

How to choose the right analytics solution for Talent Acquisition



You're ready to start looking at options for an analytics solution for Talent Acquisition.

There are 3 primary solution options available to Talent Acquisition Leaders:

- **Do it yourself:** use resources within your Talent Acquisition Team to build & manage
- **IT Built Solution:** get IT to build you an analytics solution
- **Analytics Service Provider:** engage with a Analytics partner that focuses on Talent Acquisition

To help assess the alternatives, we've put together a comparative chart to work through the strengths and weaknesses of each.

	Do-It-Yourself	IT Built Solution	Analytics Service Provider
Time to first insights	Hours/Days/Weeks	Months/Years	Hours/Days
The ability of the solution to:			
Integrate all data sources	Low	Low	High
Perform Powerful Segmentation	Low	Medium	High
Produce High Impact Executive Dashboards	Low	Low	High
Deliver Results fast	Depends on expertise/timing	Wait in the queue...	High
Change based on business need / Agility	Low	Low	High
Talent Acquisition & Analytics Subject Matter Expertise / Acumen	Low/Medium	Low	High
Cost	Annual Investment: 70k-90k / year *	Initial Investment: 100k-250k ** + Annual Investment: 50-100k / year	Annual Investment: 8k-20k / year ***

Note: all costs are provided as guidance only and each organization will vary

*approximate loaded cost for 1 FTE

** includes: servers, database software, business intelligence software, IT resources, consulting resources

*** cost varies based on size of organization

How to choose the right partner for your analytics solution in Talent Acquisition

If you agree that partnering with an analytics solutions provider is the best way forward, make sure you cover all the bases. Here are three must-do's when it comes to assessing different providers.

Time to first insights
The ability of the solution to: <ul style="list-style-type: none">Integrate all data sourcesPerform Powerful SegmentationProduce High Impact Executive DashboardsDeliver Results fastChange based on business need / Agility
Talent Acquisition & Analytics Subject Matter Expertise / Acumen
Cost

Analytics Service Provider

Fast: Hours/Days

- ✓
- ✓
- ✓
- ✓
- ✓
- ✓

Annual Investment: 8k-20k/year*

* cost varies based on size of org

3 must-do's:

1. Assess each provider on the above criteria. **Ask questions – and lots of them.**
 - Find out who will be working with your data and your team, find out what their background is... it matters that they're knowledgeable in Talent Acquisition.
 - Make sure you see the solution in action. Check its power, speed, agility and the look and feel of the visualizations.



2. Find out what kind of **ongoing relationship** you will have. Make sure you're not entering a traditional SaaS relationship with a love 'em and leave 'em approach. Make sure you're teaming up with a true partner who will be involved in helping you get the most of the solution and continually working with you to elevate your game within the organization.

3. **Go to the Source.** Make sure you speak to current clients. This is the best way to really get a sense of how each provider operates and what you can expect in the relationship.



Want more information?

If you're ready to take the next step, [contact us](#).
We'd love to get you started on a Free Trial to
show you how analytics can take Talent
Acquisition to a whole new level.



PepleInsight