

# Applicant Tracking Systems 2020

Leverage your ATS and other technologies to adapt to a rapidly changing recruitment environment



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## Covid-19 has affected talent acquisition systems and processes in most organizations



Among these organizations:



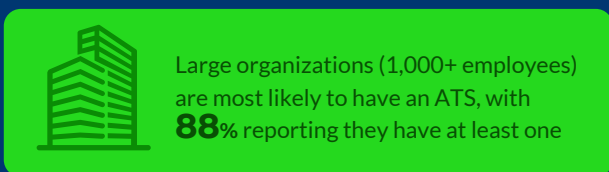
In addition, among those that changed to focus more on **remote hiring processes**:



## Most organizations have an ATS

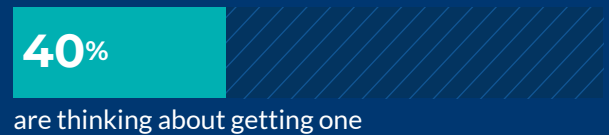
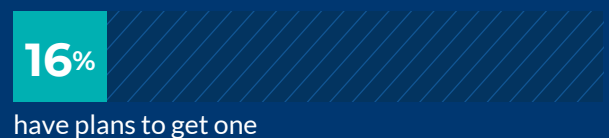


Of those with **at least one ATS**:



## Many more are planning to get or considering an ATS





Of those **without an ATS**:



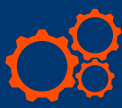



## The Bad News

### Many ATS still suffer from a variety of weakness

Most respondents indicate their ATS **do not perform well** in these areas:

-  Automatically matching candidates to the right job postings
-  Gathering and integrating employee referrals
-  Enabling recruiters to locate internal talent
-  Identify candidates who are passively looking for job




Other **areas of concern** for some ATS are:

-  Difficulty integrating with:
  - automated reference checking
  - candidate satisfaction data
  - video interviewing platform
-  Lack of enough needed features
-  Poor reporting/analytics functionality
-  No ability to gauge job candidate experiences

## The Good News

### ATS performs a variety of tasks well

Today's ATS are strongest at these three tasks:

-  Tracking candidates as they move through the recruitment process
-  Customizing the application process to the specific needs of jobs
-  Routing jobs and offers for executive approval

Most ATS allow their **recruitment departments** to:

-  Stay organized
-  Save time
-  Maintain ease of use
-  Schedule and manage interviews

## Consider These Strategies

-  **Understand** how talent acquisition is changing due to the Covid-19 pandemic
-  **Find** ways to improve the candidate experience
-  **Examine** integration capabilities
-  **Maximize** the features and functionality of your ATS
-  **Locate** passive job seekers
-  **Look** for systems that help meet strategic and not just tactical needs
-  **Gather** data on the candidate experience
-  **Pay** close attention to reporting functionality in ATS
-  **Leverage** internal candidate capabilities when it is to your advantage

## About the Survey



The State of Applicant Tracking Systems 2020 ran in the summer of 2020. There were 285 usable responses gathered from HR professionals in virtually every industry vertical.



The HR Research Institute tracks human resources trends and best practices. Learn more at [hr.com/featuredresearch](https://hr.com/featuredresearch)



Read the full research report  
**The State of Applicant Tracking Systems 2020**

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