



Taleo Agency

“Today we have created a pipeline of quality candidates to meet the company’s growing talent needs and have significantly streamlined our processes for the long term. After being live on Taleo’s solutions for just one year, we reduced our advertising spending by \$1.3 million and agency fees by \$2.1 million, which have contributed to our bottom line.”

Thomas Valerius
Vice President of Recruitment
UnitedHealth Group

Collaborate with staffing agencies for a more effective workforce.


By 2010, there will be 23 million more jobs open than there will be people available to fill them. To prepare for the upcoming hiring crunch, you need every staffing advantage you can get. Now is a critical time to enhance and streamline your relationships with staffing agencies, so that you can source better candidates at a lower cost.

Taleo Agency™ enables agencies to submit candidates directly to your Taleo platform—removing the barriers between you and your next employee. With Taleo, you can manage your agency sourcing channel more effectively. You can measure the effectiveness of third-party recruiters to determine the best sourcing strategy. You’ll also minimize agency fees and increase the consistency of your staffing processes.

These improvements can save you time and money. One global financial services organization saved \$9 million in agency costs within one year of implementing Taleo. And due to the popularity of staffing agencies in Europe, several European-headquartered companies are streamlining their agency staffing processes using Taleo Agency.

Evaluate All Talent Together to Find the Best Fit

Taleo Agency extends the broad functionality of Taleo Professional™ by providing agencies with self-service access to job openings through your proprietary portal. Pre-approved recruiters can submit candidates directly for specific positions. Once candidates are in your system, your recruiters and hiring managers use a single solution to source and prescreen them.



You can evaluate agency candidates alongside all other candidates to find the best fit for each position. Each candidate's talent master record remains in your database for matching with existing and future job openings. Meanwhile, Taleo Agency helps you reduce your agency costs in two ways. First, it limits the job requisitions that agencies can view. Second, it flags agency candidates who have independently submitted a profile—without agency affiliation—to your database.

Whether candidates arrive via agencies or through your career site, Taleo Agency ensures that you handle all candidates according to Taleo's ACE™ Staffing Best Practices. Your recruiters can communicate with third-party recruiting professionals in a standard, measurable process.

This consistency helps you control costs and allocate budget more effectively for a better return on your sourcing investments.

Optimize Agency Management

Taleo Agency is designed to help you manage staffing agencies efficiently. Your system administrator can configure the solution to ensure secure, reliable communication between all those involved in the staffing process. You may choose to deploy one portal for each agency, or a single portal where all agencies access the information you post. To handle special processes, approvals, or other requirements, you can set up configurable workflows for different agencies.

To optimize agency management, Taleo Agency:

- Suggests a short list of third-party recruiters who are best equipped to fill a requisition.
- Automatically invites authorized third-party recruiters to refer candidates when your staffing team posts a new job to the portal.
- Prevents confusion about agency candidate ownership by flagging referred candidates.
- Notifies the referring agency when your staffing team corresponds directly with an agency candidate.
- Offers complete access to candidate history, including transactions with third-party recruiters.
- Ensures secure and fast transmission of agency candidate files to internal recruiters and hiring managers.

Taleo Agency works with Taleo Reporting™ to generate standard and ad hoc reports in real time. Staffing managers can easily run advanced reports and track meaningful metrics on agency performance. For example, your company can gain important information about the quality of agency-referred candidates by using the Source Tracking Report, which indicates how many candidates referred by a specific recruiter were actually hired.



Prevent Duplicate Candidates Automatically

To ensure that candidates are submitted only once for a position, Taleo Agency checks twice for duplicates. First, the system reviews candidate email addresses when a third-party recruiter enters candidate information. The system immediately notifies the external recruiter of a duplicate email address in the candidate database.

As a second layer of protection, the system also conducts a database search of profiles whenever it receives an agency candidate. If it finds a duplicate profile, the system alerts the internal recruiter with a notice in the Staffing WebTop™.

Unite All Candidate Information in One Talent Database

With Taleo Agency, agencies can submit their candidates to your organization through a job-specific application or the Taleo Candidate Profiler. All candidates are then evaluated according to your organization's criteria — regardless of the sourcing method. These evaluations will be consistent with Taleo ACE Staffing Best Practices.

Find the Right Agency Quickly

Taleo Agency limits the need for searches by noting each third-party recruiter's staffing strengths. You can quickly identify third-party recruiters who have direct experience with specific types of candidates. For example, you can identify staffing agencies that focus on specific industries such as healthcare, financial services, or technology, and candidate profiles such as mechanical engineers, executives, or marine biologists.

Secure Access to Your Job Information

Only pre-approved recruiters with authenticated user names and passwords can access Taleo Agency. The solution eliminates the possibility that candidates will be referred for non-approved jobs. Your staffing team invites third-party recruiters to refer candidates to specific jobs posted on the agency's portal. These recruiters can access only the jobs to which they have been invited.

Configure Agency-Specific Portals

Taleo Agency enables you to create portals and applicant flows for specific agency types or individual agencies. This high level of configurability allows you to collect all the information you need to maximize agency efficiency.

For example, you might elect to configure one portal for executive search firms that allows the attachment of executive resumes and profiles, and another portal for IT search firms that follows an applicant flow process suited to candidates for highly technical positions.

Contact your Taleo representative to discover how Taleo Agency can help you manage the agency staffing process, control agency costs, and save valuable time.

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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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