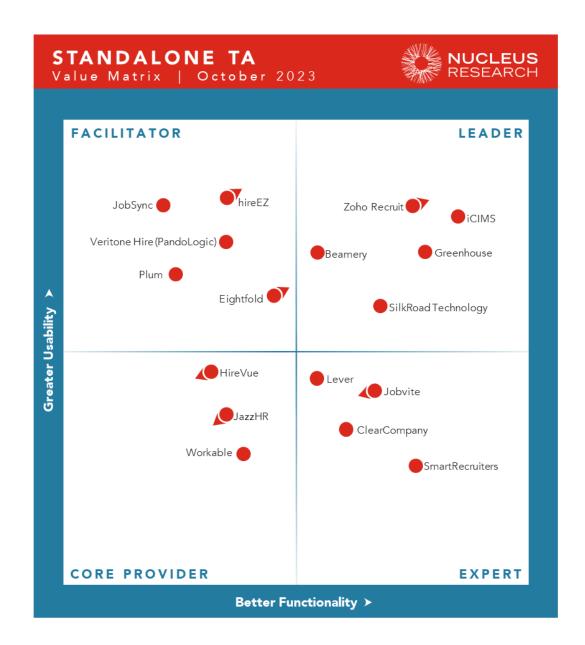**NUCLEUS RESEARCH**

STANDALONE TA TECHNOLOGY VALUE MATRIX 2023

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THE BOTTOM LINE

The growing importance of leveraging internal and alumni talent pools has pointed vendor investment toward skill identification, matching, and validation for both internal and external candidates. Generative AI has also grown in the past year, with incorporation into features that enhance areas such as candidate engagement, job posting, and decision-making. Nucleus expects that as functionality disparities become clearer, the talent acquisition space will continue to face increased mergers, acquisitions, and partnerships over the next 18 months to safeguard market positioning while driving increased customer value.

STANDALONE TA
Value Matrix | October 2023

NUCLEUS RESEARCH

FACILITATOR · LEADER

JobSync · hireEZ · Zoho Recruit · iCIMS

Veritone Hire (PandoLogic) · Beamery · Greenhouse

Plum

Eightfold · SilkRoad Technology

HireVue · Lever · Jobvite

JazzHR · ClearCompany

Workable · SmartRecruiters

Greater Usability ▸

CORE PROVIDER · EXPERT

Better Functionality ➤

MARKET OVERVIEW

The Talent Acquisition (TA) software market has faced consolidation, with increased mergers between standalone players and the acquisition of best-of-breed providers by full-suite HCM vendors. To better reflect changes in the market, Nucleus has broken its Talent Acquisition Value Matrix reports into two, separately assessing the market between standalone TA providers and the recruiting, hiring, and onboarding capabilities of full-suite HCM solutions.

Hiring team synchronization has become a crucial point of focus for organizations, which has only been exacerbated by the convergence of internal and external talent pools. The increased attention on internal development and succession to meet hiring goals while maximizing existing resources has been underscored by expanded investment in skill identification, assessment, and matching for both internal and external candidates. This has also been expanded upon by some solutions that have included the ability to nurture and re-hire past employees. As the Generative AI boom continues on, vendors are investing in capabilities that improve candidate engagement, provide nudges to recruiters and hiring managers, and provide actionable insights to hiring teams to aid decision-making. These new features enhance existing functionality across areas such as candidate relationship management, self-service, and analytics and reporting to drive increased value from already-deployed solutions.

In this year's Value Matrix, Nucleus assessed select standalone Talent Acquisition providers based on their product usability, functionality, and the value that customers drive from the use of its capabilities (Nucleus Research V67 – *Understanding the Value Matrix,* April 2021.) The report is intended to serve as a snapshot of the market, providing customers and prospects with insight into the specific ways that vendors deliver bottom-line value to customers based on needs, while taking stock of what can be expected from the market looking ahead.

Since last year's Value Matrix, leaders have doubled down on investments in usability, with updates and enhancements to specific features to lower the learning curve for end-users. Partnerships between vendors and their counterparts, both in the standalone and HCM market, have also expanded to ease integration issues and give joint customers a more cohesive experience between systems. As a constant, configurable automated workflows, onboarding, and analytics capabilities have remained essential to vendors' ability to remain competitive.

