

Four Innovative Strategies for High-Volume Hiring



High-volume hiring or hiring for many open positions in a given time frame is challenging, especially in the era of The Great Resignation. Hiring teams are spending huge amounts of time sifting through and reviewing resumes, screening applicants, interviewing, making offers, and onboarding new hires making it difficult to maintain a high level of quality candidates. Keeping your high-volume hiring process efficient and strategic for both candidates and recruiters is key. Here are 4 strategies for successful high-volume hiring.



Design a “Candidate First” Application Process

Find, attract, and engage applicants with your own candidate-first job application process. It starts with reaching them where they're already spending their time — Snapchat, TikTok, LinkedIn, or other social media platforms. Many job seekers use their cell phones to look at social media and apply for jobs in today's world. Employers could make it easier for applicants to apply for positions on their mobile devices. Some job candidates may not have access to desktop computers and need to be able to find jobs using only their mobile devices. It is important for an employer to have a mobile-friendly website and allow job seekers to upload their resumes using their devices. Lastly, let them apply with a simple one-click process. Ensure that you cut any fluff from the application process and keep the fields to the bare minimum whenever possible.

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Speed Up Sourcing with Talent Rediscovery

Talent rediscovery is a recruitment software that integrates into your existing ATS and helps you identify whether candidates who applied for a previous position at your company are qualified for an open role. When you enter a job description of a current application, the talent rediscovery algorithm will search every resume in your ATS and display the most suitable matches. This type of technology can help organizations manage their talent in today's unpredictable labor market which allows businesses to gain better visibility into the workforce to understand the skills that are already within their current systems.

Many ATS (Applicant Tracking Systems) aren't intended for searching for "rediscovered" candidates. Many systems let you search resume databases using keywords; they have some limitations, including the possibility of false positives (finding candidates who are not the most qualified ones due to keyword stuffing on their resumes). And false negatives (not finding candidates who have strong qualifications due to overly specific keywords). This makes it challenging to match previous applicants to an open request unless you're using a dedicated talent rediscovery tool.

Automate Resume Screening

The use of resume screening software such as Lever, Greenhouse, SmartRecruiters, and LinkedIn Recruiting are becoming crucial to the hiring operations of many companies. Typically, a high-volume job posting will draw in various resumes from qualified to under-qualified candidates. Using an automated resume screening reduces the number of time employees dedicate to sifting through unnecessary resumes by analyzing the resumes of existing employees to learn the qualifications of a job. Candidates who fit the criteria are then ranked and graded from A to D making it quicker for your hiring team to contact the most qualified candidates first.

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Use Recruiting Metrics To Stay Efficient

High-volume hiring is time consuming, requiring considerable oversight to ensure that each candidate progresses through the different stages of the interview process appropriately. Automating certain steps in the recruiting process, such as screening and lead assessments, allows recruiters to focus on more strategic tasks.

Here are two recruiting metrics you should be gathering to find shortcuts in your high-volume hiring process:

1. Track conversion rates to eliminate unnecessary steps:

For example, LinkedIn's customer success interview process for new hires includes three steps in its interviews. The first round of interviews is a phone screen with a recruiter who rates candidates on a scale of 1-3. When the data showed that 90% of candidates who scored a 3 made it to the final interview, they eliminated the second interview for those specific candidates.

2. Follow engagement patterns to find the drop-off point:

Identify the weak points in your candidate experience by examining your organization's engagement patterns. This might mean adding more interactive careers pages, increasing the number of touchpoints between recruiters and candidates, or creating an offer that is competitive with other similar opportunities. The most crucial step of the hiring process is finding the weak points.

High-volume hiring has a number of different strategies that can be applied to various organizational structures, job requirements, and candidate pools. A "candidate first" application process is an excellent way to approach hiring new employees. Using technology to speed up both sourcing and screening can make the shortlisting of candidates less time-consuming. Finally, using appropriate metrics to find shortcuts will make the process as a whole more efficient.

About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.

