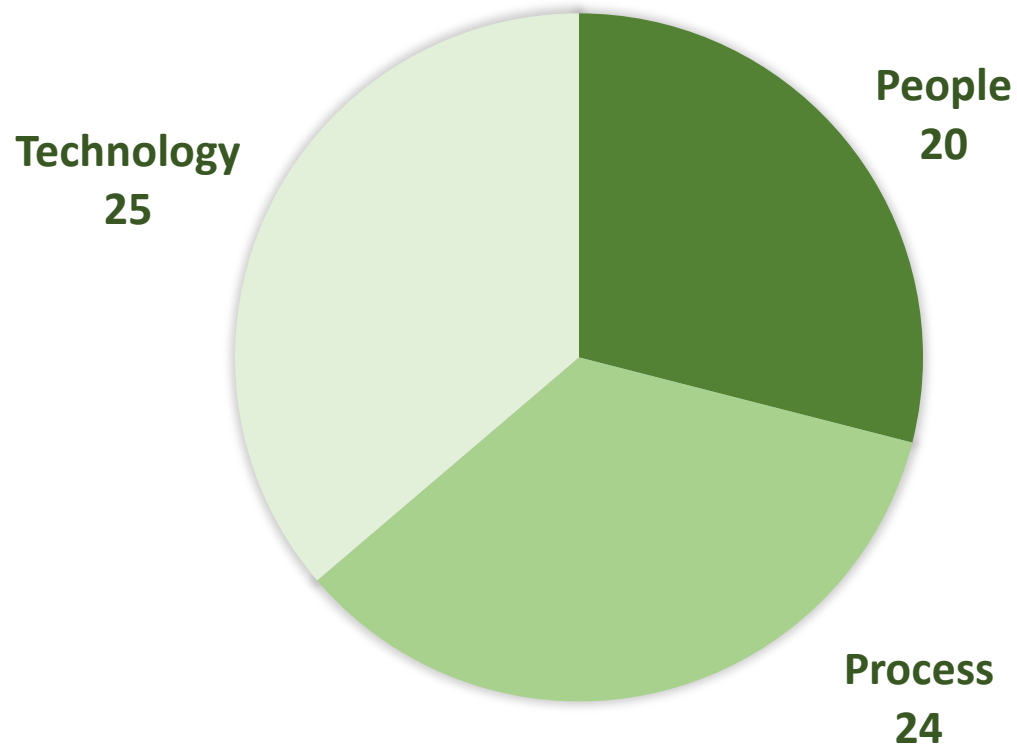


# Current State: Gaps and Opportunities

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69 gaps and opportunities identified



# Gaps and Opportunities Themes



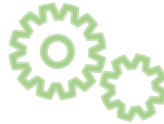
## People

Lack of recruiting role

Gaps in manager understanding of system and processes

Unclear/incomplete roles and responsibilities within HC, across the employee experience

Gaps in TMS Admin knowledge of best practices



## Process

Lack of governance, processes for system administration (ATS, HRIS)

Support approach and tracking/analysis of support data can be optimized

Opportunities to improve training (approach and materials)

Change management not clearly integrated in system rollout processes



## Technology

Career site causes issues with mobile device users

Issues with Indeed postings

System workflows adapted for lack of recruiter; no longer optimal

Additional optimization of system possible

Lack of effective integration between ATS and HRIS; related manual processes

# Current State: Gaps and Opportunities

