



# **THE FUTURE OF HIRING:** Mastering Talent Acquisition with Advanced Technology



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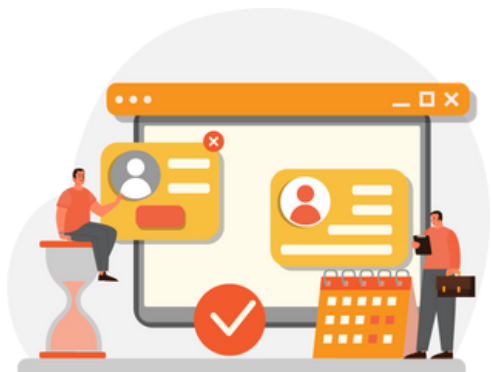
## Introduction

# The Changing Landscape of Talent Acquisition

Talent acquisition is a much more complex process than a decade ago. Today's fast-paced and competitive job market demands companies to quickly adapt to evolving technologies. Adapting to changes improves the candidate experience.

AI advancements have enhanced the quality and scalability of recruitment strategies for companies to effectively automate manual hiring tasks. These tasks include resume screening and interview scheduling with applicant tracking software.

LinkedIn's [The Future of Recruiting 2024](#) cited that the top three candidate skills for filling requisitions are communication (77%), relationship-building (72%), and adaptability (63%). Finding candidates with these highly sought-after skills and the required job qualifications is challenging. Cadient's upscale solutions such as availability matching, applicant pooling, and advanced searching can be customized to any company's needs.



## Chapter 1

# The Evolution of Hourly Hiring

Today's job market is always transforming, causing more challenges in hourly hiring. The state of the national and global economies is causing candidates to evaluate their career decisions to find positions with the highest

pay and best benefits. The domination of digital solutions is now more prominent with expediting the hiring process to onboard talent quickly and efficiently.

## Challenges In Hourly Hiring

Talent acquisition strategies for filling hourly hiring positions are becoming increasingly challenging because of high turnover rates and questionable candidate quality. Companies once relied on potential candidates to complete walk-in applications and manually reviewed their resumes. However, these traditional methods have proven time-consuming and inefficient.

Recruitment's digital transformation has revolutionized how companies approach hourly hiring. Modern candidate screening measures like AI-powered resume screening and job preview simulations have enhanced candidate quality in hourly and skills-based positions.



# Chapter 1

## The Shift Toward Digital Solutions

Cadient addresses hourly hiring and other recruitment challenges with solutions tailored for high-volume hiring environments. The company's special mission for automating different parts of the recruitment process has aided in quick recruitment turnarounds without sacrificing candidate quality.

**Cadient's Employee Prospects** feature is another way to increase the applicant pool. Candidates spend less than one minute

creating a profile on the employer's career site with their contact details and basic areas of interest, building out the employer's applicant pool with interested applicants. Each candidate can later complete a survey with additional questions about experience, skills, and education, to be matched with possible positions based on their answers. From there, a hiring manager can contact a candidate about open positions.



## Chapter 2

# Applicant Tracking System (ATS) - Streamlining the Recruitment Process

Speaking of Cadient's **applicant tracking system** (ATS), this is the company's most popular digital solution for streamlining the recruitment process. In this section, we will discover the importance of facilitating

recruitment and discuss the benefits and features of Cadient's ATS. From there, you and your recruitment team can decide the best move for the company's digital recruitment strategy.

## Streamlining the Recruitment Process

An ATS centralizes hiring in one easy-to-use solution with job posting, candidate sourcing, and employee onboarding capabilities. A quality ATS is crucial for streamlined recruitment in high-turnover industries, including retail, hospitality, and healthcare, which also have a high application volume.

The **Tulane School of Professional Advancement** reported on a Capterra study. It showed that 75% of recruiters and hiring

professionals utilize an ATS for recruitment management. Those with an ATS state that they have seen an average 40% drop in their company's time-to-hire metric.

Cadient's ATS stands out in the market due to its user-friendly interface, customizable workflows, and powerful analytics. It allows recruiters and hiring managers to manage every hiring process step efficiently, ensuring no candidate falls through the cracks.

## Chapter 2

# Key Features and Benefits of Cadient's ATS

Cadient's ATS streamlines recruitment while keeping workflow for hiring personnel simple and easy.

1

### APPLICANT POOLING

Cadient's **applicant pooling system** allows for easy candidate sharing between nearby locations. Once a location's exclusivity period has passed, the candidate becomes visible to all nearby places under the same employer brand. Local hiring managers can communicate with candidates to discuss other open jobs and offer alternate opportunities.

