

Automate & streamline your employment screening & onboarding with TalentWise Hiring Process Management (HPM) solutions.

On demand, configurable solutions empower you to efficiently hire and manage a highly productive, legally compliant workforce.

TalentWise Benefits:

- ✓ On demand solutions allow for easy implementation without software to manage
- ✓ A single view into the status of your new hires provides transparency
- ✓ Paperless workflow increases efficiency and lowers cost
- ✓ Robust background screening improves quality of hire
- ✓ Role-based processes ensure consistency and compliance
- ✓ Automated hiring processes decrease time to hire
- ✓ Branded new hire experience promotes socialization and engagement

Our configurable solutions help ensure your organization makes the right hiring decision every time.



Background Checks

- TalentWise employment background checks deliver highly accurate results with the fastest turnaround time. Our array of products range from criminal background checks to comprehensive resume verification.
- Looking for something more in depth? Background checks can include industry exclusion lists, credit checks, driving records, and reference checks.
- All TalentWise background checks can be customized to the role or hiring location, with the added flexibility to define your screening parameters according to your company's risk tolerance.

Employment Eligibility Verification

- As an Employment Agent of the Department of Homeland Security (DHS), TalentWise solutions can automatically transmit new hire information from an electronic Form I-9 into the E-Verify system.
- TalentWise embeds compliance into the verification process. Should the new hire receive a tentative non-confirmation status from the E-Verify system, we'll instruct your organization and the new hire to take the appropriate next steps to achieve resolution within E-Verify mandated timelines.

Occupational Health Screening

- TalentWise offers paperless drug, alcohol and employment physicals for new hire candidates, employees, contractors, and volunteers.
- Shred your chain of custody forms. All in-network TalentWise testing is scheduled electronically and performed at any one of our thousands of convenient locations nearby the applicant.
- Reduce your time to hire with the fastest results the market has to offer. Results are delivered securely online, often within minutes from the point when the donor provides the sample.
- Our occupational health screening solutions are affordable, convenient, and fully compliant with your pre- and post-employment drug, alcohol and physical screening policy.
- Comprehensive Department of Transportation (DOT) programs can be customized to streamline your pre-hire and recurring compliance requirements.

Assessments

- Our skills and behavioral assessments reveal candidates' cognitive abilities, workplace personality, and trustworthiness to ensure you hire the highest quality candidates and best fit for the job role.
- Fully automated assessments eliminate paper, streamline delivery, and make measuring and interpreting the results simple.
- Online assessment requests can be emailed to candidates to complete offsite, or tests can be administered at an onsite location, pre- or post-interview.
- Need a custom assessment? With over 800 titles in our assessments library, we deliver custom testing solutions for any industry, job role and experience level.

Industry Regulated Solutions

- We tailor our products to meet the needs of regulated industries including: transportation (DOT), healthcare, medical staff services, financial services, and state/local government. Our industry-regulated solutions keep your organization current with state and federal regulations with both mandated and non-mandated search offerings.
- Do you have a geographically dispersed workforce? Not only can our paperless solutions be administered in your offices, but also through a network of thousands of screening facilities across the country.
- Our re-screening and employee monitoring solutions ensure your workforce is consistently compliant year over year. TalentWise supports both systematic and random screening of your employee base in addition to pre-hire screening.

New Hire Forms

- Online new hire forms contain integrated, intelligent workflow and are pre-populated with the new hire's pertinent information. This ensures that new hire forms are compliant and completed accurately the first time, without the hassle of passing paper work between the HR department and the new hire.
- From a basic Form I-9 to a completely customized new hire forms library, TalentWise supports your green initiatives by automating your new hire forms, dramatically cutting paper costs, decreasing your time to hire.
- Built-in, time-based reminders speed up the verification process to ensure your new hires start on time and become productive faster.
- Using the latest encryption and e-signature technology, we ensure the security and privacy of new hire information and the authenticity of all forms requiring signature.
- TalentWise protects the integrity of your new hire forms by locking down and securely storing all new hire paperwork, while making it easily accessible for internal or external audits.

Contingent Labor Screening

- TalentWise helps you improve workplace safety by screening contingent workers such as contractors, vendors, temporary workers, and volunteers to similar standards used for permanent employees.
- Our solution reduces risk and ensures greater screening and hiring compliance by streamlining the process with the same automation tools and intelligent workflow used in all our screening solutions.
- The flexibility of our platform enables your organization, the 3rd party service, and/or your contingent workforce to leverage TalentWise background checks at your pre-negotiated rates. In addition, we support flexible invoicing models should you require 3rd party payment.

Hiring Credits and Incentives

- TalentWise's hiring credits and incentives solution reduces 90% of the paperwork required to hire qualified candidates.
- Using our online questionnaire, we quickly determine which candidates qualify for the more than 100 hiring credits and incentives available.
- No matter your company size, TalentWise leverages our technology and tax expertise in nationwide incentives that reduces your organization's tax liability - maximizing profits.

Our Commitment to You

TalentWise's innovative Hiring Process Management (HPM) solutions only make up half of the value we deliver. We blend this technology with exceptional people to give you a differentiated customer experience.

As part of the TalentWise family, you'll be assigned a dedicated account team that includes your very own Account Manager and Customer Support group. These individuals are committed to your success day in and day out. Our ability to intimately know your account and proactively deliver you the information you need, when you need it, empowers you to make the best hiring decisions for your organization and take control of your hiring process. We pride ourselves on our award-winning* customer service and are committed to deliver you the most trusted, efficient, and responsive service available in the industry. We invite you to experience what it means to be part of the TalentWise family.

Regardless of your industry, TalentWise's end-to-end Hiring Process Management (HPM) platform enables you to effectively manage the screening and onboarding process - from the background check, to the new hire paperwork, and everything in between. Our on demand, custom solutions are easy to set up and even easier to use. Designed to be highly configurable, our solutions can be tailored to map directly to your hiring processes, right down to the individual employee role. Whether you leverage our entire HPM platform or just individual components, you pay for only the services you use, and nothing you don't. With our extensive partner network, you can broaden the value of your TalentWise investment by easily integrating it with other human capital management (HCM) services including most leading applicant tracking systems (ATS) in the market today.

By combining innovative technology with award-winning customer service,* TalentWise is the only system you'll need and the one provider you can trust to power your hiring process from end-to-end. Best of all, we'll get you up and running on the TalentWise platform quickly, with little upfront investment and no long-term commitment. With the highest customer satisfaction ratings in the industry, we're confident that our products and services will exceed your expectations.

* "Top Employment Screening and Assessment Provider",
HRO Today Magazine (2008, 2009, and 2010)

What Clients Are Saying...

“By using the end-to-end solution from iCIMS and TalentWise, the turnaround time to get new candidates hired has drastically decreased! The accuracy of the data has significantly improved and our costs are much lower. With TalentWise, the level of customer service we get is second to none.”

- Felix Martinez, Director of Talent Acquisition, DeVry, Inc.

“Using our integrated solution from Taleo and TalentWise, we were able to reduce turnaround time by 36 hours, and meet our aggressive hiring quotas and timelines—all without adding HR headcount.”

- Erin Culp, Recruiter,
Mainstream Energy

“The TalentWise service and knowledge is unmatched. We are treated always as if we were their biggest and best client. I would recommend them to any business looking to screen candidates and to stay educated and current on federal, state, and local FCRA laws.”

- Jaclyn Garner, Branch Manager,
The Sedona Group

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