



OnePoint HCM

**Building an Efficient and Effective
Talent Acquisition Strategy**

Welcome!

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What do we do?

The Future of Business



Getting back to work



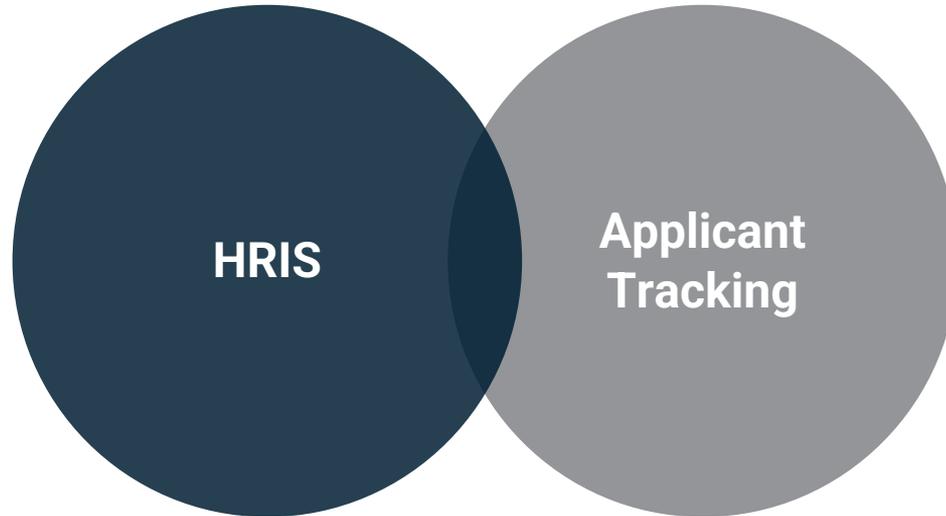
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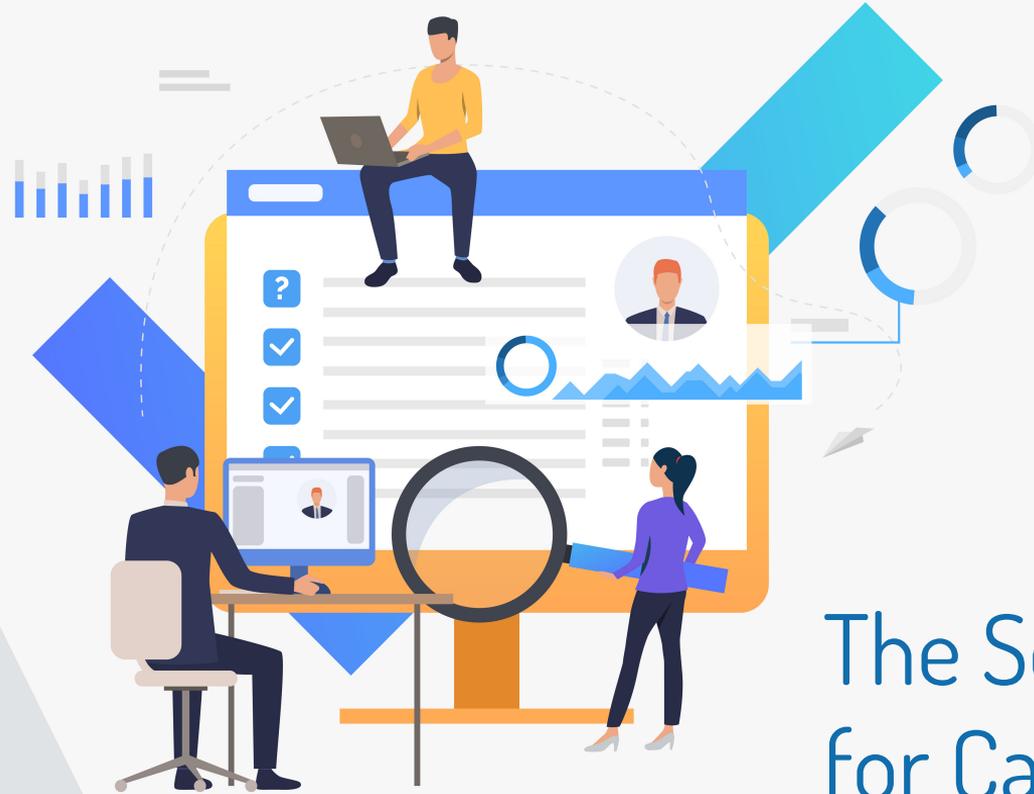
2020's adversities will certainly inform talent acquisition trends in 2021. More companies will adopt virtual recruiting technologies; shift talent attraction efforts to remote candidates; consider internal talent pools; and focus on diversity, equity and inclusion. The best recruiters will take the opportunity to add new skills, adapt as needed and show their value to the organization.”

