Quick Guide: Three Talent Engagement Technologies for a New World of Work

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It's a fact: the world of work has changed. The coronavirus (COVID-19) event marks a major shift in priorities for companies and their relationship with the workforce. The challenge: attract and engage critical talent without the limitations of physical interaction. The solution — go virtual.

Here is a quick guide to three technologies driving virtual recruiting and engagement. By putting these innovations to work, companies can remain strong in their ability to put people first, attract talent, build relationships, and do great work regardless of location.

1. Video Interviewing

A great way to move the interview out of the office, today's solutions have advanced well beyond the simple video call type meetings of the past decade.

Advantages

Anytime-Anywhere Interviewing
After-hours and on-demand interviews are easily accommodated.

No Scheduling Hassles
Platforms can automate the burden of coordinating schedules, even when multiple interviewers are involved.

Consistent Interview Process
The interview process is the same for all candidates, helping to ensure a fair process and optimal result.

Improved Candidate Experience
Online interviews eliminate the stresses and costs of travel and in-person meetings.

Fast, Objective Results
Features of more sophisticated video platforms can automatically identify candidates in the early screening process or facilitate collaborative hiring decisions by employers.

Examples

Monjin and AllyO - AI-driven video interview and talent management platforms

- » Tools for sourcing, screening, interviewing, and assessments
- » On-demand interviews
- » Automated scheduling
- » Advanced management and sharing of interviews
- » Accommodates multi-panel and code-based interviews
- » Screen sharing, rating and feedback, and multi-time zone features for maximum flexibility

2. Automated Onboarding

Many employers struggle to coordinate the IT resources, paperwork, introductions, and orientations needed to bring a worker into the organization. An automated onboarding platform takes on management of the complex process through an elegantly simple system that keeps everyone on the same page regardless of location.

Advantages

Flexibility of Communication
The most advanced onboarding solutions can coordinate communication across desktop and mobile channels.

Improved Worker Engagement
The experience and commitment of the new hire can be a positive reflection of the employer's attention to detail on day one, leading to an engaged and productive relationship.

No Confusion or Guessing
A single source of information, updates, and reminders means that everyone involved knows their status, expectations, and scheduled activities.

Consistency of Process
An automated solution provides valuable documentation for all steps in the process, ensuring a repeatable workflow regardless of time and location of people involved.

Example: Enboarder - A customizable, mobile-enabled automated onboarding platform

- » Visual automation to build a customized workflow
- » Pushes information, reminders, and resources directly to the user
- » Enables use and creation of video, web pages, and interactive content
- » No apps, downloads, or logins needed

3. In-House Video Production

Video can be much more powerful than static web pages and messaging for reaching out to talent. The challenge is to produce video that gives a voice to real employees with a level of quality that results in compelling content. New developments now puts consistent, high-quality video production within reach of in-house teams.

Advantages

Compelling Recruitment Messaging
More than 78 percent of surveyed decision-makers believe video has helped increase the volume of applications, quality of applications, and responses from passive candidates.

Ease of Production
By applying advanced mobile technologies, video production apps can make quality video quick and cost-effective to produce.

Effective Communications to Remote Workers
Video creates a richer alternative to text and email for delivering communications between workers outside the office.

Example

VideoMyJob - A recruitment video production app for HR teams and staffing agencies

- » Mobile-based technology
- » Streamlined video collaboration and production
- » Training modules and script wizard for easy production training
- » Full mobile-friendly editing suite
- » Trackable links for sharing across social media channels

Availability and Cost

To support business continuity and help reduce disruption to candidate selection and engagement, Monjin for video interviewing and VideoMyJob for video communications is now available on a low-cost, three-month trial basis through their AGS partnership.

If you would like to find out more, reach out to your Program Leader or contact **info@allegisglobalsolutions.**