Applicant Tracking Systems 2020

Leverage your ATS and other technologies to adapt to a rapidly changing recruitment environment

fountain in partnership with **HR.com**

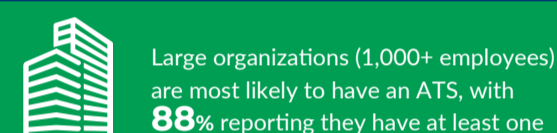## Covid-19 has affected talent acquisition systems and processes in most organizations

78% say they have taken **talent acquisition actions** in response to the pandemic

Among these organizations:

60% have begun doing interviews virtually

24% have implemented new technologies to handle remote hiring issues

22% have changed recruitment messaging

In addition, among those that changed to focus more on **remote hiring processes**:

89% adopted a video conferencing platform

56% adopted an electronic signature application

Most organizations have an ATS

73% of HR professionals say their organizations **use an ATS**

Of those with **at least one ATS**:

35% use at least one stand-alone solution

44% use at least one recruitment module of a larger system/platform (e.g., HRIS)

Large organizations (1,000+ employees) are most likely to have an ATS, with **88%** reporting they have at least one

Many more are planning to get or considering an ATS

Of those **without an ATS**:

16% have plans to get one

40% are thinking about getting one
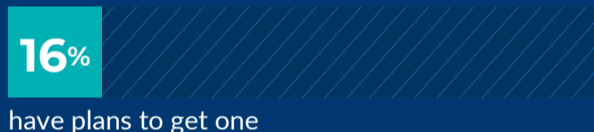
The Bad News

Many ATS still suffer from a variety of weakness

Most respondents indicate their ATS **do not perform well** in these areas:

- Automatically matching candidates to the right job postings
- Gathering and integrating employee referrals
- Enabling recruiters to locate internal talent
- Identify candidates who are passively looking for job

Other **areas of concern** for some ATS are:

- Difficulty integrating with:
  - automated reference checking
  - candidate satisfaction data
  - video interviewing platform
- Lack of enough needed features
- Poor reporting/analytics functionality
- No ability to gauge job candidate experiences

The Good News

ATS performs a variety of tasks well

Today's ATS are strongest at these three tasks:

- Tracking candidates as they move through the recruitment process
- Customizing the application process to the specific needs of jobs
- Routing jobs and offers for executive approval

Most ATS allow their **recruitment departments** to:

- Stay organized
- Save time
- Maintain ease of use
- Schedule and manage interviews

Consider These Strategies

- **Understand** how talent acquisition is changing due to the Covid-19 pandemic
- **Maximize** the features and functionality of your ATS
- **Gather** data on the candidate experience
- **Find** ways to improve the candidate experience
- **Locate** passive job seekers
- **Pay** close attention to reporting functionality in ATS
- **Examine** integration capabilities
- **Look** for systems that help meet strategic and not just tactical needs
- **Leverage** internal candidate capabilities when it is to your advantage