



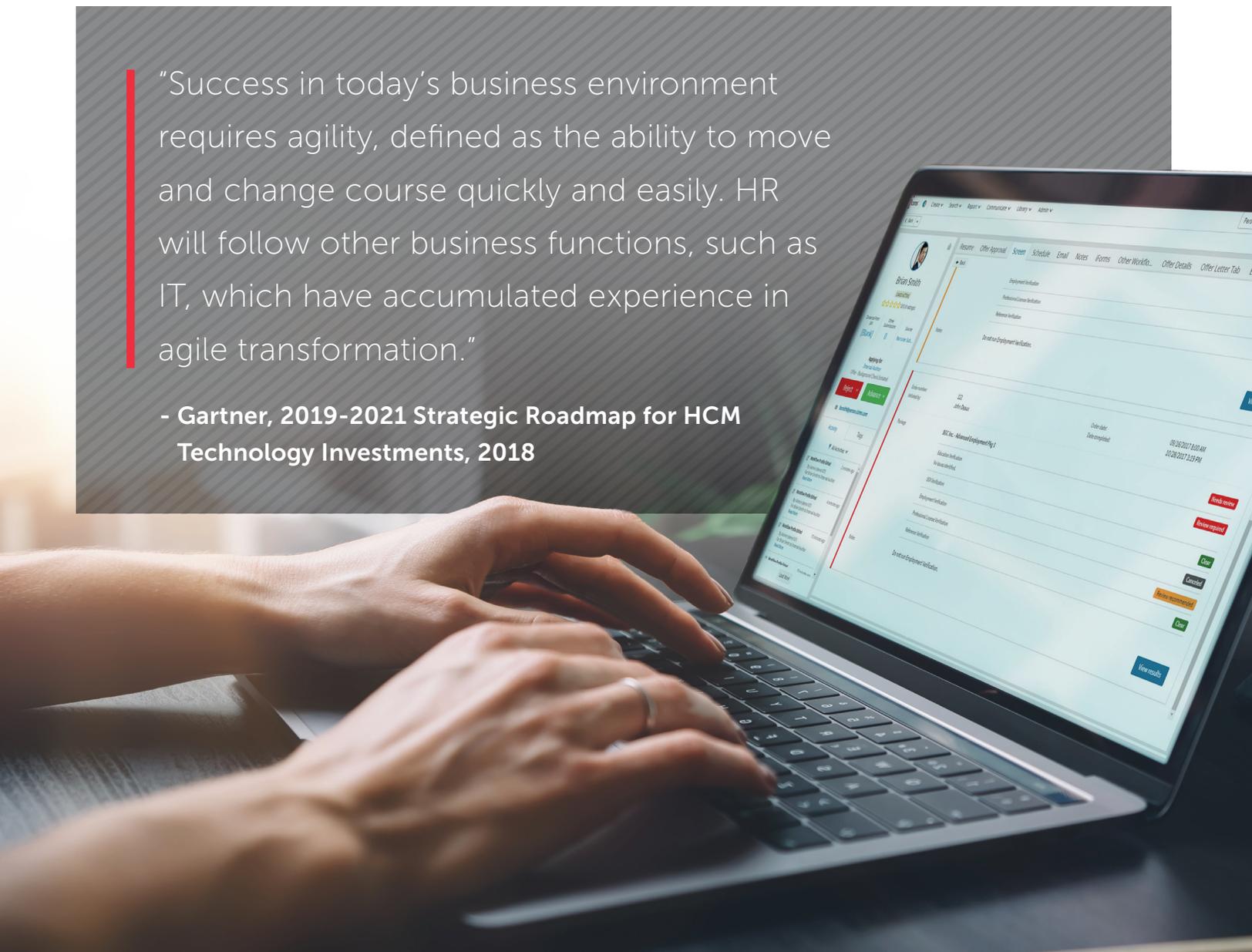
The Power of AGILE INTEGRATIONS

A Tech Guide to Pre-built Integrations for All Your Recruiting Needs

This guide provides a road map to keep talent teams competitive utilizing flexible integrations, without a burden on IT.

