

Recruiting Enablement:

WHAT IS IT?

The processes, content, and technology empowering talent acquisition teams to recruit both efficiently and effectively at high volumes and high velocity.

WHY NOW?

In uncertain times, employers need a recruiting force multiplier more than ever.

Tight competition for in demand skills.

41% of job postings by FTSE 100 companies in 2018 were for just 20 roles.

Intense applicant volume.

100,000x applicants for a single role.

Talent demands an inclusive value proposition.

In 2019, **92%** candidates admitted to considering more than one offer at a time.

Talent moves faster than hiring managers.

70% of companies still take up to four months to hire, while top candidates are off the market in less than 10 days.

D&I is no longer just a "program."

63% of millennials would consider quitting if their employer didn't value D&I.

Inclusion is an important business strategy.

Inclusive teams work **12% harder** and are **57% more collaborative.**

All relationships matter.

60% of disappointed candidates don't want to be a customer and **72%** will actively share a poor recruiting experience.

WHO BENEFITS?

Recruiting Enablement platforms put your data to work, leveraging automation and analytics.

As a result:

- 1 Recruiters reduce their administrative workload, while screening high volumes of candidates and pinpointing top candidates faster and more confidently.
- 2 Hiring managers accelerate their decision making, enabled by data-driven insights, automated interview management, and mobile feedback.
- 3 Candidates experience an inclusive process, tailored to attract and engage them.

RETAIL RECRUITING ENABLEMENT SUCCESS STORY

A leading retailer processes more than 200,000 applicants a year for 40,000 seasonal roles, using Oleeo's Recruiting Enablement platform to automate screening, interview scheduling, and e-offers.

Goals Achieved:

- 35 minutes** from application to interview schedule.
- 7 minutes** from application to offer for return employees.
- 35% reduction** in recruiting costs.
- 30% increase** in candidate quality.

CAMPUS RECRUITING ENABLEMENT SUCCESS STORY

A Fortune 1000 investment firm receives thousands of student applicants each year, using Oleeo's Recruiting Enablement platform to manage their campus recruiting programs.

Goals Achieved:

- 90% savings** in screening time.
- 30% improvement** in quality of hire.
- 6% improvement** in gender diversity hiring.

What's Involved in Recruiting Enablement?

From configuring multiple workflows to supporting intelligent candidate selection to providing data-driven insights, all functionality is designed to enable recruiters to work more efficiently and effectively.

Automated, Data Driven Technology

Efficient Processes

From creating gender neutral job descriptions to delivering the right content at the right time to the right candidates, candidates are attracted and engaged more effectively.

From fast tracking top candidates to scheduling interviews to nurturing candidates, tasks and process steps are automated wherever possible.

RECRUITING ENABLEMENT PLATFORM MUST HAVES



Comprehensive

Functionality to support applicant tracking, assessments and screening, candidate engagement, interview and event management.



Configurable

Ability to configure multiple tailored workflows, based on the role, candidate attributes, and more.



Automated

Data-driven and templated automation, along with bulk processing.



Data-Driven

AI and machine learning to remove bias from and give insights into the effectiveness and efficiency of recruiting.



Inclusive

Ability to combine data-driven decision making with tailored content at every step in the workflow.

KEY OUTCOMES OF EFFECTIVE RECRUITING ENABLEMENT

Speeding alignment of recruiting with desired business outcomes

30% 30% improvement in quality of hire.

Reduce administrative burden on recruiters and hiring managers

90% 90% more efficient screening.

Mitigate bias

150 There are over 150 defined types of decision-making, belief, and unconscious biases.

Enable tailored employer value propositions (EVP)

19% Only 19% of employees say their experience at work matches the brand.

Improve decision making

10% Decisive hiring managers hire 10% more high-quality candidates and 11% fewer low-quality candidates than typical hiring managers.

Engage & hire more diverse talent

21% Gender-diverse companies are 21% more likely to have financial returns above their respective national industry medians.

LEARN MORE

Recruiting Enablement Factsheet

info.oleeo.com/recruiting-enablement-fact-sheet

Recruiting Enablement: Leveraging Data and Automation to Achieve Great, Diverse Hires

info.oleeo.com/recruiting-enablement-ebook

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