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Unemployment is at a 50-year low, resulting in a significant talent shortage. This creates an ongoing challenge for talent acquisition teams to identify the best candidate, keep them engaged throughout the hiring process, and compete against other companies vying for their skillset.

From resume matching and candidate communication to interview scheduling, job offer letters and onboarding, talent acquisition teams can streamline their end-to-end processes with automation, ensuring they create the best possible experience for the candidate and company.

In fact, 89% of HR professionals state that automation-driven tools have the potential to make their jobs somewhat or significantly easier, according to Catalytic's The [Real] State of Automation Progress report.

By implementing automation into your talent acquisition processes, you'll be able to focus more on creating a talent pipeline to fuel your company's future strategy.

*Here are five key use cases you can automate in 2020.*

# Connect your current systems

From your core ATS and HRIS to your email, Slack, and other platforms, your systems are fragmented. It takes a lot of manual effort to ensure the information in each system is accurate and updated.

Automation can act as an intelligent layer over your core systems, connecting your technology while offering a clearer picture of your talent acquisition efforts. AI and machine learning can then make recommendations for high-level strategic decisions to ensure your candidates are having an optimal experience throughout the hiring process.

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## Automate resume matching

When looking to fill a role, the hundreds of applicants in your resume database or on LinkedIn can create a dizzying experience for your talent acquisition team. Sifting through and analyzing the sheer number of candidates takes time. In this market when top candidates aren't available for long, this puts you at a disadvantage when trying to hire the right person.

Automation helps you identify top candidates fast and efficiently, preventing your team from hours spent searching through your database. Resume matching can help identify the most qualified talent quickly, using filters like title, skillset or geography.

## Interview scheduling made easy

Once you've identified the candidates you want to interview, moving them through the process requires consistent communication touchpoints—from the initial outreach to the final interview. The cadence of communication can be tedious and error-prone.

With automation, you can easily schedule convenient times and dates for interviewing. This prevents your team from the repetitive back-and-forth between the interviewer and candidate, which often lets important communication fall through the cracks.

## Candidate personalization

With the wrong approach, recruiting can be impersonal, given the sheer number of applicants and the limited resources and time constraints that require talent acquisition teams to make hiring decisions based on resumes, cover letters, etc.

With automation, you can personalize form fills to understand candidates on a much deeper level—in terms of experience, preferences, cultural fit—to give both the talent acquisition team and the candidate a sense that the partnership is a good fit.

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## Onboarding

Once the candidate has been interviewed and selected, there's an endless series of tasks to be completed following the offer letter, like an I-9, health benefits, 401k sign-up, and background check.

Automation can streamline this process to send necessary documentation to the new employee, remind both the employer and new hire of outstanding documents that need to be signed, route approvals, gather sign-offs, and complete other tasks to keep the onboarding processes running smoothly.

## About Catalytic

Catalytic, the next-gen digital process automation provider, supercharges employee productivity with smart workflows. Using Catalytic, anyone can easily build low-code automations that connect systems, data and people so companies can execute higher volumes of work with less time, cost and risk.

In one collaborative platform, IT and non-technical users alike can embed AI, integrations, and data analysis tools into everyday operations. Then, recurring information gathering, document processing, decision-making and reporting become more automatic, rapidly boosting operational efficiency and transforming organizations at scale.

Proven by customers like Bosch, Dentsu Aegis Network, Mayo Clinic and UL, Catalytic is unlocking up to 5x returns, improving customer experiences and increasing competitive edge for companies globally.

## Get a free consultation from an automation expert and start building.

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