

THE HIRING FUNNEL IS FILLING LIKE NEVER BEFORE

Oleeo

YOUR RECRUITING ENABLEMENT PLATFORM

The global pandemic has created a buyer's market, where applicants greatly outweigh job openings.

Employers have seen an increase as high as 1400% for some roles.

x2

In the 2 years leading up to the global pandemic, the average number of applicants per role had already doubled.

Even more cutthroat: Out of a pool of almost 9m applications in a single year, overall just **0.56%** were hired.

The number of recruiting steps has skyrocketed: today there is an average of 91 actions in the hiring funnel.

91



High volume functions can be the most difficult to recruit for:

They can get hit hard with high turnover rates, a surplus of entry-level workers, and situations where canceled interviews and unprepared candidates run rampant.

Volume recruiters must juggle competing priorities.



OLEEO RECRUITING ENABLEMENT PLATFORM

Is a best-of-breed recruiting solution, where the use of data, AI, automation, and bulk processing are native to the solution and embedded throughout. Oleeo lets recruiters spend less time on administrative tasks, and more time performing high-value recruiting activities, while accelerating recruiting processes.



How many candidates are you not considering due to lack of time?

For many employers, numerous applicants aren't even considered, due to recruiter time constraints and high volumes of applicants.

On top of this, studies have shown time and again that candidate selection is influenced by human bias.

Objectively, recruiters may screen candidates based on "hard data" like educational background, past employers, and location. While these criteria seem unbiased ("this is what has worked before, so let's keep doing it!"), in fact they can sustain selection biases that negatively impact diversity in hiring.

Subjectively, recruiters may screen candidates on keywords that the recruiter feels indicate a fit for the role, and on biases related to factors such as name, nationality, gender, and age. Whether conscious or unconscious, this also limits the diversity of your workforce over time.



OLEEO RECRUITING ENABLEMENT PLATFORM

Includes *Intelligent Writing*, a capability that helps recruiters de-gender job postings by identifying gender-biased words and suggesting replacements for masculine words that are known to deter female candidates.

The average recruiter spends

16 hours a week scheduling interviews

Are your recruiters overburdened with administrative tasks?

The average recruiter spends 16 hours a week scheduling interviews. 16 hours! And this is just one of the many administrative tasks a recruiter must manage each week — creating a massive and sometimes insurmountable obstacle to successful volume recruiting.

Recruiting Enablement

The use of data and automation to achieve new efficiencies and better hiring outcomes is designed to reduce the burden on recruiters, throughout the recruiting funnel.



OLEEO RECRUITING ENABLEMENT PLATFORM

Includes automation throughout, such as the ability to automate posting to job boards, selecting candidates for interview, managing interview scheduling, nurturing and updating candidates, presenting offers, and managing pre-boarding activities.

Do you know how to improve quality of hire?

Quality of hire is a key metric for many companies, 80% of which believe it is a recruiting metric, rather than a hiring manager metric.

63%

of companies say identifying quality hires is their greatest challenge.

x2

Companies that use data to automate decision-making are 2x as likely to improve quality of hire.

32%

Only 32% of senior leaders are confident in the data that they have available to make decisions.

Source: Aptitude Research

OLEEO RECRUITING ENABLEMENT PLATFORM

Includes Oleeo Insights, an "out of the box" solution that provides pre-built metrics, analytics, and visuals, answering best practice questions to give you deep insights into recruiting.

Adopting Recruiting Enablement to thrive in a high volume world

REACTIVE RECRUITING

- ✗ Poor alignment between recruiting and the business
- ✗ Lack of insights into recruiting
- ✗ Inconsistent processes
- ✗ Minimal use of automation
- ✗ Little to no use of data or AI
- ✗ Diversity and Inclusion as a statement, with minimal action

RECRUITING ENABLEMENT

- ✓ Insights to achieve strong alignment between recruiting and the business
- ✓ Improvements made based on insights
- ✓ Consistent processes
- ✓ Maximum use of automation to drive efficiencies
- ✓ Use of data and AI to improve effectiveness
- ✓ Diversity and Inclusion as an active strategy

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MORE POWERFUL TOGETHER

Watch the Recruiting Enablement video

oleeo.com/recruitingenablement

Learn more about Oleeo

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