LEADERS

Leaders in the Value Matrix include Beamery, Greenhouse Software, iCIMS, SilkRoad Technology, and Zoho Recruit.

BEAMERY

Beamery provides customers with an end-to-end Talent Lifecycle Management platform that delivers AI-driven business insights to identify skills and improve the candidate experience. The solution's capabilities span the entirety of the talent lifecycle, with strategic candidate

pipelines to career progression and internal mobility. Talent acquisition features of the platform include AI-backed sourcing, candidate search, career sites and chat, hiring event management, candidate relationship management, talent and alumni portals, referrals, and a dedicated hiring manager hub. The vendor's AI Talent Match capability is present throughout the platform and can suggest contacts, prioritize best-fit talent, and deliver candidate results for vacancies. Beamery also has a Talent Data Platform that brings Data Integration, Enrichment, Augmentation, and Contextualization into a single location. Deep learning capabilities within the Talent Data Platform enable users to draw richer insights through improved context to data. Beamery is the only certified Workday CRM integration and is also an SAP-Endorsed app on the SAP store.

Recent updates and announcements include:

- Beamery released the Universal Skills Platform in August 2022, a technology layer that continuously combines skills data from disparate systems, enhances it with AI, and provides a consistent, dynamic skills taxonomy wherever it's needed.

- The vendor's Candidate Portals enable organizations to deliver personalized AI-driven job recommendations, more easily build pipelines for future roles, and raise conversion rates.

- Beamery announced TalentGPT in March 2023, a generative AI assistant that runs on the vendor's proprietary models, offering personalized experiences for managers, HR staff, employees, and candidates. The features can deliver AI insights in the flow of work, match talent to skill-based opportunities, and help managers optimize workforce planning.

- In August 2023, Beamery launched a Job Architecture capability that enables customers to easily and quickly create a dynamic job architecture that connects skills to roles and greatly enhances skills-based recommendations across the talent lifecycle.

GREENHOUSE SOFTWARE

Greenhouse Recruiting and Greenhouse Onboarding are Greenhouse Software's flagship talent acquisition products. Greenhouse Recruiting includes capabilities for sourcing, applicant tracking, candidate relationship management, talent pooling, and predictive and pipeline analytics. Structured Hiring is a key focus for Greenhouse, and its capabilities are built around the ability to standardize hiring processes to improve consistency, equity, and efficiency. The vendor recently launched Sourcing Automation as an addition to its ATS, enabling recruiters to quickly identify and engage talent within the Recruiting platform by leveraging automated e-mail campaign tools to scale personalized outreach while collecting engagement data. Greenhouse Onboarding enhances new hire onboarding processes by

automating tasks and providing new hires with custom profiles for company information, team introductions, and other resources. Both Greenhouse Recruiting and Greenhouse Onboarding have dedicated mobile applications, include an embedded DE&I tool, and enable organizations to build out custom workflows to meet specific requirements. The vendor has more than 100 third-party partner integrations, enabling customers to leverage best-of-breed capabilities in areas spanning interviewing and background checks without adding complexity to their deployment.

Recent updates and announcements include:

- In April 2023, Greenhouse announced three new features: Greenhouse Goals, new hire goals in Greenhouse Onboarding, and Pay transparency. Greenhouse Goals gives recruiting teams improved visibility into their current performance and areas to improve within a central location. Greenhouse Onboarding's new hire goals enable TA teams to create and set growth-related goals for new hires and track their progress within Greenhouse Onboarding. The pay transparency feature provides a standardized means of displaying salary ranges on jobs, enabling employers to attract more candidates while remaining compliant.

iCIMS

The iCIMS Talent Cloud platform provides customers with functionality that covers the full breadth of talent acquisition activities, including recruitment marketing, career site configuration, applicant tracking, candidate relationship management, offer management, onboarding, and internal mobility. Additional capabilities include employee-generated video testimonials, text recruiting, analytics, and a digital assistant. The vendor has more than 750 partners in the iCIMS ecosystem and more than 10,000 API-based integrations giving organizations the ability to quickly connect iCIMS to other systems without additional support from the vendor or internal developers. iCIMS customers rely on its natively embedded AI throughout the iCIMS Talent Cloud for intelligent candidate and job matching, AI-powered chat, skills matching and more.

