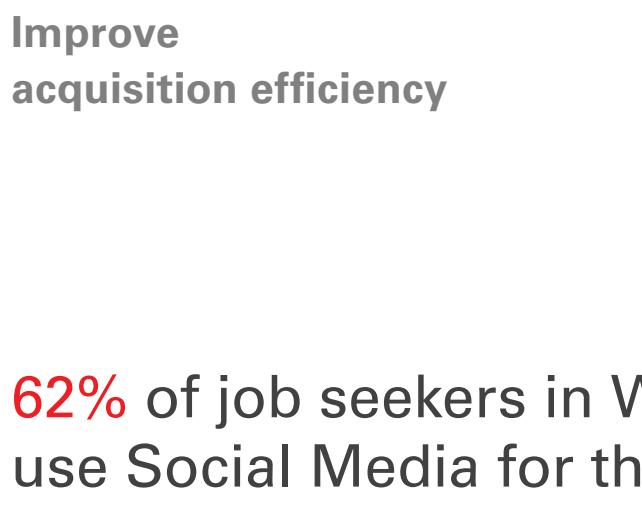
Understand and develop the talent they have



Anticipate that talent they will need



Share this insight quickly and easily



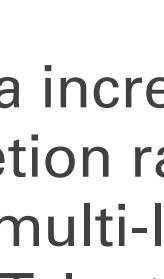
46% of global companies feel recruiting and sourcing highly-skilled talent is the most important HR priority

ROADMAP

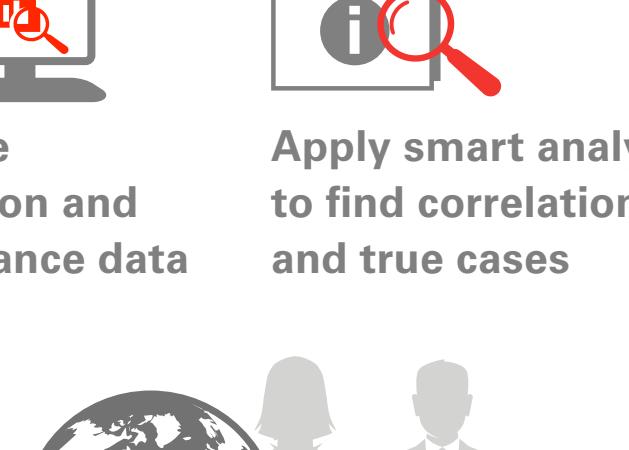
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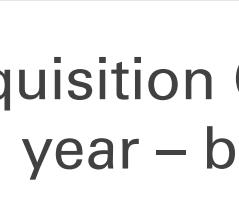
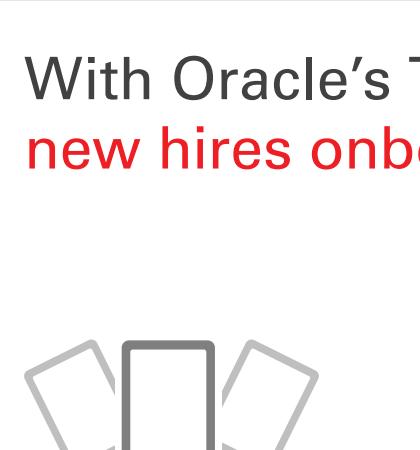
Improve acquisition efficiency



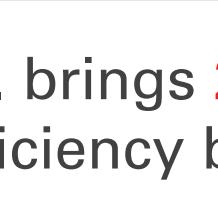
Extend sourcing reach to Social Networks



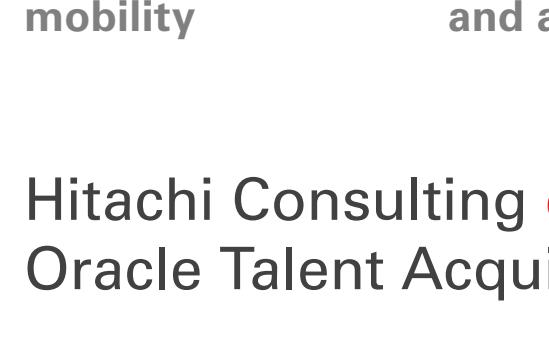
62% of job seekers in Western Europe use Social Media for their job search¹



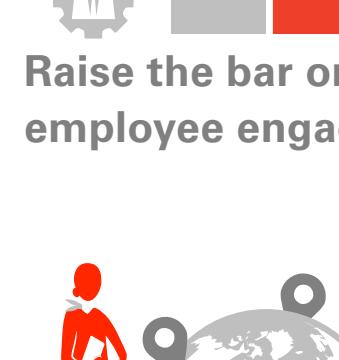
Enhance productivity with tiered screening



Develop global processes with local flexibility



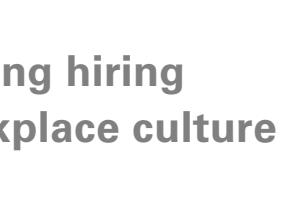
Acconia increases global application completion rate from 70% to 95% with a multi-lingual UI using Oracle Talent Acquisition Cloud²



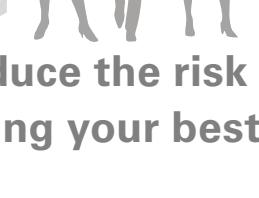
Measure and enhance quality of hire data



Create centralized employee profiles

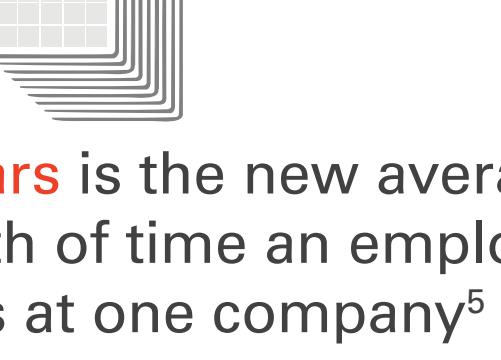


Integrate acquisition and performance data



Apply smart analysis to find correlations and true cases

Only a quarter of global recruiting leaders use data very well³



With Oracle's Talent Acquisition Cloud, Dell Inc. brings 20,000 new hires onboard each year – boosting HR efficiency by 20%



Promote internal mobility



Gain visibility of talent history and aspirations



Boost internal recruitment



Acquire new talent from referrals

Hitachi Consulting doubled referral rates in one year with Oracle Talent Acquisition Cloud

Raise the bar on employee engagement

Cultivate a strong hiring brand and workplace culture

Reduce the risk of losing your best people

Only 14% of employees are engaged with their work in Western Europe, and 13% worldwide⁴

4 years is the new average length of time an employee stays at one company⁵

¹ Adecco, Global Social Recruiting Report 2014-2015.

² Spain. In Global Workforce Trends 2015.

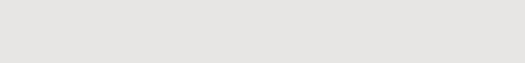
³ LinkedIn Global Recruiting Trends 2013-2014.

⁴ Stated in the 2014 Global Workforce Report 2013-2014.

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