

 Outmatch.

Acceptance Reduces Time to Hire by 10 Days

Assessments and automated reference checking save time and improve hiring efficiency



Industry:
Finance

About Acceptance

First Acceptance Corporation is a leading provider of personal auto insurance and other related products. Acceptance is a licensed insurer in 25 states and operates 350 retail locations, as well as a call center staffed with employee-agents.

ROI Summary

Acceptance began using assessments and automated reference checking in 2013 to improve hiring efficiency.

Time Spent Screening

- Before Outmatch: **1.5-2 hours per day**
- After Outmatch: **0 hours per day**
- Time saved per recruiter: **8.75 hours per week**

Overall Time to Hire

- Before Outmatch: **40 days**
- After Outmatch: **30 days**
- Total time saved: **10 days**



AVERAGE WORKLOAD

4 recruiters on staff
14,000 candidates per year
800 hires per year

“The time saved was phenomenal. Our recruiters were spending 90-120 minutes per day identifying potential candidates, then that number dropped to zero. When you calculate time saved over the course of a week, it adds up to a full 8-hour work day.”

-Clay Stallings, VP of Talent Acquisition and Development



Barriers to Hiring Efficiency

Acceptance identified 3 major delays in the hiring process:

- Outdated paper assessments
- High number of interviews
- Time-consuming reference checks

The processes in place for assessing candidates and checking references required recruiters to do all the early and late stage screening work manually. Without an automated system to filter and prioritize candidates, hiring managers were spending valuable interview time with candidates who weren't a good fit for the role. As a result, positions typically remained open for 40 days or more.

Automating the Process

Assessments. Acceptance replaced the existing paper assessment with an online assessment that targets key traits and skills necessary for success in the insurance industry. The assessment screens out low-scoring candidates, and ranks remaining candidates by job fit.

Reference Checking. Acceptance also replaced phone and email based reference checking with automated reference checking, which enables references to provide feedback online. This system scores candidates based on ratings they receive, making it easy to review reference checks quickly and objectively.

“We don’t just want hiring managers to see satisfactory candidates. We want them to see the very best candidates. In some cases, managers can make a decision after just one interview, which really validates what the recruiters are doing.”

–Clay Stallings, VP of Talent Acquisition and Development



Saving Time & Improving Efficiency

By automating two key areas of the hiring process (assessments and reference checking), Acceptance significantly reduced the workload for recruiters, which saves over 8 hours in an average work week and enables a small team to work with a large number of candidates.

In addition, hiring managers are conducting fewer interviews and focusing on higher quality candidates. With greater efficiency throughout the hiring process, Acceptance has reduced their overall time to hire by 10 days.



QUICK STATS

Candidates assessed to date: **43,000**

Assessment screen-out rate: **30%**

Reference checks to date: **8,500**

Ready to get started?

We composed a layer of assessments, video interviewing and reference checking to humanize the hiring process at scale.

[Request a Demo](#)