



Better Together

Accelerate your investment in Workday HCM and ATS.
Help talent leaders deliver their objectives while answering the
fundamental questions needed to deliver on business strategies.
Transform your workforce through skills-based talent
management and skills-based hiring.



The only partner with a certified CRM and
certified Workday Skills Cloud integration.

Beamery: The AI-powered talent platform for skills-based transformation

beamery.com

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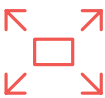
EXPANSION: WHAT TALENT DO WE NEED TO BE SUCCESSFUL?

Growth plans require extensive resourcing, and advanced hiring capabilities. You need to create personalized experiences that nurture, engage, and attract the skills you'll need tomorrow, throughout the talent lifecycle.



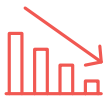
DISRUPTION: HOW DO WE FILL OUR SKILL GAPS?

Embrace fractional work, and source new, in-demand skills, to deliver innovative business strategies. Skills-based hiring helps you consider talent from other sectors and diverse backgrounds.



ACQUISITION: WHAT IS MY TALENT CAPABLE OF?

M&A activity always requires the effective integration of talent, with a common approach. Understand the skills you have and the skills you need to retain the right people.



REDUCTION: WHAT IS ESSENTIAL?

There is relentless pressure to cut costs and manage reorganization while keeping negative impacts to a minimum. Deploy integrated technology that drives productivity, and define the skills needed in your roles for effective restructuring.



EFFICIENCY: HOW MIGHT WE BETTER ALLOCATE RESOURCES?

You always need better ways to get the right talent and skills to key projects, really quickly. Empower your recruiters and hiring managers with the necessary insights, and the collaborative tools, to do just that.



FORECASTING: WHO HAS THE POTENTIAL TO SUCCEED?

Businesses must mitigate risk, by getting better at succession planning and matching skills supply with demand. Access a clear picture of the skills you have internally and externally to create better talent plans.

Surpass your talent outcomes when you add Beamery to Workday

Beamery is not a replacement for Workday. It is not an applicant tracking or HR information system. Beamery helps Workday's largest, global customers to become skills-based organizations. Powerful skills intelligence capabilities enables you to make sense of your fragmented skill and job data, and synchronize across your Beamery and Workday applications. Dynamic market insights help you make more informed and reliable talent planning and hiring decisions. While our AI-powered platform also allows Talent Acquisition teams to create highly personalized experiences for applicants, candidates, employees, and alumni, and build pipelines of qualified, engaged and diverse talent.

HOW BEAMERY HELPS

Accelerate your journey to becoming a Skills-Based Organization

Are you actively using Workday Skills Cloud or yet to make a start? It doesn't need to be daunting. With Beamery, you can kickstart your skills transformation thanks to our dynamic Job Architecture capabilities: take skills data from across your organization, and easily define each role in your organization with the required skills.

Create a consistent definition that can be put to use by automatically synchronizing with Workday Skills Cloud and immediately giving you the power of skills intelligence across all your Workday applications: from tailoring learning programs to shaping performance reviews.



Access a job architecture complete with skills that are unique to the needs of your organization, in days.



Compare yourself to competitors, and understand emerging, trending and sunseting skills.



DID YOU KNOW?

Beamery's Skill Platform transformed **79,000 job descriptions into 980 jobs with defined skills** in less than a week, for a Global Technology Company.

[Learn more about our Dynamic Job Architecture](#)





Providing a complete, up-to-date and competitive view of skills supply to effectively deliver strategic restructuring projects.



CHALLENGE

A leading retail and commercial bank needed to make significant changes to its organizational structure, in order to offer more competitive financial solutions to their customer base. In order to achieve this, they needed to evolve the skills of their workforce, and make reductions to call centre staff and branch locations. They wanted to adopt a skills-based approach to effectively manage this workforce transition. However, a poor skills foundation was hindering their ability to deliver essential restructuring. They had an outdated approach to managing their skills and job data: tasking employees to manually input their skills, which – with a maximum completion rate of 30% – led to significant gaps in skills data, and manually creating and maintaining their own in-house skills taxonomy, which was costly, time consuming, and hard to keep updated with fast evolving skill requirements.



SOLUTION

Beamery's powerful skills intelligence enabled the bank to infer skills across both employee and candidate profiles. This extends across the entire employment history of individuals, ensuring 100% skills coverage and offering a much deeper understanding of the total skills supply within the organization. In addition, as an agnostic skills intelligence provider, Beamery was able to flexibly meet the customer on their skills transformation journey by enhancing their existing skills taxonomy – so previous work was not wasted. Enhancing their existing skills data ensured the customer could refresh their skills taxonomy and job architecture in real time, capturing the latest competitor and industry trends around emerging and sunseting skills. This valuable skills and job data is also fully integrated and deployed across their existing Workday technology, thanks to Beamery's Workday Skills Cloud integration. Through Beamery's connected CRM solution, they can proactively evolve their hiring plans.

