sumtotal®
A Skillsoft Company

SumTotal® and iCIMS® Partnership
Optimizing the recruiting and onboarding experience

The alliance of SumTotal Systems, a Skillsoft Company, and iCIMS enables recruiters and HR professionals to more efficiently increase new hire retention while improving new hire engagement, productivity and task management with comprehensive recruiting and onboarding solutions.

In the next 12 months, the majority of companies plan to hire new employees. Despite these intentions, less than half of these companies have a formal onboarding process to adequately support such operations. With the competition for talent fierce, companies must excel in the hiring process to acquire and retain the most qualified candidates swiftly and cost-effectively.

Recognizing the need for more sophisticated recruiting and onboarding measures, SumTotal has joined forces with iCIMS, known for its applicant tracking software, to deliver a superior applicant experience that elevates the employer brand and engages new employees immediately. With iCIMS, recruiters can seamlessly post jobs, screen applicants, schedule interviews, rank applicants and issue offer letters while having SumTotal's engaging pre-training materials and simplified post-hire maintenance as important assets.

> Organizations with a standard onboarding process experienced a 91% retention rate with 62% of employees meeting first-year milestones and 33% of improvements in year-over-year hiring manager satisfaction.

Onboarding 2013: A New Look at New Hires. Aberdeen Group, 2013.

SumTotal + iCIMS = powerful recruiting and onboarding

SumTotal integrated iCIMS' Recruit, Onboard and Connect capabilities into Talent Expansion® applications, extending SumTotal's talent acquisition capabilities across the full talent lifecycle.

Mobile Optimization	Candidates can upload resumes from Google Drive™, Dropbox or devices like desktops, smartphones and tablets.
Social Recruiting	One-click job sharing is available across social networks.
Reportable Recruitment Analytics	Analytics maximizes ROI by demonstrating which recruiting campaigns are successful.
Skype™ Integration	Enabled video interviews remove issues of travel and time constraints.
Communication Management Tools	Centralize, brand and automate communications for recruitment.
New Hire Onboarding Portal	New hires are immediately immersed into corporate policies and cultures before Day 1.
Passive Candidate Management	iCIMS Connect provides an easy way to build talent pools and engage candidates.

Take advantage of several iCIMS Onboard features

New Hire Categories	Categories accessible by new hires include tasks, pictures and videos based upon job position, department and location.
Task Library	Recruiters and HR professionals can create and store tasks.
Automated Email Notifications and Reminders	Hiring agents can assign due dates and "at risk" thresholds per task with trigger email reminders to ensure completion.
File Library	iCIMS servers can hold important documents and images for quick and easy access to branding communications.
iForms Library	20 universal forms, unlimited acknowledgement forms and 70+ specific to the U.S., U.K. and Canada.

Benefits

Single sign-on enables seamless access to both SumTotal and iCIMS with only one user name and password.

Out-of-the-box data integration eliminates the need for the setup of manual data feeds.

Pre-hire resume data collected through iCIMS is accessible in real-time via the SumTotal employee profile.

Leverage your investment in SumTotal Learn by integrating new hiring training into the iCIMS onboarding portal.

For more information or to learn more, visit www.sumtotalsystems.com or call

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