“Success in today’s business environment requires agility, defined as the ability to move and change course quickly and easily. HR will follow other business functions, such as IT, which have accumulated experience in agile transformation.”

- Gartner, 2019-2021 Strategic Roadmap for HCM Technology Investments, 2018



Digital maturity requires workforce efficiency

When teams are stretched, companies risk costly project delays and worse—digital maturity risks being pushed off to the next quarter. A strong workforce of individuals, confident in their skills and tech, is IT's greatest asset.

“Technology’s rapid evolution has 70% of IT and HR Operations leaders planning to increase their investment in recruitment this year.”

- **icims** Insights, Transforming Talent Acquisition, 2020

It starts with an infrastructure built for recruitment

All-in-one HCMs like Workday cover multiple functions such as HR and finance, sometimes also offering a recruitment module. Using a built-in recruitment tool looks like a simple solution, but is it sustainable for business growth?

Workday doesn't offer all of the specialty tools recruiters need to stay competitive. That leaves IT teams with the job of manually connecting applications. Their options? Costly custom integrations, allocation of in-house developer hours, and switching between disparate applications.

Quickly, this seemingly simple approach strains IT budgets, time, and resources.

What you avoid with seamless integrations:

- Manual tasks prone to human error
- Data silos and compliance risk
- Inability to realize the full potential of investments
- Extended vacancy of critical roles
- Productivity strains on teams with already low headcount

89% of IT professionals

say integration challenges slow their digital transformation and currently spend 22% of their budget on integrations each year.¹

¹Robert Half, Technology's State of U.S. Tech Hiring, 2019

“By 2020, 30% of global enterprises will have invested in a cloud-deployed human capital management (HCM) suite for administrative HR and talent management, but will still need to source 20-30% of their requirements via point solutions.”

- Gartner’s 2019 Hype Cycle for HCM Technology

Take the work out of integrations

Future-looking companies seize the opportunity to provide more value to their TA department and help reach organizational goals. IT leaders do this by offering a versatile tech stack that’s tailor-made to their companies’ unique hiring needs all while providing flexibility to integrate specialized tools, services, and innovations without disruption to larger HR operations or IT priorities.



AmTrust Financial, a Fortune 500 multinational firm with more than 40 acquisitions selected a best-in-class recruitment solution over its embedded HRIS solution, Workday’s less expensive recruitment module, to achieve:

\$13M

in recruitment
spend savings

7x

growth in
talent pipeline

50%

decrease in
time-to-fill

The foundation: a dedicated developer platform

When you provide your talent teams with scalable solutions built on mature technology, you can better allocate tech support to other business areas.

Best-in-class technology platforms bring together industry-leading tools to source, engage, and hire top talent all while working seamlessly alongside your HR system—so you deliver increased value to your business. Swapping a simple module for a capability-rich platform means you can create strong connectivity between any systems your talent teams need to be successful.

“Using [platforms] can provide a lower-cost alternative to purchasing a third-party packaged application to close a functional gap in your HCM provider’s application set.”

- Gartner’s 2019 Hype Cycle for HCM Technology

Swap “good enough” for agile recruitment

Pre-built integrations provide your organization with:

1. Flexibility

Concepts like artificial intelligence and virtual hiring keep talent acquisition tools constantly evolving with new tools. Rapidly deployed integrations accelerate the innovation, productivity, and decision-making of your teams with new latitude to adopt tools and interchange vendors on a dime.

When hiring has to pivot, talent leaders can easily search for stronger recruitment tools in a vast marketplace of vendors. Pre-built integrations provide a trusted, self-service way to meet all their needs, and talent leaders can be confident that these tools are validated to predefined standards for integration into your best-in-class talent platform.

