iCIMS®

The Definitive Guide for

ASSESSING WORKDAY FOR RECRUITMENT

10 Questions to Ask Before You Buy an Integrated Recruiting Module

There are some exciting, modern HCM technologies on the market today extending beyond HR to provide support in finance, supply chain management, sales and service, and even recruitment. One of those is Workday, which sometimes offers its recruitment module for free or for a low up front cost.

What's the real cost?

Can Workday grow with you?

Are there associated costs to get it up and running? Can you implement it yourself or will you need a consultant? Does it include all the features you need? How will it integrate with your existing recruitment tools?

In this guide we'll help you gather all the important questions to accurately assess the cost and functionality of Workday for recruitment.

Tech Stack Costs

THE WORKDAY CLAIM:

"Using one core system across all of HR will reduce our application and infrastructure expenses and allows us to consolidate your ecosystem."

Questions to ask to help get to the truth:

1 Recruiting is complex and requires more than an ATS. CEOs and IT leaders agree the cost of integrations create the biggest headaches.*

Ask: What are the costs associated with integrating our other hiring tools like assessments, background checks, job board posting, video interviews, etc. with Workday's recruitment module?

2 As your business scales, you'll need to reconsider vendors.

Ask: What happens when we want to change a vendor or add a new tool for recruiting? How much will that cost, and how difficult is it to integrate new technologies with Workday?

3 If Workday's focus is HR and not recruiting, then core recruiting products you need will be missing.

Ask: Will we need to purchase a third-party career site solution and CRM? How much do these products cost? How easily can they be integrated with Workday? Will IT be able to implement them at the same time as the ATS module rollout? Will we have downtime in our passive candidate recruitment efforts?

Go-Live Costs

THE WORKDAY CLAIM:

"Our automated implementation tools, preconfigured workflows, prebuilt reports, and network of certified partners make deployment low-risk and low-cost."

Questions to ask to help get to the truth:

4 Workday doesn't handle deployment of the recruitment application directly.

Ask: What additional costs are budgeted for getting our new system up and running? Have we included consulting, project management, data migration, change management, business analysis, and testing expenses? What are we sacrificing from our HR budget (like recruitment advertising dollars, headcount, new tools we want to try), to fund the switch?

5 It's common to hear about employers who purchase a recruiting module from their HCM only to never go live.

Ask: What percentage of customers are actually live on the recruiting product? What do references say about the go-live experience? Have we factored in recruiting downtime costs if this happens?

*Robert Half, Technology's State of U.S. Tech Hiring, 2019

Support Costs

THE WORKDAY CLAIM:

"We offer a robust support model comprised of self-service and HCM experts. You'll see a reduction in HR support costs due to system consolidation."

Questions to ask to help get to the truth:

6 Both functional and system expertise are needed to support recruiting technology.

Ask: Is the Workday admin capable of supporting recruitment, or will a recruiting resource be taken off their current assignment to fill this need? If the latter, what happens to that person's workload? Will our admin become our internal help desk? Will we be charged if we want more than one employee to receive tech support from the vendor?

7 Maintaining recruitment momentum is critical. A new system will require in-depth training for all users, prior to go-live and after each release.

Ask: Do we have budget allocated to send users to training? Will our admin also be responsible for creating and maintaining internal training materials, or do we get these for free from the vendor? Are there limitations on how we scale training, such as recording the trainings for others within our organization and/or new hires?

Cost to the Business

THE WORKDAY CLAIM:

"A centralized HR system provides better visibility into our entire operation, which creates efficiency and enables our organization to scale."

Questions to ask to help get to the truth:

8 While some systems look sharp, they may not be strong in actual user experience (UX). That lowers user adoption and, in turn, causes us to lose efficiencies promised by the technology.

Ask: What functionality will we lose if we move to the Workday recruiting module? Will those losses require less efficient, less compliant manual workarounds? Will less efficient recruiters translate to needing more resources? What is the compounded impact of all those small steps backward?

9 The investments we choose to make in recruitment technology reflect our investment in recruitment overall.

Ask: If Workday's recruiting technology isn't best-in-class, how will we achieve best-in-class recruitment?

10 Talent is one of our competitive advantages and we constantly need to recruit the best to perform as a business.

Ask: If we "save" on this free recruitment Workday module, will we still hit business goals? Are we comfortable extending our time to hire if it means delaying critical headcount? If we're understaffed, how will that impact our sales, product delivery, and overall competitiveness?

One move saved AmTrust Financial $13M

When AmTrust partnered with iCIMS, it made a bold move forward, integrating a best-in-class ATS with its core HCM, Workday. No longer does the company need to rely on costly recruitment agencies to hit their hiring numbers.

"I didn't want someone who did this as one piece of their offering. I wanted a system and a provider that was a subject matter expert. I needed to be with a provider where this was all they did. This was their focus – any dollars they made, this is where they were going to get invested."

Kimberly Bowen,
former vice president of talent acquisition, AmTrust

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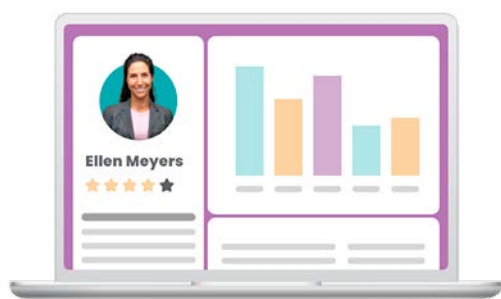
The Talent Cloud

Talent Powers Transformation

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide.

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