iCIMS is doubling down on its purpose-built AI and will be releasing new generative AI capabilities in 2024 to further elevate the recruiting experience, improve efficiency, and transform how organizations build and grow their teams. The vendor's partnership with people analytics provider, Visier, has also led to the launch of iCIMS Advanced Analytics. The new offering enables users to uncover insights by asking questions using natural language. iCIMS Opportunity Marketplace helps organizations drive engagement around internal mobility programs to retain and develop their workforce. From the solution, organizations can gain visibility on their workforce's skills, proactively recruit employees, and empower people to reach their career aspirations within the company. New AI-driven capabilities within iCIMS Opportunity Marketplace include custom role taxonomies, step-by-

step user-guided tours, and dynamic career pathing. iCIMS continues to build out functionality through partnerships and acquisitions to remain ahead of changing customer needs.

Recent updates and announcements include:

- iCIMS announced the vision for iCIMS Copilot, its new generative AI-powered recruiting assistant, which will deliver experiences and insights across the talent acquisition lifecycle to improve efficiency and transform how organizations build and grow teams, with better decision-making. With iCIMS Copilot, TA teams will be able to accelerate hiring velocity, reduce the cost of hiring, and build a competitive hiring edge to boost business outcomes.

- iCIMS acquired SkillSurvey, a provider of cloud-based reference-checking solutions, bringing the vendor's digital reference checking, skills validation, and employee feedback capabilities into the Talent Cloud platform. The SkillSurvey system includes a library of hundreds of job-specific surveys, built using psychometric approaches to help references rate candidates on position-relevant skills and behaviors.

- Integrated job advertising within the iCIMS ATS enables recruiters to create and launch global, on-demand job advertising campaigns to thousands of job boards without the need to manage multiple vendor contracts or toggle between different sites.

- The vendor recently launched a new Content Management System for iCIMS Career Sites, enabling talent acquisition teams to quickly customize, add, and edit content on their Career Site pages through an easy-to-use visual editor, eliminating the need for developer expertise.

- iCIMS' unified job overview dashboard consolidates important information, such as where current positions stand in the approval process, candidates who require attention, job performance data, and more.

- iCIMS Candidate Relationship Management (CRM) now gives organizations the ability to automatically alert candidates by e-mail whenever relevant jobs are posted. Organizations can choose whether these candidates are identified through Talent Discovery (a Talent Cloud AI feature) or through candidate profiles details. Additionally, the content of the e-mails can be customized.

- iCIMS Digital Assistant can now apply AI to match candidates to relevant opportunities based on a resume that can be "drag and dropped" into the chatbot.

- Enhancements to iCIMS Video Studio analytics enable admins to access video performance metrics, including total views, completion rates, and engagement rates, to help improve content strategy. The vendor also launched a new integration that

enables recruiters to embed an approved recording from Video Studio directly within the organization's onboarding portal. The integration also supports the new option to automatically invite and nominate hiring managers to record welcome videos for new hires.

- The new iCIMS sourcing extension enables recruiters to build talent pipelines while browsing candidates on LinkedIn through the Google Chrome or Microsoft Edge browsers. The tool helps to quickly add these candidate profiles to talent pools within the iCIMS CRM.

- iCIMS Career Sites now include AI-driven job matching that supports French, Italian, German, Portuguese, Dutch, and Spanish to support organizations with global hiring initiatives.

SILKROAD TECHNOLOGY

SilkRoad Technology's talent acquisition capabilities include sourcing, recruitment marketing, applicant tracking, candidate engagement, and onboarding. SilkRoad has a global database of more than 600 million passive candidate profiles and provides recruiters with insight into candidate skills, company match, predicted engagement level, and propensity to move companies. Candidate engagement capabilities within SilkRoad solutions include custom recruitment marketing campaigns, branded career sites, hosted apply, on-demand digital interviews, candidate self-scheduling, conversational messaging, and candidate engagement surveys. Its sourcing and applicant tracking capabilities include AI-enabled candidate recommendations aligned to job descriptions, interview scheduling, personalized communication, and analytics. Its solutions can be scaled up or down and integrated with other solutions, such as applicant tracking systems or background check vendors based on business needs.

