



# 5 Reasons to Optimize Your Talent Acquisition Tech Stack

Employers continue to find it challenging to find and hire qualified talent.

According to the **U.S. Bureau of Labor Statistics (BLS):**

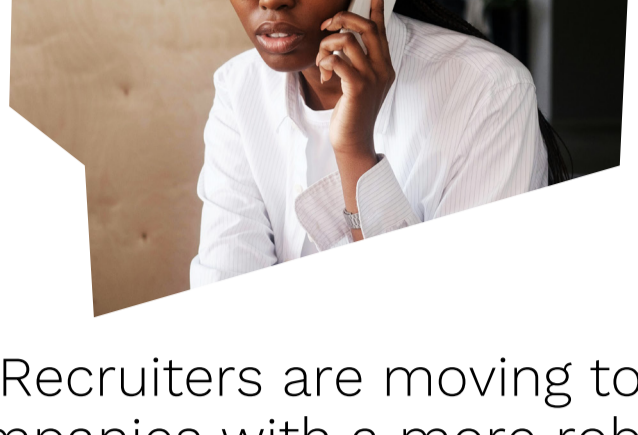
**532,000**  
jobs were added in Q2 2024

**4.1%**  
unemployment rate remained fairly stable

And that means talent teams are **feeling the pressure.**



Companies are struggling to fill open positions, find quality talent, and stay competitive.



Recruiters are moving to companies with a more robust recruiting technology stack.

## Employ research indicates

**30%** of talent acquisition professionals believe there are not enough qualified candidates to fill open positions

**50%** think recruiting in their company will remain volatile during the next 12 months

**53%** of talent acquisition professionals feel their job is more stressful today than it was a year ago



## So How Can Your Organization Respond?

**Begin by centralizing your recruitment technology stack.**



Strategic recruiting teams are making the move from disconnected point solutions to a centralized platform that can handle the complexity of hiring in today's tight labor market.

## What It Takes to Centralize TA Tech

**Step #1**

### Take Inventory

Evaluate your current program and see what can be done to improve before making changes.

**Step #2**

### Evaluate Talent Acquisition Technology

Not all talent acquisition platforms are created equal. Be sure to carefully evaluate the possibilities before committing to a centralized technology stack.

**Step #3**

### Decide and Implement

Don't let indecision keep your team stuck with disconnected recruiting solutions. Select the consolidated tech stack that makes the most sense for your business and start driving greater recruiting results.

## The Benefits of a Unified TA Tech Stack

**#1**



### Save time on manual tasks

Recruiters are working harder than ever to find quality candidates in the highly competitive market. Help them reduce manual tasks and focus on the human element of recruiting.

→ Save time on administrative tasks with centralized automation and AI software that can more easily source, screen, interview, engage, and onboard candidates.

**#2**

### Improve communication and collaboration

Recruiting teams need strong communication to find and hire the right talent.



→ Centralized technology opens channels between recruiters, hiring teams, business leaders, and candidates, enhancing collaboration and relationships between each group.

**#3**



### Enhance the candidate experience

Quality candidates are typically off the market within 10 days. So it's crucial to capture them early and engage them throughout the hiring process.

→ A unified tech stack can engage applicants at every step of the hiring journey with tools like texting, chatbots, video, and more.

**#4**

### Prioritize Diversity, Equity, & Inclusion (DEI)

21% of job seekers actively looking for a new role want to find greater workforce diversity. So companies should continue to improve their DEI.



→ A holistic TA suite can help reduce unconscious bias in hiring — from grading job descriptions and building diverse talent pools to automatically sourcing and matching candidates.

**#5**



### Improve Key Recruiting Metrics

Most talent teams have over 10 point solutions. This disconnected strategy is expensive and inefficient.

→ A unified TA platform offers real-time insight into recruiting performance to make improvements and optimize the recruiting process. Keep a pulse on key recruiting metrics to learn where you can impact candidate conversion, quality of candidate, and time-to-hire.

## Get Started on Your Journey to Centralized TA Technology

Looking to learn more about how a centralized TA platform can improve your hiring outcomes? Read [The Strategic Guide to Modern Talent Acquisition Technology](#).

Or see [how Jobvite's Talent Acquisition Suite](#) offers a unified approach to the entire talent acquisition lifecycle.

