



# Accelerating quality hires with intelligent interactions

How Modern Hire transforms the hiring experience with AI

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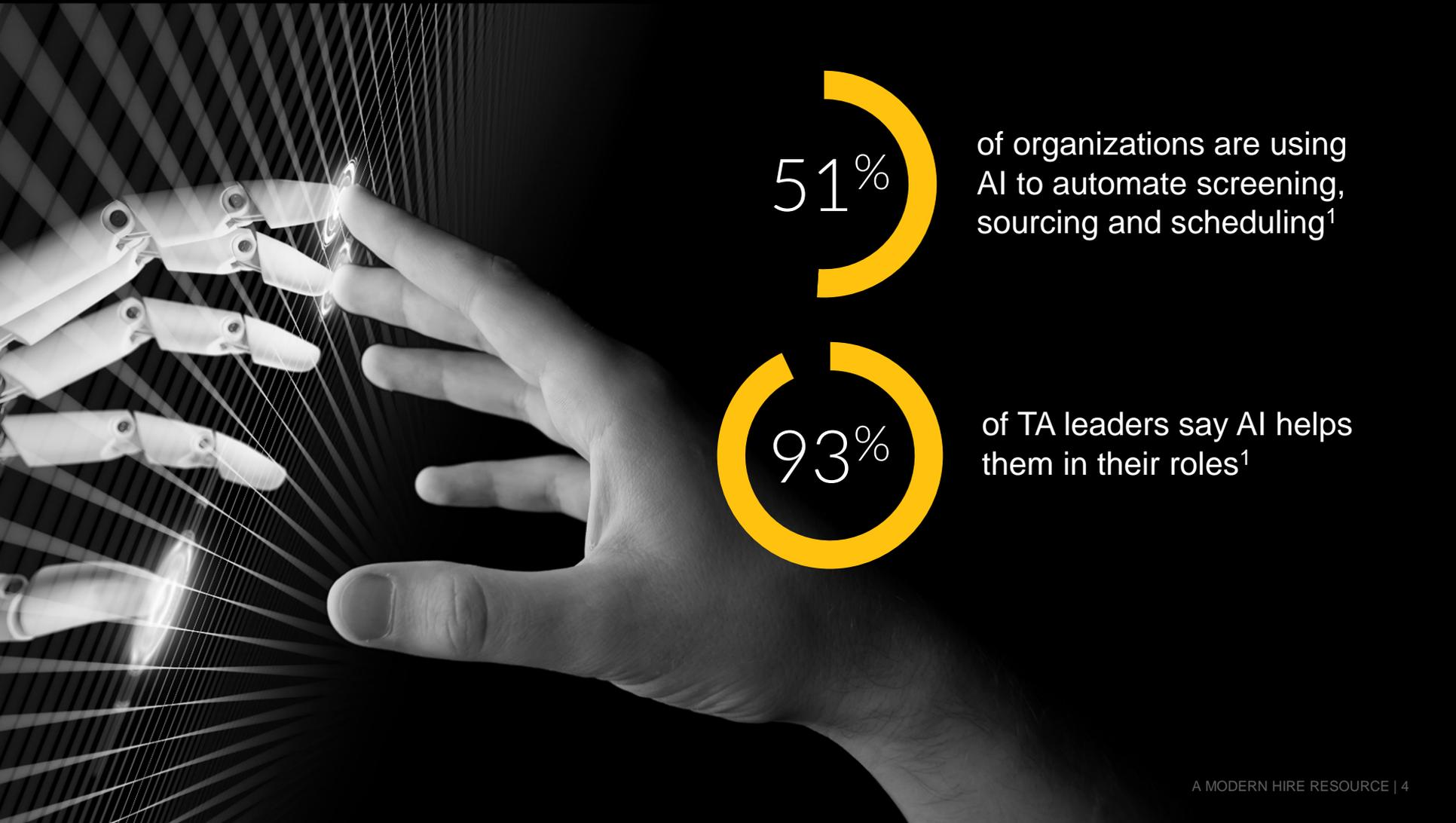
## Overview

Winning in modern recruitment comes down to this: **speed to hire and a better candidate experience.**

Achieve both, and your team successfully handles the complexities of enterprise hiring and today's talent market pressures. Do one without the other, and you're still in the game but perhaps not delivering on your organization's workforce goals as well as you could.

To create your hiring advantage – speed and candidate-centricity – you need to leverage advanced technology in intelligent ways. Modern Hire enables recruiting automation and integrates AI in our enterprise interviewing platform to support better-informed hiring decisions for your organization.