SilkRoad's onboarding platform is extensible for additional lifecycle events such as promotions, transfers, offboarding, alumni management, and rehiring. It can manage the cross-functional needs of IT, security, finance, and HR for provisioning, security, payroll, and benefits needs within a single platform. Its managed forms library and direct integration with the Department of Homeland Security for I-9 & eVerify, as well as its policy acknowledgment capabilities, ensures compliance assurance at scale. The vendor's solutions are highly configurable and scalable, meeting the needs of midmarket to enterprise-sized organizations. SilkRoad can be deployed in 90 countries and accessed in 29 languages.

Recent updates and announcements include:

- SilkRoad released a guided search builder and dynamic talent pool insights to enable sourcers at any experience level to search more quickly and productively with guided prompts.

- Users can now assign tags to candidates to enhance the search and filtering of candidates based on attributes such as skills, certifications, education, and work location preferences.

- The vendor also launched a two-way integration between the SilkRoad Recruiting ATS and AI-driven candidate sourcing.

- New survey capabilities in SilkRoad Onboarding can measure engagement, acculturation, and readiness at points in the employee lifecycle, including new hire onboarding, promotions, and exit surveys.

ZOHO RECRUIT

The Zoho Recruit platform's modular functionality is built to meet the talent acquisition needs of corporate HR teams and staffing agencies. Capabilities of the solution include sourcing, recruitment marketing, candidate relationship management, interview scheduling, background screening, and offer letter management. The solution also integrates with Zoho's Workerly app to better attract, hire, and manage contingent workers. Collaborative hiring is a key focus area of Zoho Recruit, bringing candidates, clients, recruiting teams, vendors, and employees into a central location to facilitate improved efficiency and visibility to result in stronger hiring outcomes. The platform has a dedicated Client Portal for staffing agency use cases, enabling clients to create new job openings, send candidate feedback, and make interview decisions without traditional back-and-forth communication. Employee portals can be utilized to receive and track candidate referrals internally, and admins can also create portals for external parties to submit candidates for certain jobs on a commission-based model. Zoho Recruit's recruitment marketing module enables recruiters to post jobs on more than 75 different job boards and share listings to social media channels. Source Boosters within the solution can streamline candidate search by enabling recruiters to quickly identify matching candidates within a certain geographical location. Further, the candidate experience is improved through quick-apply features, self-service candidate portals, the ability to view interview progress, asynchronous and two-way video interviewing, candidate satisfaction surveys, and an intuitive new hire onboarding process.

Recent updates and announcements include:

- New validation rules enable users to set criteria for valid data in key fields, improving the accuracy of hiring materials. For example, validating social security numbers or ZIP codes.

- Customers can now track offer letters they have sent from the Offers module and define approval hierarchy based on organizational structures, as well as multiple levels of approval.

- The vendor launched a Whatsapp integration that allows for direct and instant messaging with candidates.

- The Submissions sub-module was released as a means to store candidate submissions made to client-contacts as records. This capability provides a more comprehensive view of candidate submissions.

- New colored tags in Zoho Recruit enable users to sort and categorize candidates, jobs, and other records within the system. This can reduce time spent searching through records and tracking hiring progress.

EXPERTS

Experts in the Value Matrix include ClearCompany, Jobvite, Lever, and SmartRecruiters.

CLEARCOMPANY

The ClearCompany platform can be accessed through the web or on mobile devices and can integrate with an organization's existing payroll and HR systems. ClearCompany's ATS functionality spans tools for candidate sourcing, candidate texting, interview scheduling scorecards, career page configuration, and recruiting analytics. Additional features include talent pool and referral management. Omni Search is a recently launched capability that enables recruiters to view all requisitions that a candidate has applied to, which provides greater visibility into which candidates have applied to multiple open positions. The vendor also launched a capability that allows recruiters to identify candidates who are former employees of the organization, which can be beneficial during company mergers and seasonal hiring situations. ClearCompany's customizable interview scorecards can be used to improve consistency and collaboration between hiring managers and recruiters. The solution also supports asynchronous interviews that can be reviewed at any time. Customers that also leverage the vendor's Performance Management module can integrate performance data to automatically identify which candidates have similar strengths to current top-performing employees.

Recent updates and announcements include:

- In April 2023, ClearCompany announced the launch of several new features, including Compensation Benchmarking, Data Lake for BI Reporting powered by Snowflake, Mass Employee Texting, Recruiting CRM, Company Culture Career Sites, and ENPS surveys.

