

Smarter Solutions: Candidate Evaluation & Onboarding

A Path to Predictive Screening and Smooth Onboarding

Technology innovations are helping employers engage candidates and new employees in ways that are easy, effective, and even fun.

Among 1,000 HR decision-makers:

96%

agree that increasing their organization's investment in **new talent evaluation, selection, and onboarding technologies** would help them achieve their business goals

85%

plan to **increase** such investments over the next two years



Employers Embrace Evolving Technologies

Among HR decision-makers surveyed about their use of key candidate screening and onboarding innovations:

34-37%

report widespread use



34-35%

are in pilot or early adoption



15-18%

plan to adopt within two years



Innovation at Work

Video Assessments

Machine learning is now a part of the video interviewing environment, rich with game-based assessments and AI-driven analysis capabilities that:

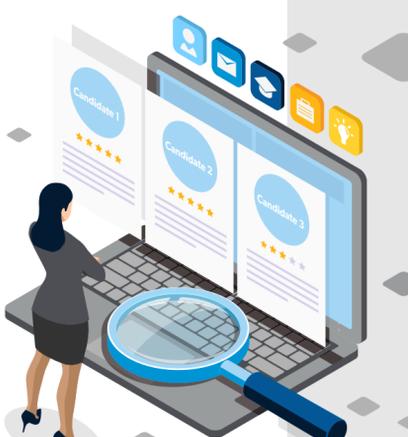
- Move the interview online to eliminate needs related to travel and scheduling
- Apply data-driven evaluation to help identify candidates with the right skills
- Speed the candidate journey with fast, objective analysis



Bias-Free Screening

With unconscious bias as a common obstacle to diverse hiring, companies enlist bias-fighting screening solutions designed to:

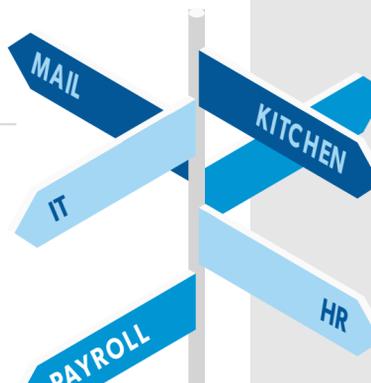
- Boost diversity in the candidate pool
- Deliver anonymized views of new applicants
- Identify weak points where bias may influence recruitment



Competitive Challenge Assessments

Giving candidates a chance to apply their skills and employers the ability to compare applicants, competitive challenge assessments:

- Provide relevant challenges, including customized scenarios
- Verify, through a real-world assessment, if an applicant has a certain skill set
- Rank an applicant against other candidates



Automated Onboarding

Today's innovations are turning the historically cumbersome, manual onboarding process upside-down. Automated onboarding:

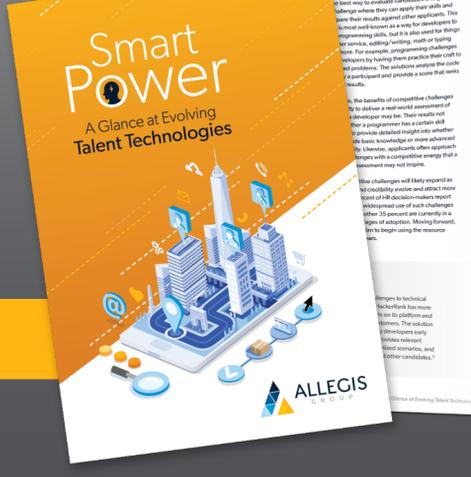
- Pushes out onboarding details at predetermined times to enhance the employee experience
- Offers hiring managers coaching and reminders to continue the onboarding process
- Aligns to each new hire's needs



Download the Report

Drive successful implementations and better understand how to put innovation to work at your company. Download "Smart Power: A Glance at Evolving Talent Technologies" today.

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