SHRM Website

”

Modular Systems – The problem with crossover





The Search for Candidates

Three Phase Strategy for Recruitment

- ▶ New Recruiting Strategies
- ▶ Utilize Job Board Integrations
- ▶ Simplify the Application Process

**Utilize tools
to inform
current
employees
of initiatives**



Streamline the Process of Internal Referrals

The screenshot displays the OnePoint HR system interface. At the top left, the OnePoint logo is visible next to a hamburger menu icon. The time is shown as 3:58 PM (PDT). The user profile for Kacey Jones is shown, including her position title (Selma CSR), employee ID (0008), and hire date (01/01/2011, 10 Years, 4 Months, 4 Days). A 'Today's Tasks' widget indicates 1 notification to review. The navigation bar includes 'Home', 'Main', and 'My Dashboard' with a settings gear icon. Below the navigation bar, a 'Start' section features five icons: 'My Favorites' (apple), 'Benefits' (briefcase), 'Time Off Requests' (calendar), 'Employee Documents' (clipboard), and 'Refer a Friend!' (hand holding a person). The 'Refer a Friend!' icon is circled in blue.

OnePoint
3:58 PM (PDT)

Kacey Jones
Position Title: Selma CSR
Employee ID: 0008 | Hired Date: 01/01/2011 (10 Years, 4 Months, 4 Days)

Today's Tasks
1 Notifications to Review

Home | Main | My Dashboard | ⚙️

★ Start

My Favorites | Benefits | Time Off Requests | Employee Documents | Refer a Friend!

Tailored Engagement to Meet YOUR Needs

The screenshot displays the OnePoint HR system interface. At the top left, the OnePoint logo is visible, along with the time 10:26 AM (PDT). The user is logged in as "MY HR". A notification bell icon shows 26 unread notifications, and a help icon is present. The main heading is "Employee Referral Form (New)". Action buttons for "DOWNLOAD PDF", "SUBMIT", and "SAVE" are located on the right. The form content is displayed at 106% zoom and includes a "Reset" button. The main visual is a banner for the "EMPLOYEE REFERRAL BONUS PROGRAM" featuring an illustration of a man with a megaphone, stacks of gold coins, and a group of celebrating employees. The form fields include "Employee" (pre-filled with "Kacey Jones"), "Referral Name", "Phone Number" (with a red asterisk and a placeholder "(XXX) XXX-XXXX"), and a note: "Please make sure to include the (XXX) area code in the phone number!".

10:26 AM (PDT)

MY HR

26

← Employee Referral Form (New)