- Also in April, the vendor announced its strategic partnership with Growmotely, a global marketplace of candidates looking for remote work opportunities.

JOBVITE

Jobvite, an Employ Inc. brand, aims to solve the talent acquisition challenges faced by large, complex organizations. The vendor's Evolve Talent Acquisition suite includes functionality for sourcing, recruitment marketing, applicant tracking, candidate relationship management, employee referral management, and internal mobility. The Zero-Click Intelligent Sourcing tool leverages AI and automation to help employers identify, evaluate, and engage high-quality candidates more quickly and effectively. Additionally, the vendor provides customers with analytics and reporting capabilities to help measure the impact of talent acquisition activities on business objectives. For example, predicting internal hiring volume requirements and staffing trends. Jobvite offers more than 300 pre-built HCM integrations with providers such as ADP, BambooHR, and UKG.

LEVER

Lever, an Employ Inc. Brand, is a talent acquisition provider that aims to provide customers with complete ATS and CRM capabilities within a single product suite. The suite, called LeverTRM, delivers capabilities that enable recruiters and hiring leaders to grow and nurture talent pools, keep candidates engaged, and source top talent. The vendor's analytics module provides users with customized reports that provide visibility into interview feedback, offers completed, and more. Lever also recently launched Visual Insights, a next-generation talent analytics tool that includes a series of curated dashboards built from customer insights and industry challenges, providing each member of an organization's hiring team with contextual data based on role. The vendor was recently acquired by Employ Inc., bringing the Lever platform under the umbrella of Employ's talent acquisition solutions.

Recent updates and announcements include:

- In May 2023, Lever announced the release of Candidate Texting functionality to help recruiters reach candidates more quickly, improving engagement and processes such as scheduling with personalized outreach.

SMARTRECRUITERS

The SmartRecruiters platform is modular, with functionality that covers candidate search, recruitment marketing, interview scheduling, career page configuration, internal mobility, offer management, onboarding, and hiring process tracking. Specific product offerings include SmartAssistant, SmartPal SmartJobs, SmartConnect, SmartOnboard, and SmartCRM, all of which have built-in compliance and analytics capabilities. The vendor also offers customers an integration marketplace of third-party apps through open APIs and pre-built connectors should they wish to add extra functionality to their deployment or take advantage of best-of-breed tools. SmartRecruiters can be configured to meet specific business requirements, and business rules and processes can be automated to lessen the burden and workload of a recruiter's menial, repeatable tasks.

Recent updates and announcements:

- In October 2022, SmartRecruiters launched its Q3 product release, with included enhancements including improved DocuSign Integration, the ability to manage report access groups, scaling job field values, new employee portal configurations, custom onboarding reports, application status badges, and more.

- In January 2023, the vendor announced the release of its latest product update, with features including multi-country posting and remote work support, expanded search options, a native resume viewer, onboarding start date edit, Zoom integration, easier I-9 form registration in SmartOnboard, and others.

FACILITATORS

Facilitators in the Value Matrix include Eightfold, hireEZ, JobSync, Plum, and Veritone Hire (PandoLogic.)

EIGHTFOLD

The Eightfold AI Talent Intelligence Suite aggregates internal, external, and contingent talent data within a centralized platform, providing recruiting teams with the insights necessary to optimize talent decision-making. The solution's Talent Acquisition capabilities include talent rediscovery, candidate screening, candidate relationship management, scheduling, event recruiting, and AI-backed skill matching. Additionally, the vendor can identify skills existing within a workforce, or skill gaps to facilitate upskilling, reskilling, and internal mobility as needed. The platform also enables recruiters to look internally within an organization to fill positions. Eightfold's Talent Flex feature runs on proprietary deep-learning algorithms to recommend contingent workers based on factors such as skills,

potential to succeed, and relevant experience while helping employers remain compliant with contingent workforce regulations and agreements. The solution can also anonymize candidates to mitigate unconscious bias while delivering analytics insight into where candidates are not progressing.

- In February 2023, Eightfold launched Intelligent Experience (IX), the vendor's upgraded UI that was built to enhance navigation and access to AI-driven insights. Simplifying interfaces so as not to overwhelm users with information enables AI and insights to be delivered in the right places to improve productivity.

