

Gartner Talent IQ Index 2019

An analysis and ranking of the top U.S.
technology hires by volume

Gartner Talent IQ overview

Gartner Talent IQ benchmarks an organization’s technology talent attraction strategy effectiveness against its key talent segment competitors using publicly-available data from social media, search engine results, job requisitions, career websites, and organizational reviews.

What it measures



Employment Branding

An organization’s effectiveness at leveraging marketing techniques to create a positive brand for potential candidates.



Job Offer Competitiveness

An organization’s effectiveness at developing the most compelling and competitive job requisitions.



Candidate Experience

An organization’s effectiveness at delivering a positive overall job candidate experience.

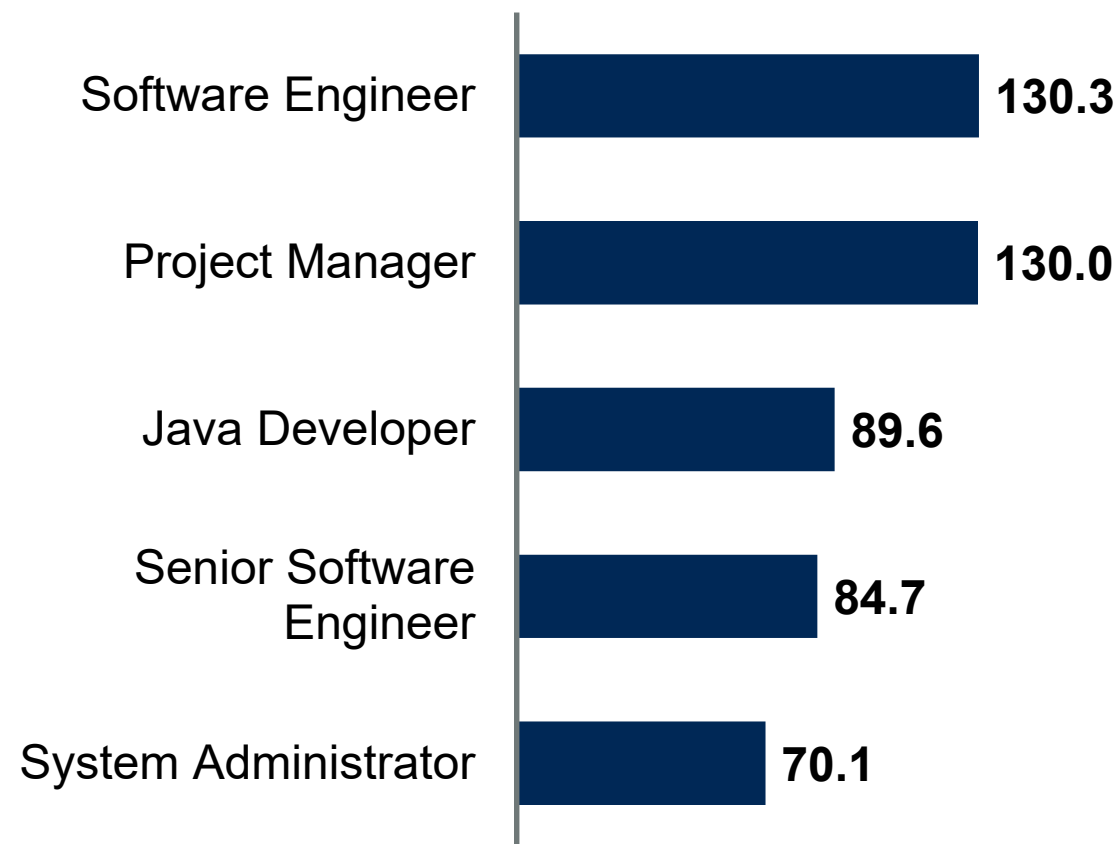
How the index scores

GENIUS (+140)	GIFTED (110 to 139)	AVERAGE (90 to 109)	NOVICE (70 to 89)	BEGINNER (<70)
Talent attraction is a point of competitive differentiation for these organizations.	Organizations are experimenting and innovating across the different talent attraction components.	Organizations are capable of attracting talent but efforts are often siloed across platforms.	Organizations have limited or inconsistent adoption of all talent attraction channels.	Investments and efforts do not match opportunity.

