

# Talent Intelligence in HCM

## Transform Healthcare Recruiting Through Artificial Intelligence

### About ROI

As the 2018 and 2019 Category Leader in Business Solutions Implementation Services, ROI's ERP / BI practice is uniquely positioned to provide value-based consulting, implementation, and optimization services across finance, SCM, HCM, and technology departments with ERP solutions. ROI is a CloudSuite-specialized Infor Alliance Partner with hands-on multi-tenant CloudSuite and Birst experience. For more information, visit <https://roihs.com>.

### About Eightfold.ai

Eightfold delivers the Talent Intelligence Platform, the most effective way for companies to identify promising candidates, reach diversity hiring goals, retain top performers, and engage talent. Eightfold's patented artificial intelligence-based platform empowers enterprises to turn talent management into a competitive advantage. Built by top engineers out of Facebook, Google and other leading technology companies, Eightfold is based in Mountain View, CA. For more information, visit [www.eightfold.ai](http://www.eightfold.ai).

### ROI's Partnership with Eightfold.ai

ROI has a strategic partnership with Eightfold.ai, creators of the first Talent Intelligence Platform, an unparalleled deep learning AI solution that powerfully transforms talent outcomes. As an ATS-agnostic solution, the Eightfold Talent Intelligence Platform is a solution for talent sourcing offering unique new capabilities. In searching for an optimal partner to serve as an extension of its implementation services team, Eightfold.ai selected ROI Healthcare Solutions, based on its decades of deep healthcare expertise, strong Infor partnership, and KLAS award-winning reputation, to bring artificial intelligence to the patient care market.

### Ready to progress in your talent strategy?

- Build **instant pipelines** with no additional sourcing required for a majority of roles
- Automatically **screen and rank candidates** for every position
- Consider **every candidate, past and present**, in your talent network in seconds with AI-based matching
- Empower each employee to find **what's next in their career** within the company
- Embed **diversity and inclusion** across all talent processes and make every talent decision without bias
- Launch a **personalized AI-based career site** that increases the number of qualified applicants

**50%**  
Overall Recruiter Time Savings

**91%**  
Roles with Pipelines Filled Instantly

**2x**  
Inbound Applicants from Career Site

**19%**  
More Hiring of Female Candidates

**81%**  
Increase in Internal Mobility

**25%**  
Reduced Attrition of Top Performers



## Companies Are Facing Huge Talent Challenges

In a recent survey of 1,000 CEOs and Chief HR Officers, **73% reported critical problems finding talent, and 66% said they struggle to retain staff. 84% were not satisfied with the result of diversity efforts.**

**Recruiters struggling with these issues spend more each year just to run in place.** They face rising attrition of skilled staff, too many inbound resumes from the Web, too few hires from underrepresented groups, no good way to recruit past applicants, low rates of internal mobility, poor candidate experience, and many more issues that compound the negative impacts.

Existing solutions are not up to these challenges. **The companies that can hire and retain the most productive teams will beat their competitors in every market.** Therefore, urgent action is needed on talent.

### ROI is Bringing Value to HCM Projects...

- Standardized Job and Position structures and definitions to support staffing and talent initiatives
- Reduced data input errors by 50%
- Improved payroll cycle processes, increasing accuracy and decreasing time to process
- Automated HR transaction routings and approvals
- Increased patient satisfaction scores by ensuring talent alignment to patient needs through talent programs

### How does ROI define HCM success?

- Align Processes Across Organization
- Reduce Manual Processes
- Reduce the "Cost" of HR
- Leverage Technology to Improve HR Operations
- Accessible, Reliable Data for Better Decision Making

### The Return On Your Investment

ROI and Eightfold's collective vision to transform talent magnifies their individual strengths to reduce spend for internal recruiting, contingent workers, and agency spend while creating the space for recruiters to become more strategic and value-oriented throughout each organization. In the competitive healthcare market, digital transformation must play a critical role in identifying and retaining experienced and dedicated physicians, nurses, and operational staff to lower recruiting costs and enrich patient care.