- In April 2023, Eightfold announced the release of two new conversational Talent Intelligence Copilots, powered by Generative AI. Employee Copilot can identify career education opportunities and career options available to an employee within their organization. Recruiter Copilot enables recruiters to leverage the solution for interview scheduling, reminders, job description generation, and consolidating insights from across the platform. The vendor also announced a Candidate Copilot to add efficiency to tasks around job searches and application processes. For example, the solution can send notifications on job openings, as well as aid with resume customization for different roles and drafting of cover letters.

- In May 2023, Eightfold announced Skills-Based Talent Planning. The new feature enables recruiting teams to leverage a global talent data set to better understand the impact of market changes on every role. For example, which skills will become more or less important. Skills-Based Talent Planning can be integrated with Eightfold Talent Acquisition, Career Hub, and the entirety of the Talent Intelligence Platform. The vendor has also rolled out a supporting capability called Talent Design, which enables organizations to build, or import and modernize skills ontologies and role architectures on the platform.

HIREEZ

hireEZ (formerly Hiretual) is an intelligent, end-to-end Outbound Recruiting platform. The solution has more than 30 ATS/CRM integrations, enabling customers to add efficiency to cross-platform workflows. Additionally, recruiters can search across more than 800 million diverse candidate profiles to source the most optimal talent for specific roles. The system delivers real-time notifications for engagement activity, with e-mail tracking and built-in analytics capabilities that delve into candidate engagement insights. Recruiters can also save time spent tracking down hiring managers and conducting candidate outreach through dedicated hiring manager dashboards and automated e-mail campaigns. hireEZ's EZ Rediscovery feature constantly refreshes an organization's candidate database, ensuring that all information is accurate and up-to-date while merging duplicate profiles. This also captures changes in past applicant data within an organization's ATS. The solution has a

dedicated Google Chrome extension, which allows users to search, archive, and update candidate information all within the flow of work. The hireEZ platform is GDPR, CCPA, and SOC 2 Type II compliant, underscoring ongoing commitment to customer data protection.

Recent updates and announcements include:

- In February 2023, hireEZ announced a strategic partnership with recruiting solutions company, Recruiter.com Group, Inc. to offer streamlined integration of the solutions.

- Also in February 2023, the vendor announced the release of a GPT3-powered platform feature for candidate outreach. The generative AI model paired with hireEZ's machine learning data will enable recruiters to compose and send e-mail outreach to candidates more quickly.

JOBSYNC

JobSync's Talent Acquisition Automation Platform integrates an employer's systems of record with job sites, career sites, and social platforms. This integration enables employers to broaden their scope of candidate reach while collecting completed applications from any source. The platform leverages a combination of Integration Platform as a Service (iPaaS) and robotic processing automation (RPA) to improve candidate experience, lower recruitment marketing costs, and increase recruiter productivity through automation of manual processes. Additionally, customers with compliance requirements, including EEO and OFCCP can use JobSync to take advantage of easy-apply features without increasing the risk of noncompliance. Removing ATS account creation, redundant questions, and long application pages enables JobSync users to increase applicant volume from organic sources. Meanwhile, organizations can implement custom rules within the platform to reduce time spent on processes such as manual data entry. These rules can be used to merge several data sets, decipher which candidates should receive automated outreach, or route candidates to hiring managers.

Recent updates and announcements include:

- JobSync recently productized JobSync Apply, the native application process inside of the job board, and added it to its integrations with providers including Snag, Jobcase, MyJobHelper, Hired Nurses, Sonic Jobs, WomeninCDL.com, and others. The vendor also added TikTok apply forms to integrated capture of candidates on the platform.

- Application site updates include the addition of direct apply sites that replace the ATS application process. These are structured to optimize Google for Jobs and capture applications regardless of the source, including non-job boards.

- New integrations include those with ATS providers such as UKG and Paradox, with enhancements to existing integrations with Workday, Taleo, Phenom, SuccessFactors, iCIMS, and Paradox chatbot.
- Business process rules now enable users to dynamically add custom screening questions and include a title alignment tool to comply with job board requirements.

PLUM

Plum is a talent assessment platform that leverages predictive psychometric data to improve decision-making across hiring, development, succession, and workforce planning. The assessment examines behavioral metrics to predict future success in a specific role, and new hires are supplied with a Plum profile that highlights their top three Plum Talents. There are 10 Plum Talents in total, which include decision-making, persuasion, adaptation, communication, conflict resolution, embracing diversity, and managing others. This gives managers insight into the best ways to help employees thrive at work and identify opportunities for career development and succession.