Gartner Talent IQ Index is an analysis & ranking of 200 organizations with most U.S. tech hires

Sample Roles: 5 Most Popular Tech Roles

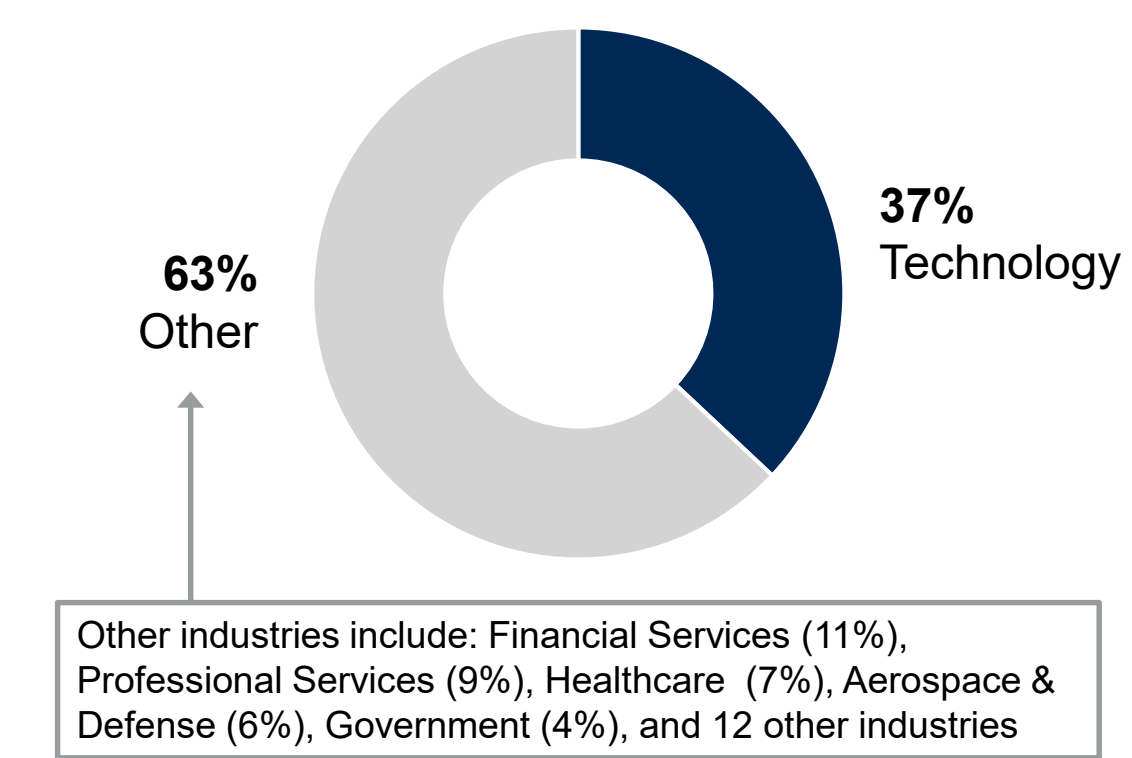
Number of Current Open Positions (in Thousands)



Source: Gartner TalentNeuron (May 2019).

