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Financial services company achieves significant cost savings through AMS and TalentNet's Direct Sourcing partnership

400
%

increase in Direct Sourcing program headcount

The opportunity:

As a major player in the financial services field, this organization was interested in leveraging leading-edge Direct Sourcing solutions to cut costs, improve candidate quality and create a more seamless candidate experience.

The solution:

The organization engaged AMS, which then engaged TalentNet to create an end-to-end solution that met its unique hiring needs. AMS provided top-tier recruitment support while using TalentNet's intuitive Direct Sourcing platform to build a robust Talent Community.

The results:

Through TalentNet's guidance and AMS' delivery, the company saw a 400% increase in Direct Sourcing program headcount in 2023 compared to year 1 of the program, while also achieving in excess of 20% savings on average across the program. It was also able to grow its Talent Community by 460%, hiring 60% of the roles received by the Direct Source program using its talent pool.

The client and their opportunity: Early adopters looking for cost savings

As a leader in the financial services field, this organization provides banking, investment and mortgage services to one in three households in the U.S. and over 10% of American small businesses.

While the financial services company already had several contingent hiring programs, the company was interested in becoming early adopters of the Direct Sourcing model and reducing hiring costs.

The company wanted to improve the quality of their contingent hires while creating a more positive candidate experience and increasing hiring speed.

The financial services company saw Direct Sourcing as an innovative new initiative that could help the organization control rogue spending and maximize cost savings.

In 2022, the company selected AMS to run a Direct Sourcing program. AMS then engaged TalentNet to implement a technical solution. The program was further expanded to additional areas of business, including volume hiring.



growth
in talent community

The solution: Working together for a better hiring experience

As an experienced talent acquisition service provider and a leading-edge Direct Sourcing platform, AMS and TalentNet worked together to develop an end-to-end solution to best meet the client's hiring needs.

TalentNet implemented its intuitive talent ac-

quisition platform, in alignment with the brand's guidelines and standards. The platform boasts the highest data privacy accreditation and remains current with leading compliance regulations, including SOC 2 compliance, as well as ISO 27001 and 27017 certifications, which was important to the financial institution.



savings across the program

Through TalentNet's platform, AMS was able to engage, nurture and manage top talent using the following features:

- AI-powered job matching technology with automated job alerts and real-time notifications.
- Intuitive user interface which allows candidates to apply for a position in 60 seconds for a seamless experience.
- Talent Pool cultivation abilities, which allows Curators to build and grow Talent Communities.
- Email and text capabilities, which allow Curators to quickly contact potential candidates. Users can also create customized email and text messages to make communicating more efficient.

AMS worked closely with the organization's Hiring Managers to source qualified candidates that matched the financial services company's needs and values while improving candidate quality. This process improved diversity at the company, bringing in a range of skilled applicants.

TalentNet's advisors offer continuous support to AMS's delivery team, helping them unlock the full potential of the platform by guiding them through new features and sharing essential roadmap details. This partnership ensures the team is well-equipped to leverage the platform effectively.



The results: Improving hiring through exponential growth

After working with AMS and TalentNet, the financial services company saw a 400% increase in Direct Sourcing program headcount in 2023 compared to year 1 of the program.

The organization achieved a 97% Hiring Manager satisfaction, along with an excess of 20% cost savings on average across the program in 2023. The company also achieved a time to submit of less than 3 days while its Talent Community saw a growth of 460%.

Building a robust Talent Community

Through AMS and TalentNet's guidance, the Direct Source program was able to fill 60% of the roles it received using candidates from the Talent Community.

The company was also able to build a thriving Talent Community with candidates that have over 6,500 skills and 5,600 job titles. TalentNet's opt-in real time job alerts were used by 86% of Talent Community members.

By leveraging AMS's Curation expertise and TalentNet's intuitive Direct Sourcing platform, the financial services company was able to hire top talent faster and at a lower cost, while improving the candidate quality and experience.