VERITONE HIRE (PANDOLOGIC)

Veritone is a leading provider of AI software, applications, and services, catering to the media and entertainment, talent acquisition, and public sector industries. Veritone Hire is a new offering that leverages Broadbean's global job distribution software with PandoLogic's programmatic advertising AI technology.

In 2021, Veritone acquired PandoLogic, a provider of AI-powered programmatic recruitment software. The vendor's portfolio includes PandoIQ for programmatic job advertising and vendor management, PandoSELECT for candidate management with conversational AI, PandoDIVERSITY for DE&I sourcing, and PandoExchange for optimized job advertisement distribution. An additional managed services component is also available for organizations looking to further reduce internal burden. PandoLogic solutions enable employers to optimize job advertisement placement and subsequent spend by leveraging insights backed by more than ten years of historical data. The vendor's proprietary AI algorithms, predictive benchmarks, and real-time analytics add efficiency to recruitment marketing efforts while reducing costs. PandoLogic solutions integrate directly with a customer's ATS for seamless, end-to-end recruitment within a single system. This integration can also lead to a reduction in candidate drop-off due to the ability to reconcile hiring data with advertising performance.

In 2023, Veritone further expanded its reach by acquiring Broadbean. This expansion extended Veritone's presence to more than 183 countries and enabled integrations with

over 100 ATS and CRM systems. Broadbean's platform disseminates millions of jobs and candidates.

CORE PROVIDERS

Core Providers in the Value Matrix include HireVue, JazzHR, and Workable.

HIREVUE

The HireVue Talent Experience Platform includes functionality for text recruiting, assessments, and conversational AI, with a keen focus on the designing, scheduling, and conducting of video interviews. The solution leverages predictive AI to measure the characteristics that lead to success in a specific role. Organizations can also build pre-hire assessments that measure a candidate's ability to meet position-specific requirements as well as job-related emotional intelligence. The vendor's HireVue Builder tool enables recruiters and hiring managers to more effectively collaborate when creating structured interviews, based on skills, knowledge, and work styles for each role. Following its acquisition of chatbot and recruitment automation provider, AllyO in 2020, the vendor has gone on to acquire competing interview and assessment platform, Modern Hire. Completed in May of this year, the move will bring Modern Hire capabilities such as the Virtual Job Tryout assessments and advanced selection intelligence into the HireVue portfolio. HireVue is available globally and offers support for more than 20 languages.

JAZZHR

JazzHR, an Employ Inc. Brand, is a recruiting software provider that focuses on the needs of small and mid-sized organizations. Capabilities of the JazzHR platform include candidate sourcing, applicant tracking, interviews and assessments, collaborative hiring, offer management, compliance, and custom reporting. The vendor enables unlimited users, candidates, and job syndication with every plan, enabling customers to easily scale up the use of the solution as needs change. JazzHR can also be white-labeled, allowing organizations to capitalize on employer branding and offer users a consistent experience. The vendor's ATS offers users a real-time dashboard of recruitment activities, ensuring that nothing slips through the cracks. Additionally, the ability to build customized workflows and automate task assignments reduces time spent on menial tasks. JazzHR's collaborative hiring functionality gathers real-time feedback from hiring teams to streamline and improve decision-making. The vendor's resume screening capability, Candidate Quick Screen, also streamlines the hiring pipeline by giving recruiters improved access to resumes.

WORKABLE

The Workable platform unifies sourcing, recruitment marketing, interview scheduling, and candidate assessment capabilities within a central location. The vendor provides SMB customers with built-in sourcing functionality that leverages its database to enhance candidate search based on items such as skills, experience, and location. Additionally, the solution has a centralized hiring dashboard that gives recruiters and hiring managers full visibility into hiring processes, candidate pipeline status, and tasks to be completed. The vendor has more than 700 job description templates and enables users to post job advertisements to more than 200 job sites at one time, reducing time spent toggling and reposting. The platform can be accessed through the web or via a dedicated mobile app and is available in six languages.

Recent updates and announcements include:

- In April 2023, Workable announced the expansion of its product line to include Employee onboarding and management features, including custom onboarding workflows, e-signatures, flexible employee profiles, company org charts, people directories, and HR document organization.