



Taleo Connect

The Taleo Integration Framework Advantage

- Guaranteed message delivery.
- Multiple message formats (XML, ASCII, CSV).
- Services oriented architecture.
- Synchronous and asynchronous integration.
- Self-service monitoring and configuration tools.
- Flexible import/export tools.
- Large file support.
- PGP encryption support.

Flexible, Fast, and Affordable Integration

Speed of execution is a strategic advantage. Your success depends on how quickly and effectively you can capitalize on changing market conditions. Talent is the key element in your ability to move quickly and innovate. Your IT solutions, particularly your talent management solutions, must be agile to support your requirements for assessing, acquiring, developing, and aligning the right talent to accomplish your business goals. Automation and cost reduction are important, but the new key to competitive advantage is IT agility.

The biggest challenge to agility is integration. Custom, code-based, integrations can be horribly complex or cost prohibitive to recreate across upgrades. Industry analysts estimate that ongoing integration changes and support comprise 35-45 percent of the total cost of ownership for most IT solutions.

Taleo Connect™ is designed to help. Taleo Connect enables seamless transfer of basic organizational, financial, candidate, employee, requisition, and onboarding data between Taleo Enterprise Edition, data warehouses, and backend human resources information system (HRIS) and financial systems such as Oracle, PeopleSoft, JD Edwards, SAP, Lawson, and others.

Built on Taleo's next generation integration framework, Taleo Connect provides standard message definitions, packaged integration services, self-service capabilities, and open services oriented components to help you achieve a new level of IT agility from your talent management solutions. Taleo clients are already beginning to realize benefits, including:

- Reductions in integration costs and project time.
- Rapid upgrades capabilities.
- Lower total cost of ownership.

The Importance of Integration

Taleo's integration solutions were ranked as one of the top five most important functional areas that clients rely on to drive talent management performance in their organizations.

*Taleo Value and Customer
Satisfaction Survey
Cedar Crestone*

Standard Messages and Bundled Services

As a charter member of the HR-XML Consortium, Taleo was an early pioneer in creating certified support for the HR-XML message format to support open, standard integration for HR applications. Taleo Connect was designed to be flexible and affordable, so you can select the right level of integration for your needs. Based on our most common integration points, Taleo Connect provides standard import/export messages bundled with fixed scope integration services. With standard messages and bundled services, the complexity and cost of your initial integration project can be greatly reduced. If your integration needs are more complex, Taleo also has the capability to provide custom and guided self-service integration services to fit your unique needs.


Taleo Connect Standard Messages

Standard Import Messages	Standard Export Messages
Position	Organization
UDS Element	Location
User Defined Selection	Job Field/Function
Recruitment Source	Department
Department	Job Template
Requisition	New Hire
Candidate	User
Questions	User Group
	Large User-defined Selection (LUDS)
	Position

Taleo Connect Client Delivers Self-Service Integration Tools

Once you have successfully completed your initial integration, ongoing monitoring and support become critical. Unlike code based integrations, Taleo's object based integration methodology and self-service tools enable you to monitor your existing integrations, as well as build new data imports/exports and configure integration processes. When you need to add a new integration point or go through an upgrade of your backend systems, you do not need an army of consultants to recreate your integrations.

As part of the Taleo Connect solution, Taleo Connect Client provides powerful self-service tools to help you configure your integration processes, build your own data extracts, and monitor all of your Taleo integration processes. Taleo Connect Client includes:

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- **Configuration Wizard** to configure your integration processes using a highly specialized workflow engine.
 - **Import/Export Tool** to give you self-service capability to define data formats and the data you want to import or export to and from Taleo and your backend systems.
 - **Monitoring Dashboard** so you can ensure smooth data transfer between Taleo and your backend systems.

Taleo Connect Service Options

All Taleo Connect solution options leverage our state of the art Taleo Integration Framework to deliver standard integrations, support self-service integration projects, or provide full service custom integrations. Regardless of how simple or complex your integration needs are, Taleo has a cost effective, reliable integration solution for you.

Standard Option

Our standard option provides standard imports and exports in message formats that are predefined by Taleo. The defined import and export files support the most common integration messages and most common fields within each message based on Taleo's experience with clients.

Self-Service Option

The self-service option provides access to import and export tools which you can use to develop and deploy your own integrations. If you choose, Taleo Integration Services can provide the support you need to get up and running with your self-service projects. Full self-service import and export capabilities are supported with a new GUI-based Taleo Connect Client.

Custom Option

For clients with unique integration needs, Taleo Integration Services can also provide custom import and export integrations that are designed to your specifications. Taleo works with you to clearly define a unique solution and then leverages the Taleo Connect Framework and tools to deliver the custom modules. File exchanges can be either delimited ASCII or XML file formats.

“The (Taleo) team has provided a flexible framework of XML and messaging that will make the integration with PeopleSoft a large success. From a technology standpoint, Taleo is way ahead of the curve with the tools it brings to the industry.”

Nathan Swanstrom
Manager of Information Systems
UnitedHealth Group

Advanced Technology Drives Lower Total Cost of Ownership

Many of the world’s largest and most demanding enterprises rely on Taleo Connect for proven, accurate integration between their backend systems and Taleo Enterprise Edition. Whether you need integration to your HRIS for front end requisition creation or backend onboarding, Taleo Connect makes it easy and affordable. With an advanced services oriented architecture and self-service integration tools, Taleo customers have streamlined their IT environment, eliminated the need to support multiple systems, and reduced their total cost of ownership.

To learn more about Taleo Connect, contact your Taleo representative today.



CONTACT

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ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

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