Industry Distribution of Selected Companies

Percentage



n = 193 index organizations
Source: Gartner Analysis




Each organization was given a score and ranked

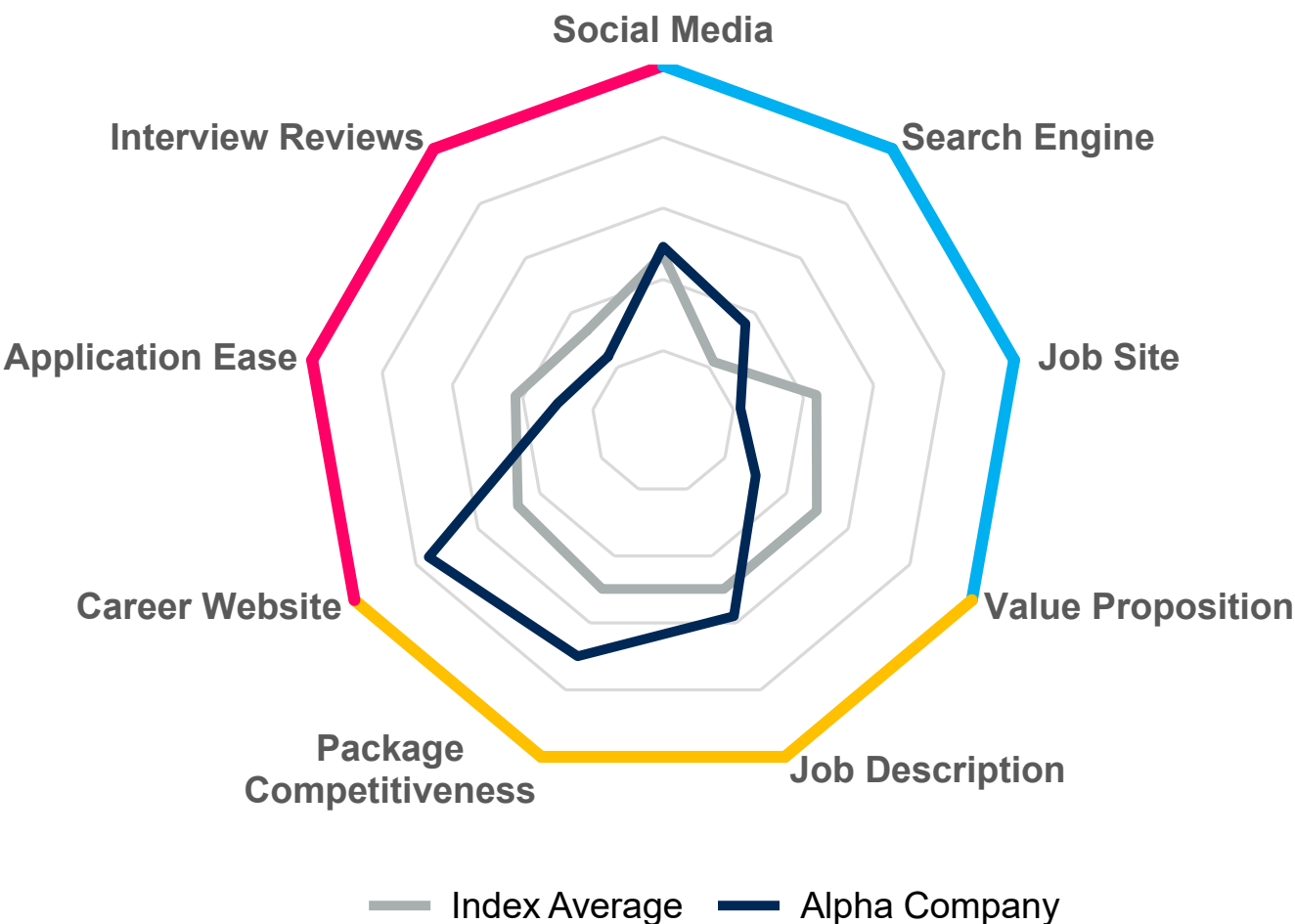
Alpha Company

Rank: 120

Score : 105

Category: Average

-  Employment Branding
-  Job Offer Competitiveness
-  Candidate Experience



Note: The chart above shows the relative performance of Alpha Company versus the index average, parsed across nine critical talent attraction strategy sub-elements within the three primary elements of analysis. The data has been normalized to 0-5 point scores, reflected as distance from the origin.



Talent IQ Index Geniuses



Gartner Talent IQ Index leader

 Microsoft Rank: 1 Score: 145 GENIUS ★★★★★



Employment Branding

Across every job site, candidates see a consistent pro-employee image of Microsoft on ratings as well as individual reviews.