DOWNLOAD PDF SUBMIT SAVE

Page 1 of 1 106% Reset

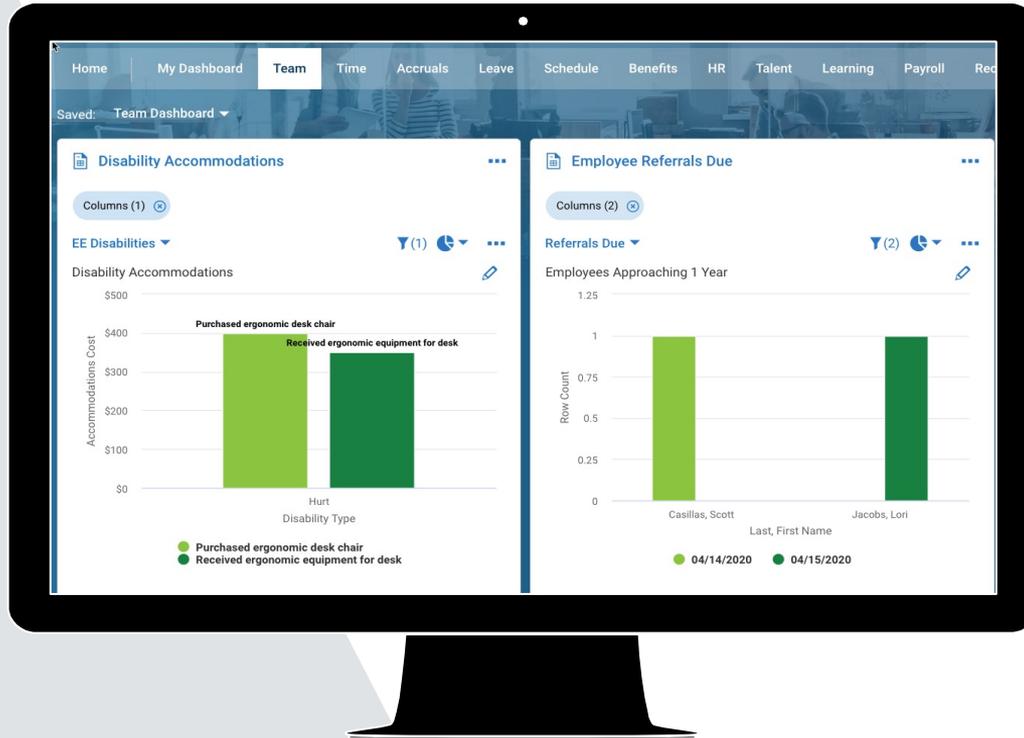
EMPLOYEE REFERRAL BONUS PROGRAM

Employee: Kacey Jones

Referral Name:

Phone Number * (XXX) XXX-XXXX

Please make sure to include the (XXX) area code in the phone number!



Ensure timely updates on internal referrals

Three Phase Strategy for Recruitment

- ▶ ~~New Recruiting Strategies~~
- ▶ Utilize Job Board Integrations
- ▶ Simplify the Application Process

Centralize Your Recruiting Data

OnePoint
1:32 PM (PDT)
Feedback 68 ?

Stephanie Smith

Employee ID: 0084 | Hired Date: 01/01/2012 (9 Years, 3 Months, 28 Days)

Today's Tasks
↻

2
New To Do's

3
Notifications to Review

Home
My Dashboard
Team
Time
Accruals
Leave
Schedule
Benefits
HR
Talent
Learning
Payroll
Recruitment
Succession
⚙️
🔴 X Edit Mode

Job Applicants by Stages

Candidates by Location

Qualified CSR Applicants (Last 12 Mo)

Stage	Count
New Applicant	46
Interview Candidate	18
Hired	31
Reviewed Applicant	20
Screen Candidate	10
Candidate Not A Fit	9
Offer Declined	3
Perform Background Checks	4

Time to Hire

Columns (1)

Time to Hire by Manager

Avg Time to Hire by Job Title

Job Title	Avg Time to Hire (Days)
Budgetender	0
Budgetender I	0
Cashier	0
Craftsman	0
Representative	0
Representative	0
Support Engineer II	1,645
Web Programmer	901
Legal Secretary	328
Office Administration	531
Control Adviser	531
Police Officer Level 2	531
Sales Manager	531

Recruitment

Open Requisitions

11

⚠️ 2 Requisitions Without Applicants

- New Applicant 33
- Reviewed Applicant 9
- Screen Candidate 9
- Interview Candidate 13
- Candidate Not A Fit 7
- Extend Offer 0
- Offer Declined 3
- Offer Accepted 0
- Perform Background Checks 4

Our New Recruiting Workspace

OnePoint
1:08 PM (PDT)
Feedback 68 ?

← Job Requisition
Fine Dining Wait Staff Back to Standard View

Job Requisition #: 369247682 | Type: Internal & External | Status: Opened | 1 Days Open | 0 Total Applications | 0 New Applications

Job Req. Info Applications

Jump To

- Requisition Details
- Job Details
- Hiring Stages
- Contact Information
- Requirements
- Compensation
- Summary
- Custom Fields
- Career Portal Page Links
- eQuest

Requisition Details

Job Requisition Template

Choose...

Resume Required Allow Quick Apply

Job Title * Job Requisition ID

Fine Dining Wait Staff 369247682

Status Default Position

Opened Choose...

Default Job Location *

Fine Dining Wait Staff San Diego

Department * Task/Jobs

Hospitality

Quick Actions

- PREVIEW
- SAVE
- ADD APPLICANT
- NOTIFY APPLICANT
- CLOSE

Supporting Documents

A maximum of 5 files are allowed to be selected.

