

# Emsi Analytics for Talent Acquisition

The most in-depth labor market data to inform your recruitment strategy

## Strengthen your talent acquisition decisions with data

Emsi Analytics equips you with workforce and economic data to make forward-thinking employment decisions. Our economists combine over 90 different federal, state and private data resources into a single user-friendly web portal. Emsi Analytics offers a variety of reports, empowering your team with information to communicate realistic expectations to hiring managers and executives, prioritize efforts across your markets, understand industry competition, and optimize growth in new office locations.



## Effectively plan for growth

Understanding the changing labor market is key to your organization's long-term success. Competition for qualified talent is at an all-time high, so your company needs to be strategic when building a talent acquisition plan. Emsi Analytics contains in-depth labor market data, so you can focus recruitment efforts and make informed decisions about your budget, strategic workforce planning and headcount projections. Detailed heat maps within the tool show industry and occupational changes down to the ZIP code level, and projections can be made for the next 10 years. Emsi Analytics also compiles the average compensation for each occupation, helping you plan for salaries in your markets. Companies with diversity recruitment initiatives often seek information regarding demographics of the labor force in their current or newly targeted markets. Emsi Analytics offers all the key information you need to establish a diversity hiring plan: age, gender, race and ethnicity information for every occupation and industry in the U.S.

## Know your competition

Having access to this data gives you a comprehensive view of the workforce, but Emsi Analytics goes even further to help you understand who's competing for your talent. By knowing your competitors for key roles in specific markets —many may not even be in your industry - you will be able to plan and move faster to stay ahead. Emsi Analytics offers a number of features to inform your competitive research.

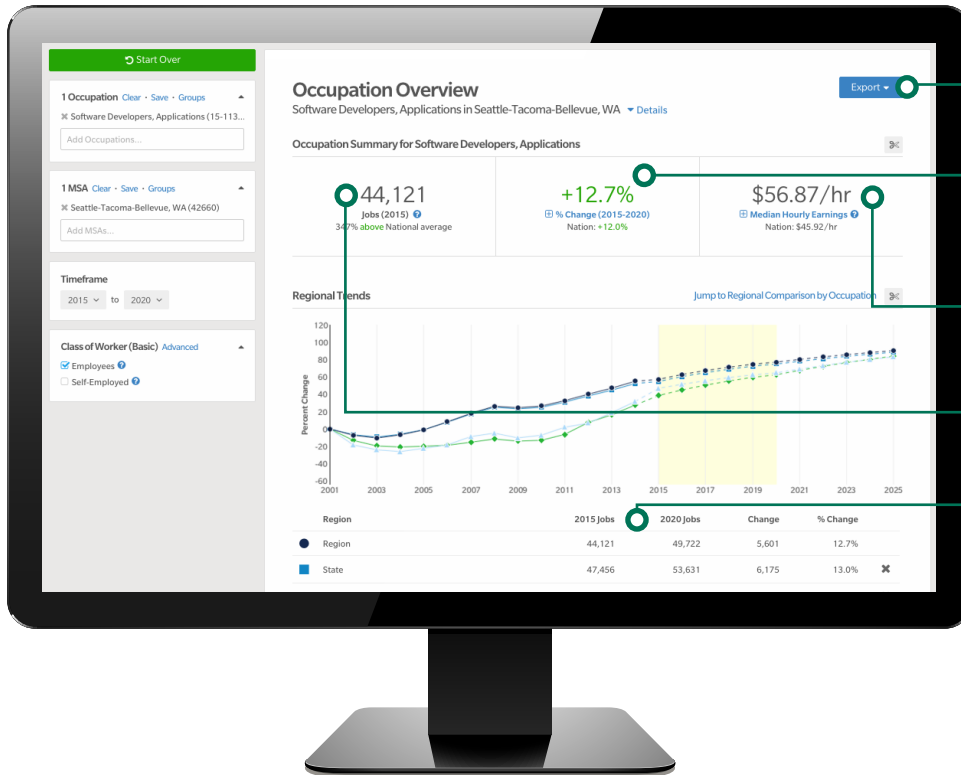
Emsi Analytics will identify the companies within your search area that are currently hiring for the same occupation. The Job Posting Analytics report provides additional visibility into the intensity of job posting activity in your market. This feature compares the volume of job postings for a particular position to the number of hires made, demonstrating how many job postings will be required to make a hire and how much effort other organizations are putting in to attract candidates for a single position. With this information, you can see how your recruitment efforts compare to the competition and whether you need to increase resources to source candidates. Job Posting Analytics within Emsi Analytics makes recruitment budgeting easy for growth and new office locations.

## Features:

- **Comprehensive Data Sources**  
More than 90 federal, state and private data sources updated quarterly and compiled for quick analysis
- **Detailed Geographic Coverage**  
Maps and data available down to the ZIP code level to track labor supply, demand and average compensation across the U.S.
- **Projected Employment**  
Identify key economic trends and plan strategically for future opportunities with 10-year projections
- **Job Posting Analytics**  
Identify occupations with the most postings, in-demand skills and certifications, and the companies that are posting for these positions
- **Workforce Diversity**  
Demographic information breakdowns by age, gender, race and ethnicity for every occupation in the U.S.

# Project growth or decline of jobs in your industry

Get a quick snapshot or detailed view of trends in your marketplace



Download reports to PDF or Excel

Projected change in jobs over time

National and regional average earnings

Total workers currently employed in this job

Projected change in employed workers by region, city, state or nation

Contact your representative today, or visit

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TheHiringSite.com



Emsi Analytics is part of the Talentstream Technologies suite of solutions that bring together all the tools you need to manage the entire recruitment process.