



CASE STUDY

# Global insurance organization

Using Workday Prism Analytics to increase diversity in recruiting efforts.

## Overview

Recruiting leaders at this insurance services organization were looking for ways to increase the diversity of certain roles within the company. While the recruiting team did not ultimately own the hiring decision, they knew that they could assist in diversity and inclusion initiatives by presenting the hiring managers with a diverse slate of candidates and needed to find a way to better track candidates to meet this goal.

## The Challenge

With 60 percent of this organization's hires being external, providing recruiters with transparency into the slate of active candidates from the beginning of the hiring process was a priority.

To protect candidate privacy, recruiters are also not given access to individual candidate diversity information, making it difficult for recruiters to understand if they were meeting their goals for presenting a diverse slate of candidates to their respective hiring managers.



## Client profile

**Industry:** Professional Business Services

**Location:** 30+ countries

**Employees:** 70,000

## Company bio

This global insurance organization works together in close partnership with colleagues, customers, providers, clients and communities to create personalized solutions and advance whole-person health for more than 180 million customer and patient relationships.



# 30%

Increase in the rate at which recruiters are meeting diversity slate metrics for external hires in just 4 months.



# 1 hour

How often the candidate slate metrics could be refreshed with Alight's solution, compared to daily with Prism alone.

## The approach

Alight and recruiting leaders opted to deploy Workday Prism Analytics to aggregate the metrics for active candidate diversity to protect candidate privacy while providing recruiters with insights into their progress against their goals for the candidate slate.

## The solution

Using Workday Prism Analytics, upon meeting a minimum threshold, candidate-level gender and ethnicity data are aggregated and a custom report showing these statistics was added to the requisition view as a worklet to provide recruiters with actionable insights about the active candidate pool by requisition without compromising Workday's robust security model.

To provide recruiters with up-to-date candidate diversity data without exposing candidate level details, a custom report was created with the following aggregated metrics for each requisition:

- #Total Openings
- # Hires
- # Female Candidates Presented to Manager
- # People of Color Candidates Presented to Manager
- # Candidates Presented to Manager
- # Active Candidates
- # Active Candidates – Female
- # Active Candidates – Male
- # Active Candidates – American Indian or Alaska Native
- # Active Candidates – Asian
- # Active Candidates – Black or African American
- # Active Candidates – Hispanic or Latino
- # Active Candidates – Two or More Races
- # Active Candidates – Hawaiian or Other Pacific Islander
- # Active Candidates – White

The report was additionally filtered to only include requisitions where the number of active candidates is at least three. The data was then ingested into Workday Prism Analytics and published as is with a broader level of security.

Workday Prism Analytics enabled recruiters to see aggregated diversity metrics for the candidates on the requisitions that they are managing, without exposing details of individual candidates by modifying the security.

## The results

With Alight's Workday Prism Analytics solution in place, recruiters were better able to make informed decisions to adjust strategy out of the gate to ensure a diverse slate of candidates is presented to the hiring manager. In just four months, the rate at which recruiters were meeting diversity slate metrics for external hires increased by 30%.

Alight's Workday Prism Analytics deployment solution also decreased the update cycle time from one day to one hour utilizing UiPath, a robotic process automation tool. This ensured that recruiters were provided with near real-time data. Shortening the diversity slate update cycle time meant that recruiters could take immediate action to ensure a diverse candidate pool.

With Alight's Workday Prism Analytics solution, the organization's recruiting team can now take the first steps in moving the needle toward their diversity goals.

Find out what Alight can do for you. Send us an email at: [Workday.Solutions@alight.com](mailto:Workday.Solutions@alight.com)