**Modern Hire's commitment to market-driven innovation that solves clients' most complex hiring challenges has led us to integrate AI in our platform.**



51%

of organizations are using AI to automate screening, sourcing and scheduling<sup>1</sup>

93%

of TA leaders say AI helps them in their roles<sup>1</sup>



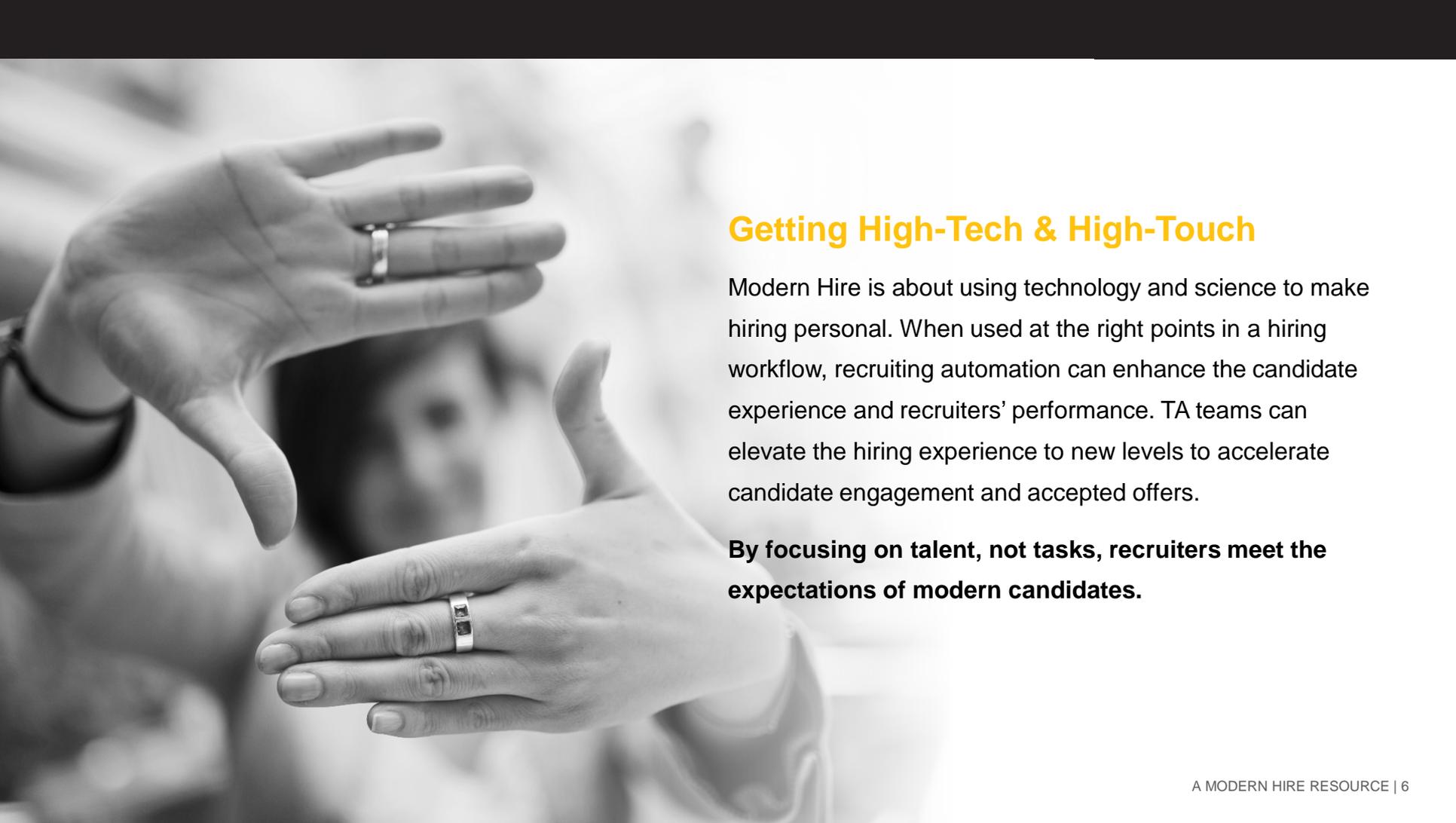
## Where can artificial intelligence do the most good for candidates & recruiters?

That's the question Modern Hire set out to answer as we developed AI-driven enhancements and recruiting automation in our solution. We believe the answer is by informing hiring decisions, not making them.

### **Modern Hire takes this pragmatic approach to:**

- keep candidates at the center of recruiting
- ensure our clients can deploy innovative hiring technology with confidence
- help TA teams focus on the strategic aspect of recruiting, not the administrative

With Modern Hire, your team can integrate the strength of recruiting automation and AI applications with their own expertise and intelligence to enable hiring managers and candidates to make better decisions sooner about fit. In the digital age, this is how great hires are made.



