

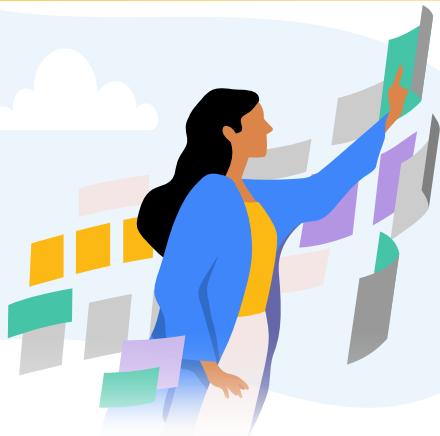
The Step-by-Step Checklist for Moving to a Holistic Talent Suite

Adopting a unified recruiting solution doesn't have to be intimidating. We've compiled a step-by-step checklist to help talent teams identify, evaluate, and select the right centralized TA technology solution.



For a deeper dive, view

[Centralizing Your Talent Acquisition Technology: The Ultimate How-to-Guide](#)



Evaluate your current program.

Define what's going well and identify opportunities for improvement.

This is the chance to get to know the needs of your talent team and understand where a holistic solution could offer much-needed support.

#1 TAKE STOCK

- Record current benchmarks for key metrics like time-to-hire, quality of hire, and applicant conversion rates.
- Ask the talent team where centralized TA tech could deliver improved hiring outcomes — see what tools they use the most and identify the ones they wish that they had.
- Have recruiters list the top manual and administrative tasks that could be optimized with recruiting automation and AI.
- Make a final list of goals and priorities for a unified recruiting platform that the entire talent team signs off on.

JOBVITE

#2 REVIEW THE LANDSCAPE

- Find at least three different software providers to start evaluating.
- Check analyst reviews and sites like [G2](#) to get authentic reviews from experts and other users about the tools, customer service, and user experience.
- Experience different solutions by watching product videos, talking with account reps, and testing software.
- Record everyone's experiences and opinions when testing solutions and use it to make the final decision.

#3 MAKE THE BEST DECISION

- Work with the provider to implement the talent acquisition suite and leverage as much assistance and training from the provider as possible while it's available.
- Ensure [successful user adoption](#) by creating an implementation plan to avoid roadblocks and offer support during the onboarding process.
- Offer training across the entire TA team.
- Give personalized training to champion users and offer them incentive to train others on the team.
- Ask for consistent feedback from users to identify challenges, opportunities, and wins with the new software.



Diligently evaluate providers for the best-fit centralized talent acquisition suite that meets the team's needs.

Be sure to include recruiters in the evaluation process and get their feedback on different solutions.



Decide on the talent suite provider that best meets the team's recruiting needs, and is well-reviewed by users and analysts.

Make sure to consider your own recruiters and their reviews in the final decision as they will use the technology daily.

START YOUR JOURNEY WITH JOBVITE

Looking to learn more about how to centralize your TA tech stack? Read [Centralizing Your Talent Acquisition Technology: The Ultimate How-To Guide](#) and learn how to unify recruiting technology from start to finish. You can also subscribe to the Jobvite [blog](#) and [resource library](#) to stay updated on the latest in talent acquisition technology.