Upload Document

Page 1 of 1 1 - 11 of 11 Rows Saved: Jobs by Location

Columns (2) (2) [Print] [Refresh] [More]

Grouped By	Job Title	Created	Active From	Active To	Job Status	Active	Workflow Status
Default Location Modesto	Student and Special Education Attorney	02/11/2021 08:43a			Opened	Y	Approved
Default Location Sacramento	Field Service Representative	08/28/2020 10:52a			Opened	Y	Approved
	Grade Level Chair - Leak PreK Teacher	04/29/2021 12:28p			Opened	Y	Created
Default Location San Diego	Fine Dining Wait Staff	04/29/2021 01:06p			Opened	Y	Approved
Default Location Santa Rosa	Sales Manager	10/21/2019 07:55a	01/01/2019		Opened	Y	Approved

Leverage integrations with multiple external job boards!



indeed[®]



 ZipRecruiter



eQuest[®]

eQuest

Advantage Network

Advantage Network [?](#)

Premium Network

i Directly post, unpost and view the status of eQuest postings.
 Note: Charges will apply for posting job requisitions to premium job boards.
 In order to post a job requisition, selections for Classification Type, Function and Industry are required.

eQuest Specific Fields Required for Posting

Classification Type:

Function:

Industry:

POST ON PREMIUM EQUEST BOARDS **UNPOST ON PREMIUM EQUEST BOARDS**

VIEW JOB STATUS ON PREMIUM EQUEST

Our New Recruiting Workspace

OnePoint 2:01 PM (PDT) Feedback 61 ?

Fine Dining Wait Staff Back to Standard View

Job Requisition #: 369247682 | Type: Internal & External | Status: Opened | 2 Days Open | 3 Total Applications | 3 New Applications

Job Req. Info Applications

Select Applicants [X]

Applicant(s) *

Requisition Details

Job Requisition Template

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Resume Required Allow Quick Apply

Job Title * **Job Requisition ID** **Status**

Default Position **Default Job** **Location ***

Department * **Task/Jobs** **Scheduling**

Project **Funding Source** **Cost Center 9**

Quick Actions

Supporting Documents

A maximum of 5 files are allowed to be selected.

Upload Document

No file chosen

Three Phase Strategy for Recruitment

- ▶ ~~New Recruiting Strategies~~
- ▶ ~~Utilize Job Board Integrations~~
- ▶ Simplify the Application Process

Streamline the applicant experience

The Jacobs Company LLC

Results (9)

Search Job Title or Keywords

Categories

Location

Customer Support Representative

Location: Hillsboro, OR

Job Category: Operations

Field Service Representative

Location: West Sacramento, CA

Job Category: Medical

Fine Dining Wait Staff

Location: Selma, CA

Job Category: Hospitality

Office Administration

Location: Fresno, CA

Job Category: Administration, Finance, Accounting

Sales

Location: Selma, CA

Job Category: Sales, Technology, Human Capital Management

APPLY FOR JOB

Fine Dining Wait Staff, Selma

General Information

Job Title:	Fine Dining Wait Staff
Location:	2020 2nd Street Suite 200 Selma, CA, 93662 United States
Employee Type:	FT Non-Exempt
Job Category:	Hospitality
Minimum Experience:	4 Years
Manage Others:	No

Description

- Provide excellent customer services
- Greet customers and present menus
- Make suggestions based on their preferences
- Take and serve food/drinks orders
- Up-sell when appropriate
- Arrange table settings

Streamline the applicant experience

Apply for a Job

First Name *

Last Name *

Email *

Phone

Areas of Interest

Date Available for Position:

Resume ?

[Upload Resume](#) [Sample Format](#)

Apply for a Job

Job Application

Title: Fine Dining Wait Staff

Category: Hospitality

Location: Selma, CA

Hooray!

Your Application was successfully Submitted. We will review your application. In the meantime, feel free to view and apply for other existing opportunities.

mclark@nomail.com

Phone: 916-622-5201

Areas of Interest

Custom Workflows Drive YOUR Hiring Process

The screenshot displays the OnePoint hiring process interface for a candidate named Marie Clark. The interface is divided into several sections:

- Header:** Includes the OnePoint logo, the time 9:16 AM (PDT), a Feedback button, and a notification bell with 58 alerts.
- Navigation:** A back arrow and the job title "Fine Dining Wait Staff" are at the top left. A "Back to Standard View" button is at the top right.
- Candidate Info:** Shows the candidate's name "Marie Clark" and a contact card with a phone icon, email "mclark@nomail.com", phone number "+1 916 622-5201", and a "New Applicant" status.
- Jump To:** A sidebar menu with options: Hiring Stages, Resume, Job Application, Questionnaires, Hiring Stages Change History, and Applicant Info.
- Hiring Stages:** A horizontal flowchart showing the hiring process stages: New Applicant (current), Reviewed Applicant, Screen Candidate, Interview Candidate, Candidate Not A Fit, Extend Offer, and Offer Decline. A "Define Stages" link is on the right.
- Resume:** A section for the candidate's resume.
- Job Application:** A section containing a "Status" dropdown menu (set to "New") and a "Rank" input field (set to "6"). This section is circled in blue.
- Comments:** A section for "Comments Entered By Applicant" with a text area.
- Quick Actions:** A sidebar with buttons for: SAVE, REVERT TO THE PREVIOUS STAGE, ADD EVALUATION QUESTIONNAIRE, SCHEDULE INTERVIEW, and COMMUNICATE.
- Supporting Documents:** A section with an information icon and text: "A maximum of 5 files are allowed to be selected." Below it is an "Upload Document" section with a "Choose" button and the text "No file chosen".