## Getting High-Tech & High-Touch

Modern Hire is about using technology and science to make hiring personal. When used at the right points in a hiring workflow, recruiting automation can enhance the candidate experience and recruiters' performance. TA teams can elevate the hiring experience to new levels to accelerate candidate engagement and accepted offers.

**By focusing on talent, not tasks, recruiters meet the expectations of modern candidates.**

## Intelligent Automation: Right technology at the right time

Automated advancement with on-demand text and video accelerates hiring, improves efficiency, and delivers a modern candidate experience.

- Modern Hire's platform can score responses to on-demand text interviews and invite qualified candidates into the next step in hiring or invite candidates at completion of an on-demand interview.
- Without any extra steps taken by a recruiter, candidates stay engaged in the process and quickly get their next interview scheduled.
- With an accelerated hiring process, fewer candidates are lost to other opportunities, and recruiters spend more time with the most qualified candidates.

### **What Candidates Experience**

- Faster first contact with recruiters
- Fewer delays between hiring steps
- Simple, convenient, seamless process

## Intelligent Interactions: Focus on talent, not tasks

- Automated scheduling and text interviewing provides fast, simple, digital one-to-many interactions for candidates
- Modern Hire's use of natural language processing and your own vernacular carries your brand forward in engaging communication
- Helps recruiters keep candidates in the loop while they focus on candidate engagement

### **What Candidates Experience**

- Fast engagement in your hiring process
- Simple, convenient interactions
- Frequent communication keeps them informed



## Intelligent Insights: Workflow transparency helps recruiters work smarter

- Real-time insights on the dashboard help recruiters stay on top of priorities and track where candidates are in the process, freeing them to focus on delivering a more personalized candidate experience.
- Recruiters can focus on open jobs and, from a single screen, do things like quickly determine progress toward filling a job, view the candidates' submitted interviews, and monitor candidates' progression through various interview stages.

### **What Candidates Experience**

- More personalized process
- Fewer delays in hiring
- Increased transparency

# Intelligent Decisions: Driving consistency in candidate review and selection

## Scoring

Hiring managers can use a variety of scoring methods to rate candidates, and automated workflow can move a candidate forward based on criteria. Scoring options include star ratings, thumbs up/thumbs down, assessment scores, interview submission, and candidate response score values (x or greater).

## What Candidates Experience

- More consistent, fair process
- Faster decision-making by hiring managers



## Modern Hire Delivers Speed & A Better Candidate Experience

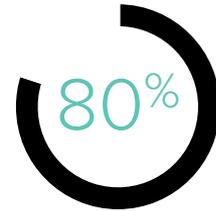
Modern Hire's single-solution platform with integrated AI and recruiting automation delivers the speed and candidate experience to transform hiring in enterprise organizations:



average time for candidates to self-schedule when invited by text



average time to complete on-demand text interview from first response



of candidates invited self-schedule their interview



increase in recruiter efficiency



reduced time to fill



reduction in interview-to-hire ratio

## Best Practices:

### FedEx Ground Scheduled 80K Candidate Interviews

Speed and efficiency are at the core of one of the world's largest global logistics companies, which handles 7.5 million packages every day. The company adds tens of thousands of package handlers during the holiday season, a high-volume hiring requirement its TA team manages in 4 months.

Contacting more than 200,000 applicants individually for seasonal hiring meant a 6-day delay for candidates between application and first recruiter contact, and the team could only interview 53% of the applicant pool.

The team implemented Modern Hire automated scheduling and gave applicants a choice of being contacted by email or phone. Candidates who chose email automatically received an invitation to self-schedule their interview by choosing from a listing of available dates and times, which cut their wait by five days. The team created a modern hiring experience for candidates and achieved a 15% increase in the total number of scheduled interviews with applicants.

80,000

candidates selected  
self-schedule interviews

68%

of applicants were  
interviewed

66%

of candidates scheduled  
an interview within 24  
hours



## Modern Hire: Make Hiring Personal

Modern Hire is the new name for Montage and Shaker International. We've created an all-in-one enterprise hiring platform that enables you to continuously improve hiring results through more personalized, data-driven experiences for candidates, recruiters, and hiring managers. The Modern Hire platform combines trusted science and technology to predict performance, ensure fairness, and automate workflow—enterprise-wide. It includes AI, predictive analytics, assessment, interviewing, and scheduling technology in a single SaaS solution that integrates with leading HCM systems.

Discover how we're helping 47 of the Fortune 100 make hiring personal to continuously improve experiences and results. Visit [modernhire.com](https://modernhire.com)

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2. NACE RECRUITING BENCHMARKS SURVEY REPORT 2017
3. ROBERT HALF 2017
4. PWC: MILNNENIALS AT WORK 2017
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11. HUBSPOT 2018 STATS
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