OUTCOMES



Optimize Human Capital Allocation

Facilitating placement of talent in more competitive business areas to work on differentiated solutions, preventing the loss of vital skills and organizational knowledge during essential restructuring.



Minimize Business Risk

Helping the bank adapt quickly to industry changes and adjust talent strategies in response to new business strategies and associated workforce plans. Keeping business plans on track with insights into potential attrition risks and changing skill sets.



Drive Operational Efficiency

Removing skills management overheads by automating the capture and maintenance of real-time job and skills data, and using technology to effectively redeploy talent.



Create a Unified Data Ecosystem

Enhancing the existing skills taxonomy and connecting it with hiring plans. Driving adoption and optimizing value from Workday solutions like OMP, Skills Cloud, Adaptive Planning, and Prism – with up-to-date skills data across employee and job profiles.

HOW BEAMERY HELPS

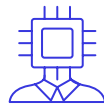
Get more candidates through selection: hire the right skills

Save precious time getting to the crux of the ask, and reduce the unnecessary back-and-forth between Hiring Managers and Talent Acquisition in Workday. From the moment the requisition is opened, the vacancy is made available in Beamery, thanks to our robust Workday ATS integration.

Beamery provides a collaborative workspace for Hiring Managers and Talent Acquisition to easily align during the intake meeting: turning conversations into a clearly defined role complete with the key requirements from critical skills, seniority expectations, preferred location, and more.



Confidently expand the hunt to consider talent from other sectors or diverse backgrounds.



Flexibly deploy AI - once tested and confidently passed internal checks - and start accessing better talent matches.

Stop expecting your recruiters to review thousands of resumes, each in wildly varying formats, in order to find the perfect fit. Instead, make it easy for recruiters to find relevant talent already in the Beamery CRM, thanks to AI-powered suggestions.

Standardized profiles also help Hiring Managers quickly review selected candidates, while mitigating bias. Speed up feedback cycles, with the ability for recruiters to communicate with Hiring Managers via their preferred workplace communication platform – such as Microsoft Teams or Slack – without ever having to leave their tool.

Best of all, at any time, the role requirements can be quickly updated, searches can easily be refreshed, and new job descriptions easily generated. Find the right person for the job, boosting the quality of hire and, of course, the satisfaction of your Hiring Managers.



DID YOU KNOW?

Highly matched candidates suggested by Beamery's AI were **36% more likely to pass screening** over low quality matches that might have been selected by default.

[Learn more about our AI Talent Match](#)



BBVA

Unlocking a global, skills-based hiring strategy for an international bank to offer competitive, digital banking solutions.



CHALLENGE

BBVA faced challenges attracting critical talent on time, and in budget, with a high dependency on agencies, and a lengthy time to hire for key, hard-to-fill roles (80+ days). BBVA had already defined a skills taxonomy when they came to us: a year-long project, completed in-house, with manual input from managers. BBVA are utilizing Workday Skills Cloud to ensure these skills are operationalized across their Workday solutions, although the bank still had a high volume of unique skills that they were struggling to find in Workday Skills Cloud, and require maintenance in disconnected spreadsheets.



SOLUTION

Beamery's Talent Acquisition solution allows BBVA to engage passive talent. This bank has shifted from country-centric to a global employer, through an enterprise-grade CRM that allows prospective contacts to be compliantly nurtured, at scale. Beamery's AI that matches talent with open roles has freed up recruiter time to talk to candidates more, provide feedback faster, and ultimately find the right talent, anywhere in the world, based on the skills needed for the job. In addition, Beamery's deep skills intelligence has helped BBVA to map a further 300 skills - unique to BBVA - with Workday Skills Cloud. While, Beamery's certified integration with Skills Cloud ensures job requisitions that surface in Beamery consider the same skills: ensuring consistency and empowering recruiters to hire for skill-fit.

OUTCOMES



Optimize Human Capital Allocation

Redeploy and hire talent with the right skills more easily across their global operations to ensure the right person with the right skills in the right job.



Minimize Business Risk

Competitively hiring talent to keep pace with their digital banking business strategy through a skills-based hiring strategy and engagement of passive talent.



Drive Operational Efficiency

Transforming to a global approach to find efficiencies across Talent Acquisition teams and by deploying and adopting AI to enhance traditional talent practices.