² Insource, A Vacant Position is More Costly Than You Think, 2017

³ EY, Estimating Labor and Non-Labor Costs Associated with Common HR Functions Report, 2018

⁴ Deloitte, Human Capital Trends Report, 2019

The financial impact of investing in a platform that supports key talent applications:

Source

Save **\$680 per day** in vacant position costs.²

Screen

Avoid the risk of class-action lawsuits over alleged background check violations. This has cost businesses **up to \$174 million** in the last decade.³

Employ

Save money on every new hire when I-9 information is automatically captured. On average it takes employers 18 minutes to record and 17 minutes to correct errors from manual I-9 input—per new hire. Automation saves you the \$24 hourly rate used to pay the person completing that task.⁴

esurance

Esurance competes for Silicon Valley talent by regularly swapping TA tools for those of modern caliber. In one year, the firm revamped its tech stack to achieve:

41%

year-over-year decrease
in cost-per-hire

36-point

increase in candidate
experience net
promoter score

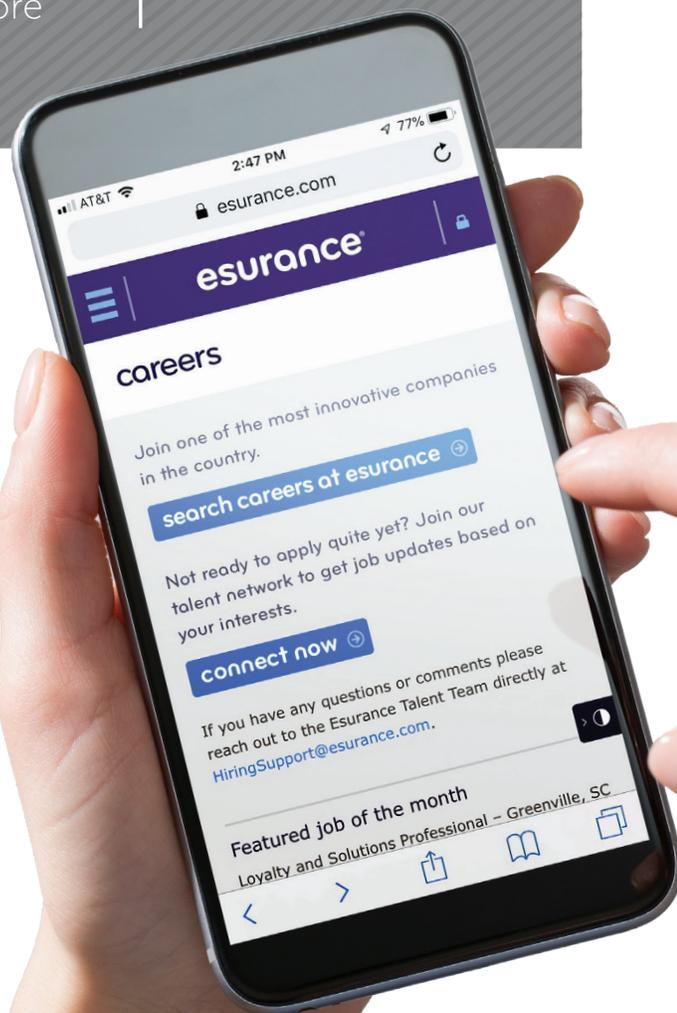
32-days

average
time-to-fill

2. Scalability

Building custom integrations causes budget friction and stressful technical surprises. With pre-built integrations, teams are up and running faster and with less strong, less cost, and less time.

When a predefined framework is in place, activation time is reduced from months to just days. Put applications to work sooner and trust that integrations are scalable, closely monitored, and groomed frequently to support everything from small, intermittent data updates to real-time synchronization.



