The current Recruiting Tech Landscape

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The rise of HR Tech

$1.4B — 160
$1.2B — 137
$1B — 114
$0.8B — 91
$0.6B — 69
$0.4B — 46
$0.2B — 23
0 — 0

Amount

Deal Count

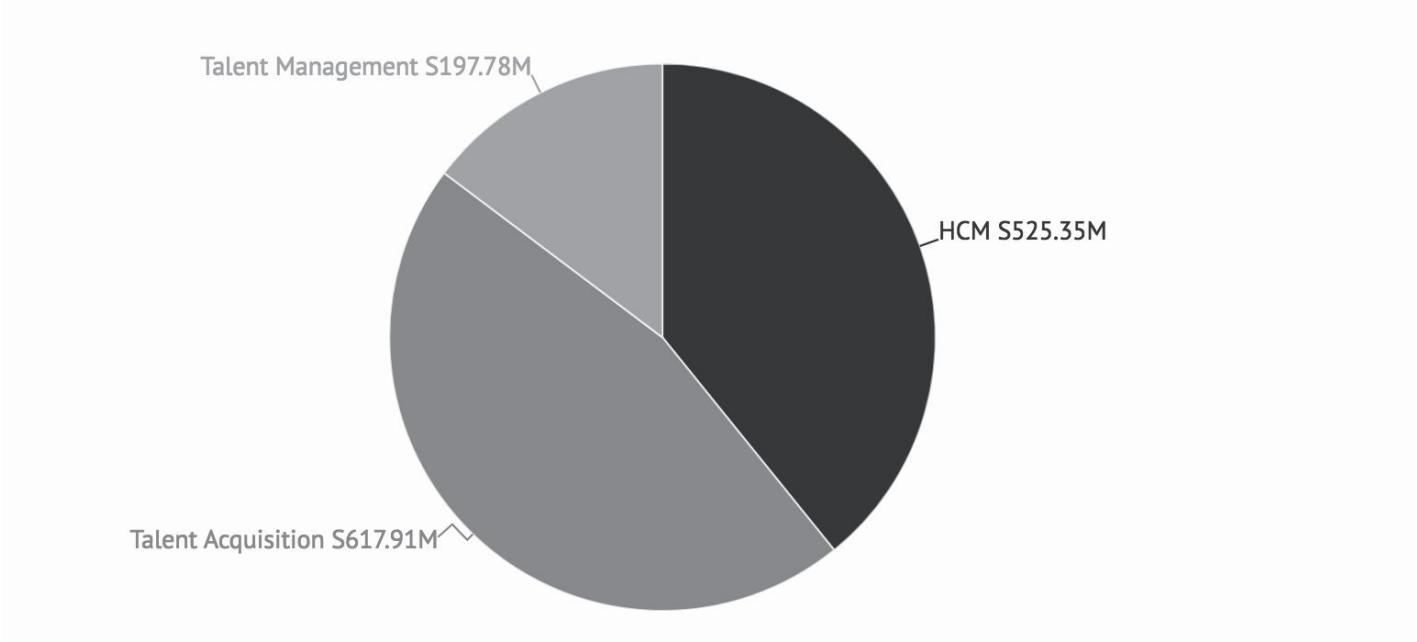2018 YTD   2017

● Amount ● Deal Count
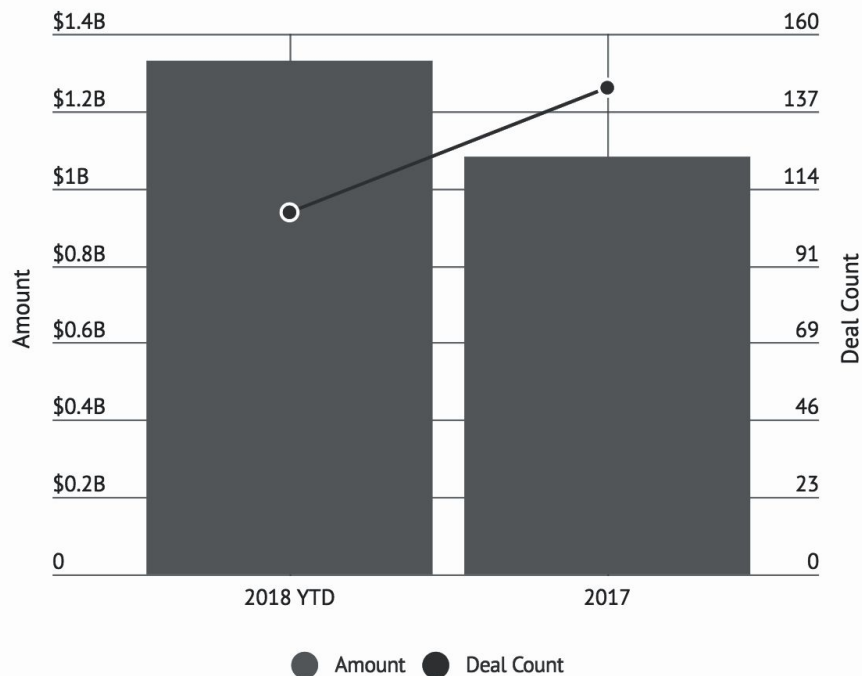
Deals in July/August 2018

$50M   Greenhouse
$60M   Clear Company
$50M   PerkSpot
$60M   Namely
$140M Gusto
$10M   Impraise
$40M Guild Education
$10M   ScaleFactor
$40M Culture Amp
$10M   Goodwall

=$420M in <2 months…

=$1.75bn YTD

(to give you some context #FinTech raised $27bn in 2017 alone…)

