



**HOW TECHNOLOGY
PLAYS A KEY ROLE IN A
STAFFING PROCESS?**



Top Staffing Technologies

APPLICANT TRACKING SYSTEM (ATS)

Application tracking systems make it simple for users to add notes and comments about a candidate during the hiring process. Artificial intelligence and natural language processing are two cutting-edge technologies that are used by applicant tracking systems to screen and sort resumes. These systems analyze data by scanning resumes, searching for keyword matches, and using other algorithms. To simplify job postings, a number of applicant tracking systems are integrated with job boards.

WHAT TO CONSIDER WHEN CHOOSING A CANDIDATE TRACKING SYSTEM?

Organizations must consider a number of factors before selecting the best ATS option in order to maximize their investment. Recognize the issue that needs to be resolved. With so many ATS options, it's important to identify the actual problems that need to be solved.

For instance:

Look for an ATS solution that generates dynamic job descriptions, automates pre-interview skill assessments, and uses AI to create a robust skills profile if the organization finds it difficult to identify and recruit high-end talent.

RECRUITMENT CRM



Candidate relationship management (CRM) is a technique for maintaining and improving relationships with current and potential job candidates. CRM technology is used to improve candidate engagement, streamline candidate communications, and improve the candidate experience.

Recruitment Marketing Software

A software tool known as recruitment marketing software can help you attract the best available talent. Because of the candidate-driven nature of the current labour market, finding and hiring qualified individuals has emerged as the top HR challenge. Recruitment marketing software employs marketing techniques in the recruiting process to locate, attract, nurture, and engage candidates and convert them into job applications.

The Qualities Of A Good Recruiting CRM



Mobility and Accessibility:

Even the most advanced recruiting CRM will be ineffective if your team doesn't know how to use it. The best recruiting CRM for your business should have a cutting-edge, user-friendly interface so that your staff can concentrate on their regular tasks while the software handles the rest.

Automation

There has never been a time when a staffing salesperson or recruiter complained that the day was too long. Therefore, it should come as no surprise that promoting employee adoption of CRMs that demand manual data entry can be challenging. Your staff must maintain their attention on developing relationships; they don't have time to update the CRM based on previous work.

Predictive Prediction

Instead of just acting as a historical data repository, CRM for recruiters should be proactive and prescriptive, offering the next best step for your reps. Tracking emails sent and calls made is certainly helpful, but predictive intelligence takes this information to the next level and uses it in real-world situations. Recruiters can receive guidance from a CRM with predictive intelligence about which contacts to make and on which relationships to focus their efforts.

Expertise in the Industry

Every other industry's sales model is unlike the staffing industry's. You aren't hawking any goods. Additionally, even though customers buy staffing services, you actually deliver people. People-to-people interactions are inherently more complex on both sides of the transaction, necessitating the use of a tool designed specifically to handle this complexity.



Advance Recruitment With AI And VR

Artificial intelligence is transforming the recruitment industry. As AI improves the hiring process, more companies are recognizing its potential. When AI and VR trends are implemented, the future recruitment process will look different.

BENEFITS OF VR AND AR IN RECRUITMENT



Streamline the hiring process: By interviewing more candidates, including those who are stationed elsewhere, using virtual reality, according to HR managers and staff.

Use of gamification: A virtual tool called gamification helps people find their perfect match. The decision to do away with application forms in favor of skill-testing games is a great one.

Immersive experiences: After reviewing applications, HR managers may use virtual reality to create an engaging and effective evaluation that will help them select the best applicant.

Candidate evaluations: When using virtual reality in recruiting, recruiters can view and assess the real potential of candidates without having to rely on fake resumes. Independent of what is on applicants' CVs, recruiters can assess how candidates would perform in various situations.

Training and Orientation: A new hire must have the best conceivable onboarding experience. Virtual reality technology could be used to achieve this. The company's rules can be virtually experienced by new employees. Individuals may thoroughly research and experience the organization's values, ethics, and culture rather than figuring it out on their own.

Office tours: Giving prospective employees a personalized and flexible way to learn more about an organization, virtual reality office tours show what it's like to work for the company.

Social Recruiting Is On The Rise

LinkedIn is no longer an option for recruiting. Recruiters are broadening their reach by using social media platforms such as Facebook, Twitter, Instagram, and others. It assists in the selection of qualified individuals and promotes and appeals to them.



Extensive Hiring Criteria

Examining the required skills is more important than ever in order to select the best candidates. Both options involve psychometric tests and a focus on the soft skills that applicants will bring to the company.



CHATBOTS: THE FUTURE OF RECRUITING

The job of a recruiter is difficult because many applications must be sorted through. It is the root cause of the rising cost of hiring candidates on a daily basis. The solution is to use chatbots. It allows us to streamline and automate the HR process. Businesses are learning how to adapt as the world is shaped by ever-changing international events. HR is also changing how employees perform their duties. The world of recruitment is rapidly changing, from hiring someone electronically to broadening your understanding of your potential labour pool.



WHY CHATBOTS?

They enhance candidates' experiences

One of the biggest trends we're seeing recruitment agencies adopt is the importance of giving your candidates a great experience. Offering an experience that is superior to that of the competition is one of the best ways to stand out from the crowd. Eliminating the "Downtime" between a candidate submitting a CV and the recruiter responding to them is the most obvious quick win with great experience. With some roles, there may be a significant number of applicants, making it difficult to message each one separately.

Create a report and research your candidates

Customers can respond and communicate with chatbots with ease thanks to the messaging app's user-friendly interface. When the candidate eventually speaks with the recruiter and/or the clients, the conversation will be improved because chatbots are intelligent enough to pose thoughtful questions and record relevant details.

Change your FAQ

Simple chatbots that you can set up on your own can provide a fantastic platform for building an accessible FAQ section for roles and your company.

Setting up calls and meetings

Using clever chatbots, you can eliminate the significant amount of administrative work involved in scheduling calls and meetings. As a result, you have more time to get ready for a fruitful human interaction with the applicants.

Effective candidate qualification

A variety of questions about a candidate's abilities, credentials, and experience can be asked by chatbots. This makes it easier to qualify and rank a large group of applicants in comparison to the employer's requirements, giving the recruiter access to the best candidates for a job.



**Are Your Hiring Strategies
Working To Attract And
Retain Top Talent?**

Let's Talk!



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