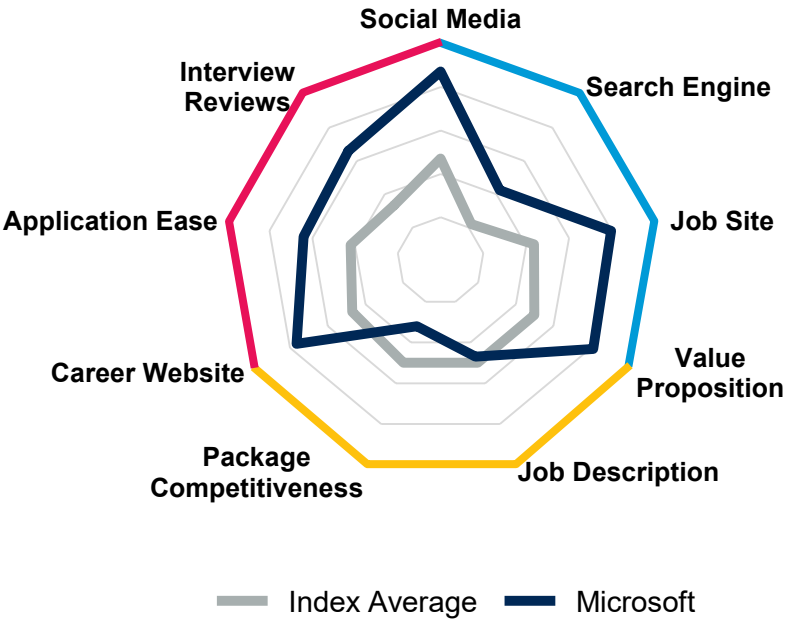
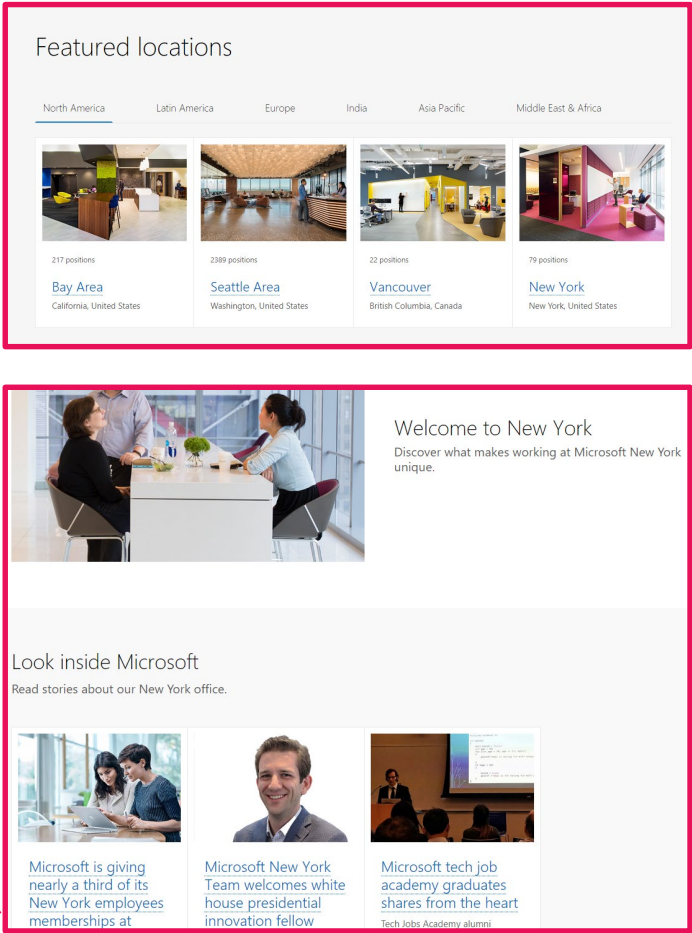
Job Offer Competitiveness

Microsoft's job postings tag EVPs to quantifiable metrics and relatable products/brands.

