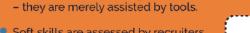




learning will continue to grow and proliferate.

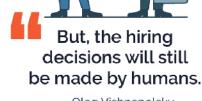
- Dylan Redmond, SocialTalent

- New, improved HR tools and software will arrive by 2018.
- Algorithmic sourcing will predict when passive and active candidates are ready for a new job based on their online activities.
 - Text analysis algorithms can pick out skills and professional experience faster.
 - Recruiters who study and understand Al technology will increase productivity.



Recruiters will not be replaced with machines

- Soft skills are assessed by recruiters.
- External recruiters will still be needed, but with additional skill sets required
- Quantitative data analysis, big data processing, and AI and machine learning management are new skills needed by recruiters.



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- Oleg Vishnepolsky, Global CTO at DailyMail Online and Metro.Co.Uk



Video assessment of job candidates will rapidly expand. - Josh Bersin, Deloitte

More cost-efficient and improves

6x faster than telephone interviews.

- the hiring process.
- Recruiters can get the same predictive value from five video assessment questions as a traditional 200-question test.
- It helps recruiters judge soft skills and culture fit.

3 Critical Areas of Focus: **Embedded Analytics** – analyses are available as needed without the

- need to generate reports.
- providers instead of just data analytics providers delivering pattern-recognition, algorithm refinement, machine learning, and natural language processing.
- ONA (Organizational Network Analysis)
 this technology captures data from emails, feedback activities, and other sources to understand workflow patterns, roles, and more.



HR teams and recruiters. - Josh Bersin, Deloitte

to the employer brand.

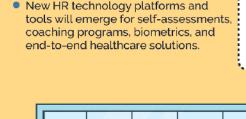


not recommend their friends or relatives to apply.

Candidate experience greatly contributes

Candidates with a negative experience will

- Top cause of bad candidate experience: unclear application instructions and long application process
- What candidates want: more communication and timely notifications



Over 40% of companies are promoting

Software and systems are designed

to measure, monitor, and improve

their policies on wellness.

wellbeing at work

More companies will create and promote wellness policies. - 3rd Eye Advisory®



remotely for some time.

 VPN systems make it easy for employees to access work systems from any computer.

Video conferencing and collaboration

37% of employees are working remotely. 43% of workers in the US have worked

- tools are also evolving to accommodate remote working. Recruiters can recruit from anywhere



in the world!

consultancy providing executive, expert and technical recruitment support for the Filipino market.

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