Create a Unified Data Ecosystem

Greater return on investment from connecting Skills Cloud with Beamery and ensuring consistent skills data across systems and teams.

“We are now anticipating the needs of the business with a proactive approach, identifying and connecting with the best candidates, both active and passive, either inside or outside BBVA. This change also enhances internal mobility, promoting the development of our teams and taking advantage of talent at a global level.”

Fernando Bellón de Aguilar, Head of Talent Acquisition, BBVA

Keep candidates engaged with highly personalized experiences

Attracting and keeping in-touch with prospective candidates is a resource-heavy effort. Beamery can make that work easier, and connects your talent data and workflows from attraction through to hiring in Workday Recruiting.

Creative careers websites act as a window into your organization and help you elevate your employer brand to attract the right people. Dedicated talent portals provide AI-powered role recommendations that help you get better-fit applicants from the start – or accelerate talent mobility amongst employees. You can also curate content through these talent portals: whether communicating your company values with external candidates or sharing alumni-only events.

Empower your Talent Acquisition teams to create best-in-class experiences for every external candidate, applicant, employee and alumni. Connect all historical interactions to the profile of each person. View the first touchpoint through to hiring and, eventually, offboarding, and make holistic decisions with unified workflows and data.

“It was challenging for us to build proper relationships with talent at scale. Now, with Beamery, we re-shaped our whole strategy and developed a new mindset in how we approach candidates.”



Micheal Wright, Head of Talent Acquisition, Grab
[Read how Grab personalized candidate experiences](#)

Say goodbye to post and pray: build a talent community full of the skill you need and reduce time-to-fill

Stop waiting around for applications or reactively going on the hunt. Lean on a ready-built talent network for when the next job requisition is opened. Beamery's comprehensive CRM is a talent database and workflow management application that is integrated with Workday Recruiting. Select the talent that have the right skills and experience for your organization: source, capture and store talent information from every external candidate, applicant, employee and alumni. This allows you to easily resurface silver medalists to speed up time-to-fill, and consider them alongside newly sourced candidates.

Populate and segment talent pools by critical skills for effective onward nurture thanks to powerful search and configurable tagging capabilities. Meanwhile, highly customizable user permissions and automated consent workflows ensure data privacy and compliant engagement. Reduce the risk of non-compliance costs with a proven, enterprise-grade CRM solution.



Customize workflows, automations
and user permissions, at scale.



Empower your team to proactively
source using compliant, better
quality and first-hand talent data.

“Having **56% of our talent community not yet tied into a vacancy represents an enormous population** that we would not have ever had access to had we not set up our talent attraction and engagement strategy. This is an opportunity to nurture and target these candidates and lead them to becoming applicants when a relevant vacancy is open.”



Michael Rizzi, Recruitment Marketing Manager, DraftKings
[Read how DraftKings built a global community](#)

WHY BEAMERY

Make use of skills data, with an agnostic intelligence vendor that has a certified integration with Workday Skills Cloud

From job descriptions to existing taxonomy, skills data from a wide range of sources can be shared with us, including from your Workday applications. We're even flexible to work with other skills taxonomy providers.

- Create a standardized and richer source of truth for what "skills" truly mean in your organization. You don't need a full team (and associated resources) to get things off the ground: let Beamery enhance your skills taxonomy, or generate a Job Architecture unique to you, mapped with skills, in days, and refine it from there.
- Realize value every step of the way, with our Workday Skills Cloud integration. Create a common definition of your job and skills data across Beamery and Workday. Easily deploy throughout the rest of your Workday applications for consistency across HR teams. Supercharge Beamery with even more accurate AI-powered talent recommendations for open vacancies.
- Say goodbye to stale Job Architectures. Beamery can capture when your Talent Acquisition teams change search criteria (to expand or fine-tune the hunt), and make a suggestion to update this job to reflect what is actually being asked for. In addition, market insights into emerging or sunseting skills, as well as competitor activity help you stay on top of the latest industry trends. Keep your job and skills data relevant and it will continue to be used, maximizing your ROI.
- Thanks to the bi-directional sync with Skills Cloud, you can leverage a common, enriched set of skills across the Workday ecosystem to support downstream processes such as performance management, succession planning, compensation, and more.

CUSTOMER STORY

Helping this telecommunications organization realize even more value from Workday Skills Cloud.

To stay competitive in the digital market, Verizon initiated a skills transformation project centered around Workday Skills Cloud and Beamery's Talent Acquisition solution. This allowed them to develop a comprehensive skills taxonomy that could be operationalized across their systems. By creating a central talent database with Beamery and integrating with Workday Skills Cloud, Verizon enhanced its ability to understand skill gaps, proactively engage candidates, and empower their recruiters to hire based on skill-fit.