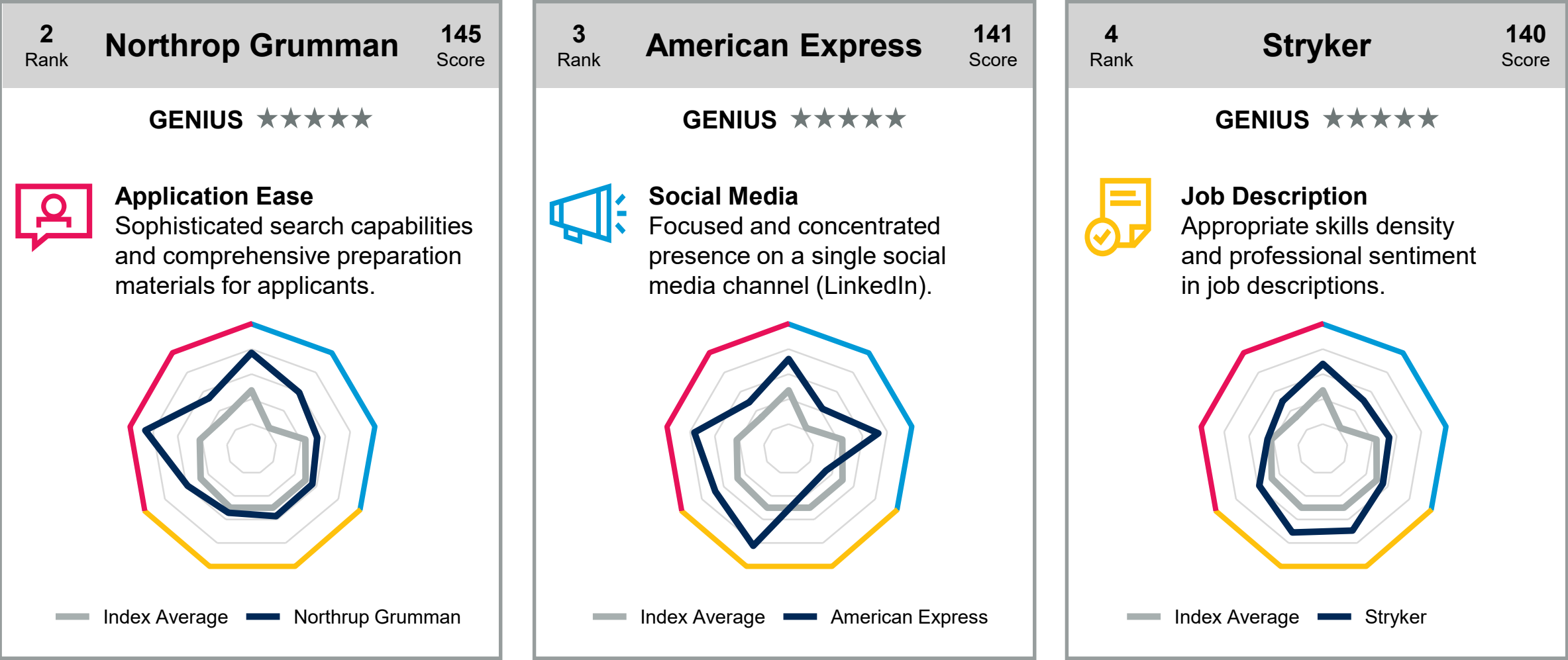


Candidate Experience

Location microsites allow candidates to quickly find jobs, news, and other information about specific offices.



Our Other Talent IQ Genius Companies



Three key lessons learned

1

Be Inclusive

Diversity and Inclusion was the most common theme among the 100 social media posts with the most interactions.



D&I posts are 1.7X more likely to have high levels of engagement, while also helping **attract candidates with similar core values.**

2

Be Candidate-Centric

Most job postings prioritize skill requirements over the information needs of candidates.



Companies that meet the candidate's information needs enjoy a **9-day reduction in time-to-fill.**

3

Be Accessible

Mobile friendliness has a high impact on recruiting effectiveness.



High mobile friendliness reduces the career website mobile bounce rate by **25 percentage points.**

Talent IQ Index Rankings

Gartner Talent IQ Index rankings

1	Microsoft	11	Johnson & Johnson
2	Northrop Grumman	12	FedEx
3	American Express	13	Army
4	Stryker	14	Humana Inc.
5	Lockheed Martin	15	Intel
6	Accenture	16	Dell
7	General Electric	17	Hewlett-Packard Company
8	Raytheon Corporation	18	U.S. Department of Veteran Affairs
9	Kaiser Permanente	19	IBM
10	Deloitte	20	NIKE

Gartner Talent IQ Index rankings

21	Rockwell Collins	31	AT&T
22	U.S. Air Force	32	Providence Health & Services
23	U.S. Bank	33	CITI Group
24	AECOM	34	Walmart
25	Medtronic	35	CenturyLink
26	BAE Systems	36	Google
27	The Boeing Company	37	UnitedHealth Group
28	Internal Revenue Service	38	Cognizant Technology
29	Johnson Controls, INC.	39	GDIT
30	KBR	40	Spectrum