Integration variety tailors connections to work for everything from niche point solutions to enterprise-grade HR platforms:

Integration Maturity	Details	Value
Rapidly deployed integrations	<ul style="list-style-type: none"> • First of its kind • REST API • Pre-defined framework • Enhanced UI/UX • Quick activation • No IT resource requirement • Developer efficiency 	Maximize user productivity and data integrity by remaining in existing recruitment workflows to order, run, and review data from integrated technologies without toggling between multiple logins or leaning on IT support.
Purpose-built, standardized integrations	<ul style="list-style-type: none"> • Built to pre-defined best practices • Templated to your specifications • REST APIs and JSON methodology • Secure HTTPS connection • Repeatable and scalable process • Reduced professional service 	Boost time-to-value horizon with optimal workflows and data integrity without having to start from scratch every time a new integration is needed.
Data transfer services	<ul style="list-style-type: none"> • Secure data synchronization <ul style="list-style-type: none"> • Continuous, near-real time • Frequency-based • Data warehousing and analytics • Automatic synchronization to HCM, external systems, and data repositories of your choice 	Seamlessly synchronize information between systems to enhance decision making with secure accessibility, quick transfer, and management of data in large volumes.
Flat file and API-based integrations	<ul style="list-style-type: none"> • Unique and flexible • File exchange over SFTP server with PGP encryption • Built to your specifications using REST API, flat-files, and legacy tech 	Gain highly tailored integrations that you can validate to complement your unique hiring needs.



Hackensack
Meridian Health

Hackensack Meridian completed a successful merger with 33,000 employees across 13 hospitals by centralizing all TA software into a best-in-class platform.

"This was the first I'd ever seen anything this intricate pulled off without a glitch. The way the platform was able to be configured to allow those integrations to run smoothly and at the same time to deliver a consistent experience for our end-users, that to me was a huge win and a special story."

- Former VP of talent selection, solutions, and services

3. Accuracy

Advanced APIs keep data exchange between HR technologies clean, consistent, and secure to protect your business. These APIs eliminate the need to connect disparate data sources into a single warehouse of Business Intelligence tools, so ROI remains easily analyzed, measured, and tracked in real-time across all candidate and employee solutions.

API data privacy and infrastructure checklist:

- ✓ Secured with BASIC or HMAC authentication
- ✓ ISO 27001 certification with no direct database access and data encryption both in rest and in transit
- ✓ Fully cloud-based hosted environment in which customer data storage is segregated from the application. iCIMS' cloud hosting provider is compliant and maintains numerous certifications including SOC 1 (SSAE 16), SOC 2, SOC 3, ISO 27001, ISO 27017, ISO 27018, and PCI DSS 3.2.
- ✓ Secure HTTPS connection using TLS 1.2, 4096-bit encryption for all communication and data transfer
- ✓ Compliant with the European Union General Data Protection Regulation (GDPR) and CCPA

iCIMS makes it easy to break free from restrictive recruitment

Enterprises succeed in open ecosystems that allow businesses to evolve flexibly. We established the industry's leading and most well-adopted talent ecosystem to scale the entire hiring process within a single, focused platform.

"iCIMS is a very flexible system with easily configured interfaces. It enabled us to have an automated data feed from iCIMS into our HRIS suite, significantly reducing the manpower needed to manually enter the substantial amount of employee data that is received."



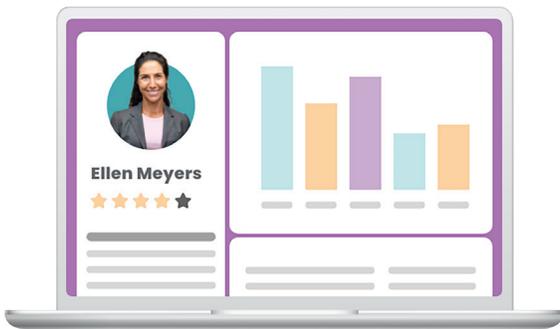
- IT business analyst for Seminole Hard Rock Support Services

Shop and learn more about iCIMS' ability to integrate into the latest and most innovative recruiting technologies that help you source, screen and hire candidates in our [Marketplace](#). Ease your mind with the knowledge that each vendor is vetted and trained by iCIMS to ensure a seamless integration experience.



icims®

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.

See it in action www.icims.com/see-it-in-action