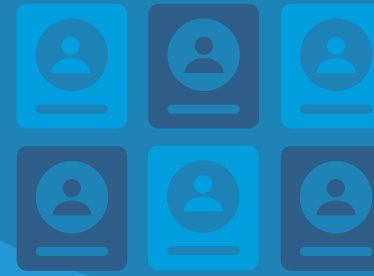


HiringSolved



AECOM uses HiringSolved to 3X Search Speeds

Introduction

AECOM is a multinational, Fortune 500 infrastructure Engineering firm with 87,000 employees worldwide. Every year, AECOM North America's team of 51 recruiters:

- Conducts over 20,000 talent databases searches
- Creates over 2,000 talent pipelines
- Interacts with candidate profiles over a quarter of a million times

AECOM had invested in a robust but complex ATS solution. While it offered robust recruiting workflows, candidate rediscovery was challenging. Given the challenges, AECOM invested in additional sourcing strategies to augment their team's capabilities. First, they invested in external data. Then, they furthered their investment in a CRM solution to create a Recruitment Marketing strategy to build its internal talent network. The result was a **significant increase in the volume of candidate data** scattered across multiple databases for recruiters to search through.

Typical of many TA organizations, AECOM North America Recruiters searched through their ATS and CRM systems to look for possible candidates to contact for their search. In this case, it meant searching across two global databases totaling **2.6 million candidates**.



Optimizing Search Capabilities

In this case, AECOM was looking to hire a Senior Electrical Engineer. Using their existing databases, they would need to utilize multiple platforms in order to complete the search. With HiringSolved, they were able to search every database using one system.

