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On-boarding for Success: SmartSearch[®] sponsors best practices webinar for recruiters and human resources professionals

Leading talent acquisition & recruiting business software announces fifth program in 2011 series of webinars on recruitment topics will cover on-boarding

OCEANSIDE, CA August 15, 2011 – Advanced Personnel Systems, Inc. (APS), the makers of SmartSearch[®], announced the fifth webinar in its best practices series for recruiters and human resources professionals on “On-Boarding for Success: A vital 90-day transition” will be presented August 25, 2011. A recent employment industry study shows that 85% of new hires decide within the first six months whether or not they will stay with their new employer. This decision largely depends on the relationship between the new hire and their manager, and how they are treated during the critical first 90 days of employment. With a lot of attention placed on recruiting the right employees, the study also shows employers often don’t spend as much time as they should on-boarding new hires to ensure employee engagement and retention.

This best practices program looks at how employers can help new hires thrive by providing them with the direction and training they need to perform well on the job, the key factors for bringing good people on-board, and what crucial elements need to coincide with the first three months of employment. Registration for this free webinar is open through August 24 <https://www2.gotomeeting.com/register/342351402>

The program will be presented by Dawn Kohler, CEO, The Inside Coach, a corporate training and development company that provides innovative solutions to enhance workforce excellence. More info about the speaker is available at <http://www.theinsidecoach.com/about-us/>

“Through close cooperation with human resources consultants and our vendor partners, we are pleased to offer our customers proactive resources and timely information to keep up with changes in recruitment landscape.” said Doug Coull, CEO at APS. “Our best practices webcasts are offered in addition to our weekly user training sessions.”



The program will also touch on SmartSearch® new features that were added to the on-boarding component of its latest Version 15 release. The on-board tracking tools allow users to configure and track an unlimited number of action items by setting up automated tasks. This includes the ability to initiate on-boarding prior to the hire date, configure step-by-step workflow to fit the desired process, as well as link to documents and event triggers such as calendar reminders and email notifications. In addition, on-boarding activities are displayed in the users' work-in-progress dashboard and lists, and can be summarized in regular activity reports.

Other upgrades to the SmartSearch® on-boarding functions include optional integrations to allow for digital document signing from the candidate portal, and allow candidates to track their own on-boarding status. For contingent workers, there's also an Off-board tracking component to manage and document terminations, exit interviews, and related activity. LJ Morris, CTO of APS said, "We've added capabilities to better automate the workflow, but more importantly, this allows recruiters and hiring managers to focus on coaching and training of new hires to improve productivity, engagement and employee satisfaction."

The SmartSearch® recruiting software is best known for the ability to seamlessly integrate with existing systems and applications for managing all employment-related information from one easy to use interface. SmartSearch® partners with subject matter experts to present best practices webinars throughout the year. These informative, topical webcasts are presented as a value-added service for users of SmartSearch, and are open to members of the human resources and recruiting community. Previous 2011 topics include Three Steps Toward Greener Recruiting, The Four A's of Recruitment Advertising, Managing a Multi-Generational Workforce, and a primer on OFCCP Compliance which was eligible for HRCI recertification credits.

About SmartSearch®: Since 1986, Advanced Personnel Systems, Inc. has led the way in the development and deployment of quality talent management and recruiting solutions. Having pioneered the field of resume-scanning-based recruiting solutions, APS is a recognized innovator in on-demand technology and recruitment data management. Its signature product, SmartSearch® currently in its fifteenth release, serves over 165,000 users and 4.7 million job seekers worldwide. For more information, visit: www.smartsearchonline.com

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