“We are thrilled to be active users of the Workday Skills Cloud integration with Beamery. Leveraging AI across our business, particularly in our strategies for talent acquisition and upskilling, is vital for driving innovation and shaping the digital future here at Verizon. This is why **we appreciate the efforts Beamery is taking to tighten skills data governance and integrate even more deeply with Workday's ecosystem.** Now, Verizon's business and HR teams can collaborate in one place, and align to the wider strategy for talent, leveraging powerful tools and insights made possible through this next-wave integration.

verizon

Steve West, VP HR Business Partner, Verizon

LEARN MORE ↗



WHY BEAMERY

Choose a Workday Ventures partner with a certified integration with Workday Recruiting

Not all integrations are created equal. Certification from Workday means that the integration has gone through rigorous testing and vetting, including in an actual customer environment.

- Have peace of mind that your candidate, attachments, vacancy and application data are in sync: in as little as 15 minutes. Including whether an application is “confidential”. Thanks to our near-real-time and bi-directional integration between the Beamery CRM and Workday ATS.
- Don't waste time managing data across two systems, with our unique merging capabilities that were co-developed with Workday: any two profiles that are merged in Workday will automatically be replicated in Beamery too.
- Alleviate system jumping and see who else is working on an open requisition in Workday – even if they're not a Beamery user.
- Make it easy for your sourcers and recruiters to accelerate the hiring process, for example, quickly identify the hiring manager in Beamery and get faster feedback on shortlisted candidates.
- Easily deliver a compliant candidate experience and drive productivity throughout your Talent Acquisition team. Configure automations, at scale, that flag when contacts should not be contacted; for example, if they've recently been engaged or currently in an application process. Equally, if the individual has not been actively worked on by other recruiters across your systems, automatically update and mark as free to target after a period of time.

Importantly, a certified CRM integration ensures data integrity, empowering your Talent Acquisition teams with the confidence they need to take action.



WHY BEAMERY

De-risk your technology ecosystem: select vendors with an existing strong working partnership

We have a deep historical relationship with Workday, as a HR technology partner, customer and investor. Our aligned roadmap and consistent collaboration ensures developments on either side are regularly communicated, to ensure a robust integration.



DID YOU KNOW?

The history of our fast, certified CRM integration is as a result of a co-development project between Beamery and Workday. Our joint customer, AstraZeneca, wanted to bring down the synchronization time for a significant volume of their contact data across their Beamery and Workday systems. Together, we worked to identify, develop, and performance test new API methods that allowed Beamery to get all active candidate data every 15 minutes.

Don't compromise: design your HR technology to deliver

Surely it is simpler to use one vendor? Unfortunately, not always. Every technology provider will have their own strengths and specialisms. The best decision is to choose a partner, like Beamery, that has robust integrations. No matter which system your team is in, they will have faith in the data, allowing them to be more productive, as well as improving adoption of the technology for a positive ROI. Surpass your HR objectives by choosing the best of the best – and empower your teams to reach their goals faster, with well-integrated tools.

“Beamery was the clear choice for EisnerAmper due to its **close connection with Workday** (our system workhorse), Beamery’s strong capabilities, and the team that was involved from start to finish... nothing but the best.

EISNERAMPER

Joseph R Mazzo, HRIT Director

[Learn more about EisnerAmper's journey](#)





Talk With Us Today

Realize value every step of the way

Starting out the path to building a skills-based organization can be difficult and tiresome. Beamery's approach is different, because our platform allows you to get to value realization at every step of the way.

No matter where you are on your skills journey, Beamery helps you enhance the current state of your skills ecosystem, automate workflows, and unlock insights to implement an agile, dynamic approach to workforce planning. You can enhance your existing skills taxonomy, or quickly generate a Job Architecture with Beamery, and refine from there, so you don't need a full team (and associated resources) to get it off the ground.

Workday's own Talent Acquisition team has seen meaningful results with Beamery

“ I love Beamery! It allows me to be proactive in building long-term pipelines, re-engaging with overlooked candidates or silver medalists, and keeping candidates engaged with our brand through marketing campaigns.

Aidan O'Brien, Talent Sourcing Lead at Workday
[Read our Workday Customer Spotlight](#)

Ready?

SPEAK TO ONE OF OUR EXPERTS ↗

Need more?

- [Discover your journey to become a Skills-Based Organization](#)
- [Explore how Labor Market Insights fuel your talent objectives](#)
- [Learn how you can quickly create a dynamic and connected Job Architecture](#)

Workday's largest customers choose Beamery to achieve skills-based transformation and revolutionize talent acquisition strategies.



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