

The Conference Board ® Human Capital Benchmarking Service

Category: Talent Acquisition

Here is a sample of the kind of questions we will ask in in this category. This survey should be completed from the viewpoint of the head of the Talent Acquisition function. Please address all questions from that viewpoint. For each category, we will ask you to share:

- *Demographic information (your contact information; the company location/revenue size/employee count/HQ location/primary business; legal structure (state-owned, publicly traded, etc.); distribution of employees around the globe) and briefly describe (100 words or less) what products or services your organization provides and, if applicable, to whom*
- *Staffing distribution and budget data for the function*
- *Top issues you are facing*
- *Innovative approaches to solving business challenges following this format:*
 - *What people-related business challenge were you trying to solve? (200 word max)*
 - *What specifically did you do to address the challenge? (250 word max)*
 - *What specifically was innovative about the approach? (100 word max)*
 - *What were the positive business outcomes from your actions? (250 word max)*
 - *If applicable, what was the ROI for this initiative? (500 word max)*
- *Why should your organization be honored for excellence in this category? (1000 word max)*

Here are a few sample questions from this category:

1. Which of these functions, if any, do you outsource? (Select all that apply: All of TA; Campus recruiting; Experienced hire recruiting; Executive recruiting; Diversity recruiting; Recruitment marketing/employment brand/social media; Data analysis/analytics; Other:)
2. Do you have a D&I recruiting strategy?
3. Describe the governance model/approach for your TA function.
4. What is the mix of workers in your organization? (Salaried %; Hourly %)
5. Of the positions filled last fiscal year, what percentage were at the following levels? (Entry-level; Experienced; Executive)
6. Which three sourcing channels provide the highest quality candidates? (Campus recruiting; Candidate pools; Company website; Employee referrals; Executive search; General social media; Internal candidates; Job boards/search engine aggregators, etc.)
7. Is TA responsible for internal mobility? Global mobility?
8. How often do you refresh your Employer Value Proposition on the external career site?
9. Do you currently use AI tools/platforms (e.g., Bots) within TA
10. Are you considering implementing any AI tools/platforms in the next 6-12 months in your TA function?
11. What are the top five barriers to implementing an AI solution for your TA function?