2

### JOB BOARD INTEGRATIONS

Job board integrations with the ATS enhance candidate outreach efforts and improve candidate sourcing metrics. Cadient's ATS integrates with Indeed, ZipRecruiter, Monster, LinkedIn, and other platforms. All available jobs are automatically posted on integrated job boards, and many job boards offer in-app promotions with the press of a button.

3

### THE BENEFITS OF CADIENT'S ATS

ATS software benefits companies with a streamlined workflow. AI-driven application and resume screening and filtering expedites the hiring process for an enhanced candidate experience. The system's scalability to screen larger volumes of applications and integration with HR tools make Cadient's ATS more effective. The system also provides improved collaboration and communication amongst the recruitment team and legal compliance with new hire paperwork.

4

### QUICK DATA TRANSFER FROM ATS TO HRIS EXAMPLE IN THE HEALTHCARE INDUSTRY

A healthcare organization based in Texas has 800 employees with 90% of them hourly while the last 10% are salaried. With Cadient's assistance, candidates' information could be uploaded from the **applicant tracking system to the company's HRIS** for seamless data transfer. Application review, interview scheduling, and other HR processes became automated to reduce the administrative burden on the company's HR team.

## Chapter 3

# The Power of Cadient Texting Solutions - Keeping Candidates Engaged

Communication maintains candidate interest throughout the hiring process in today's modern recruitment era. Mobile technology is continuously gaining popularity, and texting has become a more effective communication channel for candidate outreach rather

than emails. Industries such as hospitality and retail require quick responses from candidates to secure top talent or risk losing the best applicants to a competing company.

## Cadient Texting

Cadient's real-time, two way texting solution allows recruiters and managers to quickly reach candidates. Group messages, scheduled texts, and drip campaigns allow even more tailored communication for the applicant audience.





## Chapter 3

### Text Apply and Text Notify

**Text Apply** allows candidates to begin the application process from their mobile device. The application process is streamlined for candidates so that it increases the applicant engagement metric for participating companies utilizing this service.

Cadient's **Text Notify** keeps candidates engaged throughout the recruitment process by sending updates to complete the next step and notifications about

application status. During the online job application, candidates have the option to select Text or Email as the source of receiving notifications. In high-volume hiring, we are seeing more than half of applicants select the text option to be notified of updates in the recruitment process faster.



## Chapter 4

# Enhancing Candidate Engagement with Video Interviewing

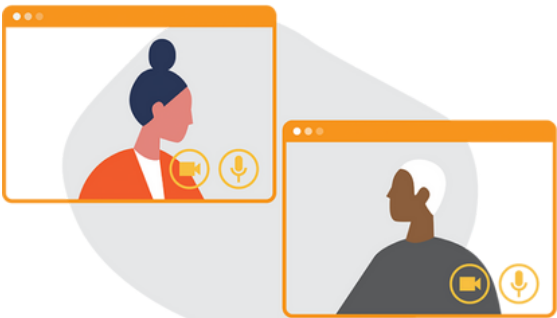
Whether the job your company posts is remote, hybrid, or at a brick-and-mortar location, video interviewing is now widely more popular as a recruitment tool. Because of the many advantages it has in contrast to in-person

interviews, recruitment personnel often prefer scheduling virtual interviews. The option maintains flexibility for the recruitment team and job candidates while saving time for both parties.

## More Comprehensive Candidate Evaluation With Video Interviewing

Candidates undergoing virtual interviews can also be evaluated more comprehensively than during an in-person interview. You can

see how well the candidates utilize the chosen video conferencing tool, which is pivotal for applicants vying for remote roles.



## Chapter 4

### Other benefits include:

- 1 There are fewer distractions in a virtual interview setting.
- 2 Interviewers can see how well a candidate stays focused and engaged during the interview.
- 3 The entire hiring team can review a single recorded interview, saving time for interviewers and interviewees.

### Cadient's Video Interviewing Solution

Cadient's video interviewing platform partners with Spark Hire for a high-quality virtual interviewing experience. With automated scheduling, recording options for asynchronous

interviews, and real-time feedback capabilities, these tools streamline recruitment. Plus, they initiate a more thorough candidate evaluation process.



## Chapter 5

# Streamlining Processes with Enhanced Interview Scheduling

Scheduling interviews is one of the trickiest steps during recruitment. Finding a time that works for the schedules of recruitment personnel and candidates is difficult sometimes. Hence, it can lengthen time-to-hire and time-to-fill metrics and create missed

opportunities if an interview isn't scheduled promptly. Organizations with higher volumes of candidates will experience higher costs with interview scheduling delays than smaller businesses.

## Challenges In Interview Scheduling

The Society for Human Resource Management (SHRM) released a study stating that 67% of HR professionals cite interview scheduling as the most challenging recruitment task. Cadient's enhanced interview

scheduling tools are designed to reduce the usual interview scheduling challenges like scheduling conflicts, different time zones, time management, communication barriers, and technical issues.