46% of the investments went into Talent Acquisition

Talent Management S197.78M

HCM S525.35M

Talent Acquisition S617.91M

Significant rounds:
Checkr $100M
Hired $30M
Beamery $28M
Phenom People $20M
EightFold $18M

Q2 Talent Acquisition Sub-category Investment (M)

$ $ $

120.75   104.5   56.9
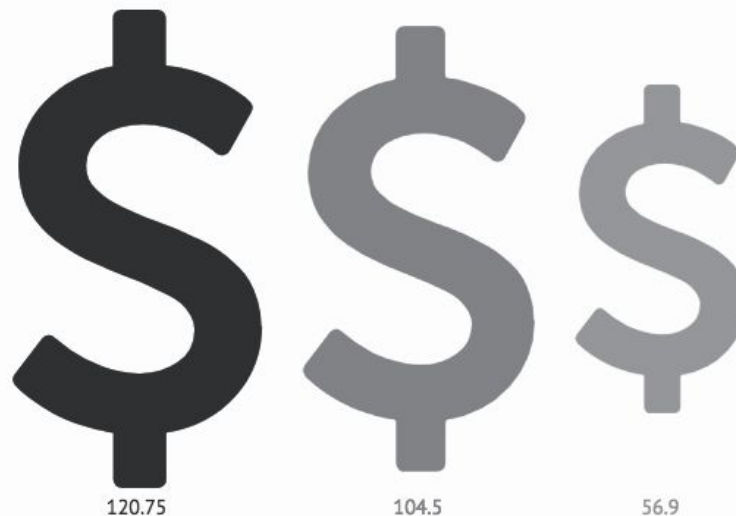
● Job board/Marketplace   ● Assessment   ● Recruitment Marketing

A new generation on the rise?

22k
HR Tech Vendors

Just an estimate. No one knows for sure.

12k
Talent Acquisition

By far the biggest single subcategory globally.

1k
Newcomers

Have started less than 2 years ago.

200 of them in Europe...