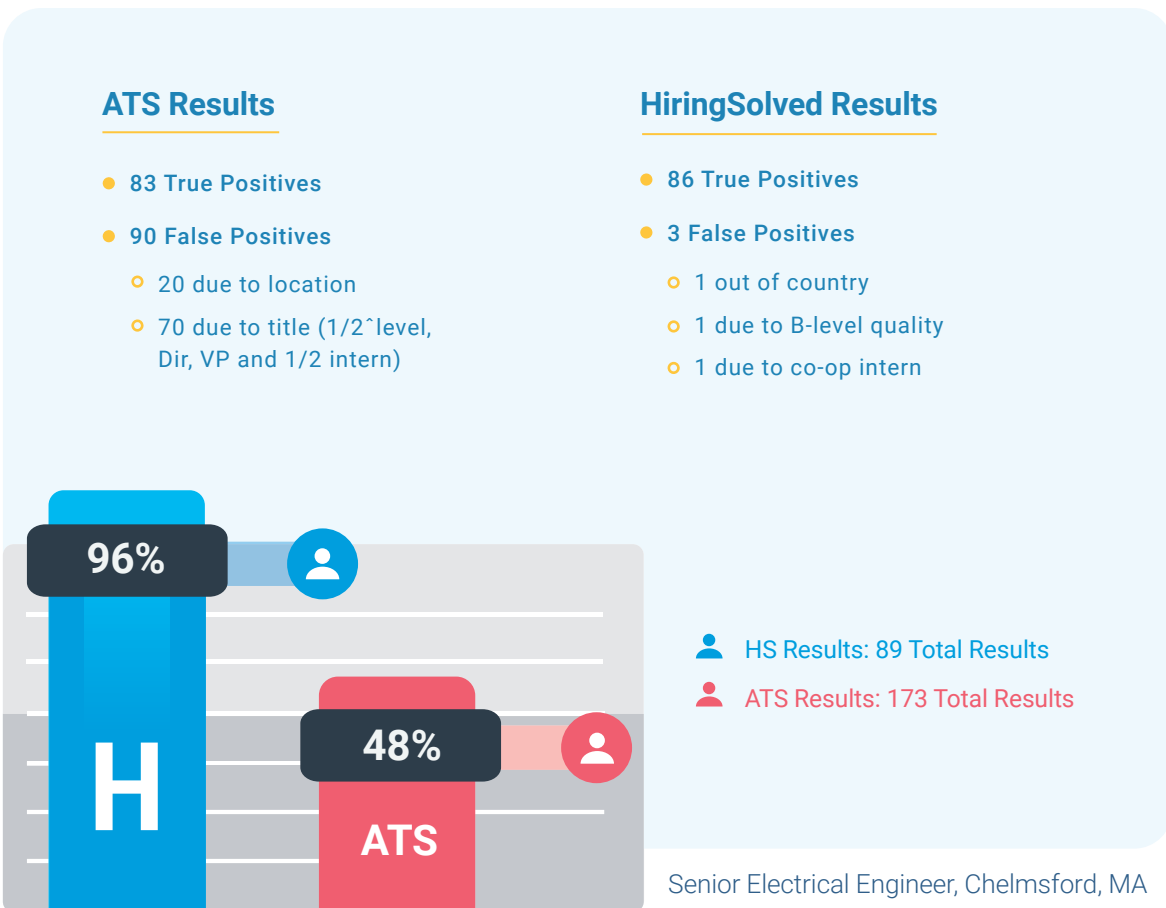
Searching in ATS

The ATS search involved job title and keyword searches and returned 173 candidates. Upon a close inspection, it was discovered that only 83 candidates were truly a fit. The TA team needed to spend time and effort wading through 90 false positives in order to disposition them manually.

While the search returned a high number of candidates, the 48% accuracy of the search meant that the TA team was overwhelmed with false positives.

Searching in HiringSolved

The search for the same position in HiringSolved returned 89 candidates. The AECOM team was initially concerned to receive such a smaller talent pool, but upon closer inspection the power of the results was clear. The HiringSolved search revealed 86 well-suited candidates and only 3 false positives. HiringSolved matched the 83 candidates found in the ATS and discovered three additional candidates that weren't uncovered. The level of refinement in HiringSolved's parsing and data normalization process meant that our AI found three additional candidates based on skills, experiences, and other possible job titles for Senior Electrical Engineers. HiringSolved's search had a 96% precision rate compared to the ATS's 48% precision.



Saving Time with HiringSolved

After seeing the results with the Senior Electrical Engineer position, AECOM followed this test with a second comparison test. The second side-by-side showed the power of HiringSolved's unified search versus multiple, individual searches. Again, AECOM saw a similar improvement from HiringSolved.

Both the candidate database searches returned 50 candidates. The initial search of HiringSolved returned the same 50 candidates.

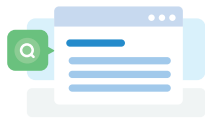
This analysis included a review of the time spent performing the search. For the initial search, the ATS/CRM search took 65 minutes to get to the results. Additional refinement of the ATS/CRM

search took another 20 minutes. Resulting in a time spend of 85 minutes simply to craft a qualified list for one position.

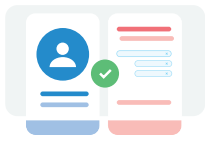
Getting to both the initial long list of candidates and finalizing a shortlist of qualified candidates took just 20 minutes with HiringSolved. On this one search, the AECOM recruiting team saw 65 minutes of time-savings!

Metric	BAU Results	HS Results	Time Spend Results	Efficiency
Profiles Long List	ATS: 49 CRM: 1	HS: 50	ATS: 65 min for 50 profiles HS: 20 min for 50 profiles	45 minutes saved using HiringSolved
Quality Match Review	49	9	ATS: 65 min CRM: 33 min HS/ATS: 20 min (includes filter, full profile review, diversity search and CSV export)	20 minutes to source short list of 9 and send to recruiter
Diversity Results	0	1	ATS/CRM: Not able to measure HS: 2 minutes to A+ results	Results in 2 minutes 1 Female Veteran applied ATS for other job in last 30 days

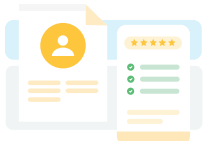
How HiringSolved did it



Better search with structured & centralized data



Candidate matching via machine learning



Automated resume reviewing & scoring



Reduction in cost of contacting & advertising



Bonus: Increased visibility of diverse candidates

Executive Summary

The HiringSolved team believes that by making hiring better, we can make life better. Recruiters deserve to have timesaving solutions to their recruiting roadblocks and candidates deserve to have engaged recruiters on their side.

AECOM was able to fully optimize their searching strategies and save incredible amounts of time. Across all of their searches,

HiringSolved can save recruiters a minimum of 20% sourcing for candidates. These time-savings are a minimum of 1 day a week that recruiters can dedicate to spend more time engaging with candidates.

To learn more about HiringSolved and see how we can help your organization, please visit: HiringSolved.com/Demo

HiringSolved

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