Gartner Talent IQ Index rankings

41	Amazon.com	51	ADP, Inc.
42	Wells Fargo	52	Centene
43	Anthem, Inc.	53	SAIC
44	VMware	54	Leidos
45	Cerner	55	Red Hat
46	Target Corporation	56	Adobe Systems, Inc.
47	T-Mobile	57	MasterCard
48	Verizon	58	Best Buy
49	Bank of America	59	PricewaterhouseCooper
50	Abbott Laboratories	60	Hewlett-Packard Enterprise

Gartner Talent IQ Index rankings

61	Fiserv	71	Cisco
62	Oracle	72	Facebook
63	SAP	73	Ernst & Young
64	Schneider Electric	74	CGI Group
65	Fidelity Information Services	75	PayPal
66	Conduent	76	Tyler Technologies
67	Perspecta	77	Ascension Health
68	Booz Allen Hamilton	78	DISH Network Corporation
69	The Walt Disney Company	79	United Technologies
70	Jacobs	80	Siemens

Gartner Talent IQ Index rankings

81	CACI	91	Avanade
82	Thermo Fisher Scientific, Inc.	92	World Wide Technology
83	Covance	93	Salesforce.com
84	JPMorgan Chase & Company	94	NCR Corporation
85	Ellucian	95	Toronto-Dominion Bank
86	XPO Logistics, Inc.	96	Unisys
87	Jack Henry	97	L3 Technologies
88	RICOH	98	Merck
89	Cox Enterprises	99	The MITRE Corporation
90	CVS Health	100	Harris Corporation

Gartner Talent IQ Index rankings

101	Time Warner, Inc.	111	Tata Consultancy Services
102	Air National Guard	112	Capital One
103	Pearson PLC	113	AbbVie
104	RSM US LLP	114	Charles Schwab Corporation
105	Allscripts	115	Comcast Corporation
106	Blue Cross and Blue Shield Association	116	The Bank of New York Mellon Corporation
107	Aetna, Inc.	117	KPMG
108	DXC Technology	118	Uber
109	Parsons Corporation	119	State of Washington
110	NBC Universal	120	Apple, Inc.

Gartner Talent IQ Index rankings

121	Tech Mahindra Ltd.	131	Compucom
122	Schweitzer Engineering Laboratories	132	PNC Financial Services
123	NTT Data, Inc.	133	Change Health Services
124	Wipro Ltd.	134	Goldman Sachs
125	General Dynamics	135	McKinsey & Company
126	Computer Aid	136	Capgemini
127	Wolters Kluwer	137	Sungard
128	UBS Financial Services	138	Perficient
129	ManTech International	139	Motorola Solutions
130	University of California	140	Grant Thornton

Gartner Talent IQ Index rankings

141	Artic Slope Regional Corporation	151	Workday
142	Windstream	152	Symantec
143	Honeywell	153	HM Health Solutions
144	Health Care Service Corporation	154	Samsung
145	Visa	155	Tesla Motors
146	ESRI	156	MUFG
147	HCL Technologies	157	Pyramid, Inc.
148	Nvidia	158	FRG Technology Consulting
149	Verint Systems, Inc.	159	Macy's
150	Home Depot	160	Reliable Software Resources

Gartner Talent IQ Index rankings

161	State Street Corporation	171	Computer Consultants International, Inc.
162	ASM Research	172	Salient CRGT
163	Levi, Ray & Shoup, Inc.	173	NANA Development Corporation
164	Excell	174	Atlas International Technology Services, Inc.
165	Infosys	175	Avani Technology Solutions
166	Amazon Web Services	176	DEEGIT, Inc.
167	Viva USA	177	RedSalsa Technologies, Inc.
168	Indotronix International Corporation	178	Zolon Tech, Inc.
169	E Talent Network	179	Softpath System, LLC
170	Technosoft Corporation	180	Thoughtwave Software and Solutions

Gartner Talent IQ Index rankings

181	PDDN, Inc.
182	Burgeon IT Services
183	Vy Systems
184	Central Business Solutions
185	PRIMUS Global Services, Inc.
186	Sysmind, LLC
187	FocuzMindz
188	ITL USA, Inc.

What's your Talent IQ?

Ask us.

Contact your Account Executive
or email hrleaders@gartner.com