Communicate: 1 Applicant(s)

JUMP TO

Email

SMS

Email

 Send Email Communication

Template To Use

1st Interview 

From *

noreply@onehcm.com

Subject *

OnePoint HCM Interview Request

Message

B *I* U ~~S~~ *I*     Roboto Light 14px 

{ACCOUNT_FULL_NAME}

Communicate: 1 Applicant(s)

JUMP TO

Email

SMS

ADD TAGS 

SMS

 Send SMS Communication

Message limit: 1400 characters. remaining: 1272

{ACCOUNT_FULL_NAME}

We would like to interview you for {JOB_REQUISITION_TITLE}

We look forward to speaking with you!

ADD TAGS

**Leverage
iCalendar invites,
e-mail, or SMS
Communication**



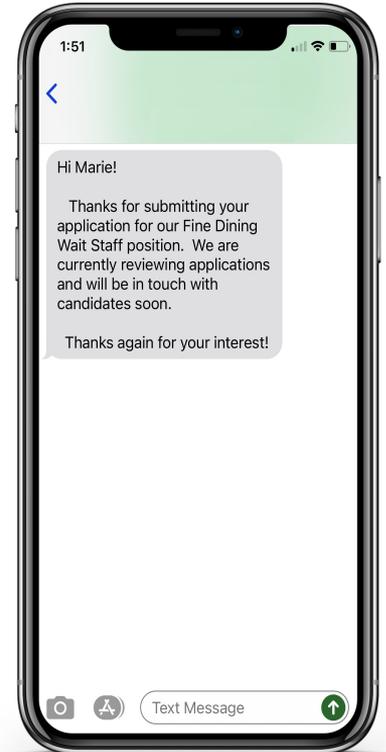
Applicant Applied For Job

Apr 8, 2021, 1:34 pm
noreply@onehcm.com

Stephanie Smith

Please see applicant for current Customer Support Representative. Please set up initial review and interview.

Thanks!



A Single Database for both Internal and External Candidates

← Job Requisition

Fine Dining Wait Staff Back to Standard View

Job Requisition #: 369247682 | Type: Internal & External | Status: Opened | 1 Days Open | 3 Total Applications | 3 New Applications

Job Req. Info Applications

Applications

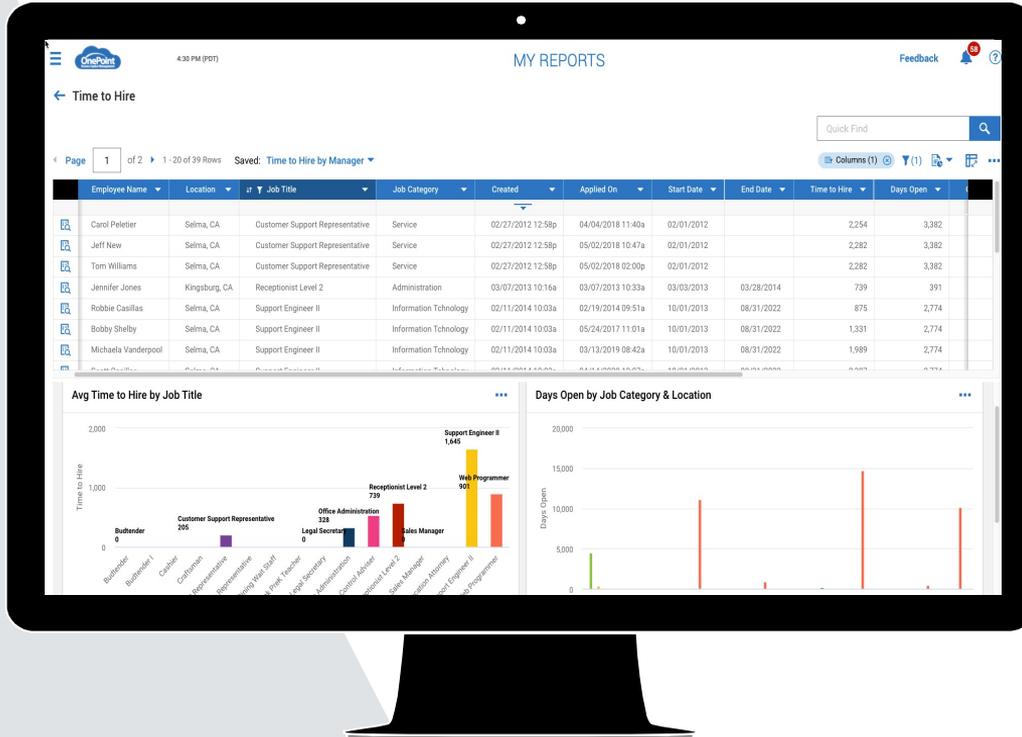
Page 1 of 1 | 1 - 3 of 3 Rows | Saved: [System] | (1) ...