TALENT DISCOVERY

In some industries/jobs, finding talent is the hardest part. This is why there are plenty of solutions to (actively) search, prescreen and engage with (hidden) talent. Challenges are: keeping up with the everchanging ways to identify and interact with candidates on various platforms.
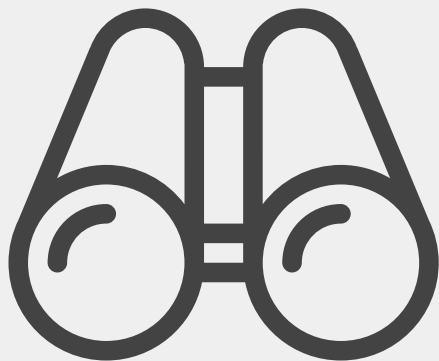
PROBLEM #2

RECRUITMENT AUTOMATION

In other industries/jobs instead, there are just too many candidates to sift through. Challenges are: skill detection & skill matching or general prefiltering/-screening and workflow automation.
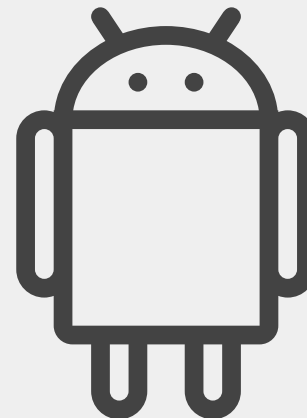
AI

"Ironically, machines will help HR feel more human and personalised." It is a tool for suggestion and improvement - not an independent decision making system.

DATA

Ingest and digest data rapidly to identify patterns, predict trends etc.

DETECTING SIGNALS

Correlate data, predict trends, patterns and signals like mood, honesty, personality.

CUSTOMIZE

Build platforms for e.g. Learning and Coaching based on the recipients needs and learning behavior.

AUGMENT

By freeing up time, AI can be a smart augmentation of business decisions and more and more automated proceses.

"There are more AI vendors focussed on recruitment than any other HR area."

CognitionX

TECHNOLOGIES APPLIED

ARTIFICIAL INTELLIGENCE

Sourcing & Candidate Management

Selection & Assessment

Browse a full list at

directory.cognitionx.com

Case Study: Bunch.ai

By using data from the Bunch assessment Fraunhover Ventures was able to not only assemble culturally-aligned teams, projected to achieve higher quality results, but also to plan future development work around the platform's highly-detailed recommendations, further increasing their chances of success.

The Fraunhofer Venture team-composition process became significantly more efficient in just 2 weeks, and user-satisfaction with the process increased as well. In addition to performing team simulations, Fraunhofer Venture uses Bunch to monitor and reassess team alignment over the course of each project, combining it with data on overall team success.

bunch

Fraunhofer
VENTURE

"Use Bunch insights to build strong and adaptable teams that are ready to innovate and prepared for any challenge. We analyse all that chatter that flows through the open channels of your team's Slack account and translate them into cultural KPIs for you."

Read the full study
https://directory.cognitionx.com/blueprint/2

TECHNOLOGIES AT A GLANCE

CHAT BOTS

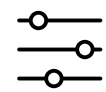Entrepreneurial activities differ substantially depending on the type of organization

CX

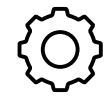Instant extraction of relevant information. Mobile. 24/7.

PRESCREEN

Filter candidates through smart and genuine conversations.

RE-ENGAGE

Get back to the undecided. GDPR compliant.

SAFE TIME

Automate redundant processes and use the time to talk to actual humans.

TECHNOLOGIES APPLIED

CHAT BOTS

BLOCKCHAIN

The processes most appropriate for transformation through blockchain are likely to be those that are slow, cumbersome, labour-intensive and expensive due to the need for significant data collection and third-party verification.

VERIFICATION

Theft and fraud in skills, qualification, education, identity are a major problem in most industries.

REVIEWS

Next to verifying employee data (e.g. performances reviews), it will allow them to "travel with" an employee over their career.

PROTECTION

Both candidates as well as recruiters have been spammed by fake profiles in the last years.

SMART CONTRACTS

Blockchain is a database without a single point of control, smart contract is distributed business logic.

BLOCKCHAIN

Thanks.

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