## Chapter 5

### How Enhanced Scheduling Increases Productivity

Advanced scheduling features in ATS software can enhance the recruitment team's productivity. These features streamline the interview process with the usual difficulties of manually finding a time and date that works for a recruitment representative and the candidate. Candidates selecting interview appointments from

pre-approved time slots, receiving automated interview reminders, and having a command to reschedule or cancel an interview reduce administrative overhead.

### Retail Industry Case Study Related To Interview Scheduling

The retail industry is a prime example of how important constant talent acquisition optimization is for keeping up with hiring trends. GoodTime reported in their [2024 Retail Insights Hiring Report](#) that 91% of talent acquisition leaders intend to invest in more recruitment technology in 2024. Cadient's applicant tracking system is a centralized location for managing applications,

communicating with candidates, connecting with job board integrations for candidate outreach, and more.

The study also revealed that 42% of retail leaders' most challenging task is retaining top talent. Cadient's talent acquisition solutions are poised to help your company attract and retain the best talent to maintain productivity and keep turnover low.

## Chapter 6

# Optimizing Talent Pools with Applicant Pooling and Prospect Pool

Long-term success in a company’s talent acquisition strategy depends on how well an applicant pool is built and maintained. Companies can find quality candidates in a properly managed

applicant pool rather than spending the time and money bringing new applicants to the pool.

## The Importance of Building A Strong Applicant Pool

It’s important to build and maintain a strong applicant pool to remain competitive with other brands in your company’s industry while vying for the best talent. Cadient’s ATS software can leverage these incoming applications by categorizing them with search

filter features based on qualifications, skills, and other experience-related metrics. While hiring campaigns will involve sifting through larger volumes of applications, it can help companies reduce their time-to-hire metric and allow wider candidate searches.



## Chapter 6

# Leveraging Applicant Pooling for Future Hiring Needs

Cadient's Applicant Pooling and Prospect Pool tools can help your recruitment team to:

- 1 Organize and screen applications from evergreen or current job postings based on candidates' specific skills, qualifications, and experience.
- 2 View applications throughout all company locations.
- 3 Let prospective applicants express interest in a job before application submission.
- 4 Keep a steady flow of qualified candidates prepared for upcoming hiring campaigns.

## The Importance Of An Employee Referral Program

Cadient's report on the [Eight Must-Haves For Your Hourly Hiring Solution](#) gives insight into the best tactic for attracting top talent. The report states that 88% of talent acquisition professionals can obtain above-average candidates with their company's employee referral program. Hence, tapping

into current employees' professional networks can be a great angle for onboarding top talent. Cadient's solution offers referral reporting to easily identify those applicants who have been referred.

## Chapter 7

# Seamless Onboarding with Cadient Solutions

Onboarding is a complex phase in the recruitment process and companies will face many challenges. Cadient's onboarding solutions streamline this portion of the process via automated document management, e-signature, and state and federal forms management.

These tools set up the new hire for success from the first day of onboarding. Such solutions reduce administrative redundancies for HR professionals while refining the new hire experience with efficient and organized onboarding solutions.

A 2018 SHRM survey revealed that 76% of recruitment professionals lack an effective onboarding solution for their new hires. Conversely, about 47% of the surveyed recruitment professionals stated their onboarding efforts retained quality new hires. Discover how Cadient's onboarding solutions can attract and retain better talent in your company!





## Chapter 8

### The Future of AI: Cadient SmartTenure (powered by Decision Point)

Utilizing AI in the hiring process has become more mainstream in recent years. LinkedIn reported that **72% of recruiters** believe AI benefits candidate sourcing. AI reduces biases by using algorithms to separate candidates based on skills, qualifications, certifications, and licenses. AI-driven hiring analysis also institutes a higher candidate quality because of its strategic predictive analysis.

**Cadient's SmartTenure** is an AI-powered solution that helps hiring managers:

- Identify applicants likely to stay longer with a company.
- To use AI to analyze received applications.
- Lower operation and recruitment costs with the power of AI.

What would have taken a while for an HR professional to do manually, Cadient SmartTenure's AI-driven selection analysis handles in seconds, freeing up time for recruitment personnel to handle more critical recruitment tasks such as candidate engagement measures. Enhancing revenue with expedited hiring and heightened productivity can reduce a company's time-to-hire metric.



## Conclusion

### The Future of Talent Acquisition

Technology continually evolves, which means the talent acquisition landscape must advance, too. Companies embracing the most modern recruitment tools will succeed in the talent acquisition market. Cadient prides itself on being the best in talent acquisition solutions, offering a digital tools suite to succeed in recruitment across all industries.

With Cadient's talent acquisition solutions, companies can streamline recruitment, enhance candidate engagement, and craft a more resilient team over time.