<input type="checkbox"/>		First Name	Last Name	Primary E...	Applicati...	Job Appli...	↓ Applied On	Question...	
		starts with	starts with	=	=	=	=	=	
<input checked="" type="checkbox"/>		Rachel	Green	rgreen@nomail.com	New	New Applicant	04/29/2021 01:12p		
<input type="checkbox"/>		Roland	Casillas	rcasillas@mailinator.com	New	New Applicant	04/29/2021 01:11p		
<input type="checkbox"/>		Jeff	Carr	jcarr@test.com	New	New Applicant	04/29/2021 01:10p		

Quick Actions

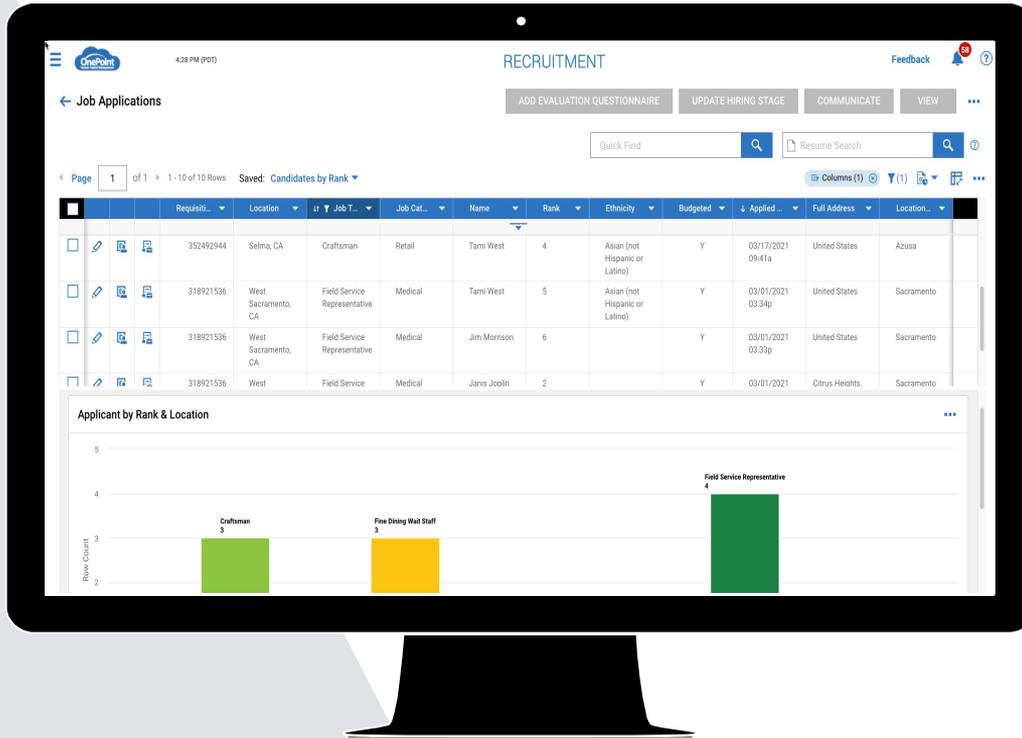
- ADD EVALUATION QUESTIONNAIRE
- UPDATE HIRING STAGE
- COMMUNICATE
- VIEW
- UPDATE APPLICATION RANK

Supporting Documents



Comprehensive Real-Time Reporting

Your costs, visualized in real time



Comprehensive Real-Time Reporting

Maintain your Talent Pool