



ABOUT ERC DATAPLUS

ERC delivers client-centric, state-of-the-art Internet and Interactive Voice (IVR) solutions for recruiting and employee surveys, and through ARGOS Assessment Company, multirater assessments. Its applications are modular in design to allow companies to select what they need; when they need it.

Clients benefit from dedicated and experienced project and account management teams to help clients translate their expectations into realities, and have a more efficient and effective process.

Supplementary modules to Selectech Workforce Management and Selectech 5.2 CMS improve the quality of hires and reduce turnover. Surveys of new hires to help improve the orientation process and surveys of departing employees that help to uncover root causes of turnover are also available.

Leading financial service companies, call centers, retail, hospitality companies, and Fortune 1000 companies look to ERC for quality, innovation, service, and high Return on Investment.

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SELECTECH® WORKFORCE MANAGEMENT FEATURES

Screening, hiring and retaining the workforce you want - efficiently! SM

Selectech® Workforce Management includes the functions you need to be efficient and effective in meeting your company's staffing needs. Selectech is modular and components and features can be added or deleted to meet your specific needs at the time in question.

GUARANTEED RESULTS WHEN YOU CHOOSE SELECTECH WORKFORCE MANAGEMENT

General Features

- Configurable and customizable
- Intuitive, desktop configuration
- Comprehensive resume and candidate profile
- Full applicant tracking
- Innovative interview scheduling
- Customizable requisition and Eoffer creation and approval process
- On-boarding management
- Multiple candidate languages
- Multiple job-specific workflows and real-time changes
- Skill Inventory
- OFCCP compliant and reporting
- Data migration from legacy systems
- Integrations with tax credit, background screening, HRIS

Custom Career Site

- Custom external and internal branding with audio and streaming video
- Unique candidate home page with all communications and schedules available with one click
- Integrated employee referral program and reporting
- Attach, cut and paste, resume builder, instant resume parsing from text and PDF
- Custom eApplication and electronic signatures
- Multiple interview schedules
- Job-specific validated assessments

Recruiter Desktop

- User-friendly
- Configurable
- Custom web links

Question and Skill Libraries

- Use ours, yours or create on-the-fly
- Assessment batteries

Security

- Multiple levels to provide or limit access to different users
- Open architecture
- 99.9% uptime

Screening

- Basic and advanced qualification screening
- Job-specific questions with scoring
- Multiple outcomes: knockout, rank, schedule
- Candidate flagging

Searching

- Multiple candidate searching: requisition, text, skills, Smart-SearchSM, and geographically
- Searches returned with highlighted text

Communications and Contact

- Emails and letter editable templates
- Single communication database for OFCCP compliance.

Reporting and Analytics

- Full complement of standard reports for analysis and reporting
- One-click export to Excel
- Custom reports to meet every reporting requirement at no additional cost

Fast Implementation

- Data migration, third-party, and HRIS integration
- Typically less than 45 days *regardless of scale* using *WizardDriveSM*

Optional Modules

- Online Interviewer Training
- Performance Management
- New Hire/Orientation Surveys
- Exit Surveys
- Multirater / 360's