

# Indeed Hiring Platform

We deliver the interviews you need by combining Indeed's reach and understanding of job seekers with recruiting automation technology in one powerful solution

**Liz Savage**

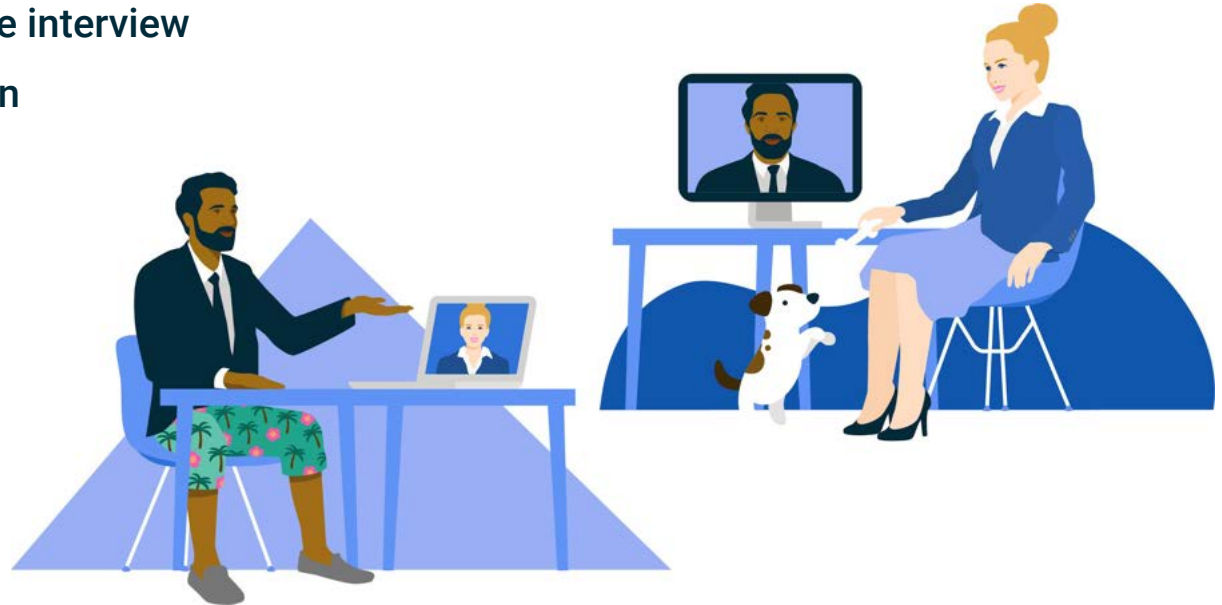
Product Marketing, Indeed

[indeed.com/employers/hiring-platform](https://indeed.com/employers/hiring-platform)



# Agenda

- + Challenges getting to the interview
- + The power of automation
- + How it works
- + Why it works



## Recruiting is slow and expensive



Time-to-hire averages **90 days** or more for skilled workers<sup>2</sup>



On average it takes **94 candidates** to make a hire in larger companies<sup>1</sup>



As many as **46% of inbound job applicants are unqualified**<sup>1</sup>



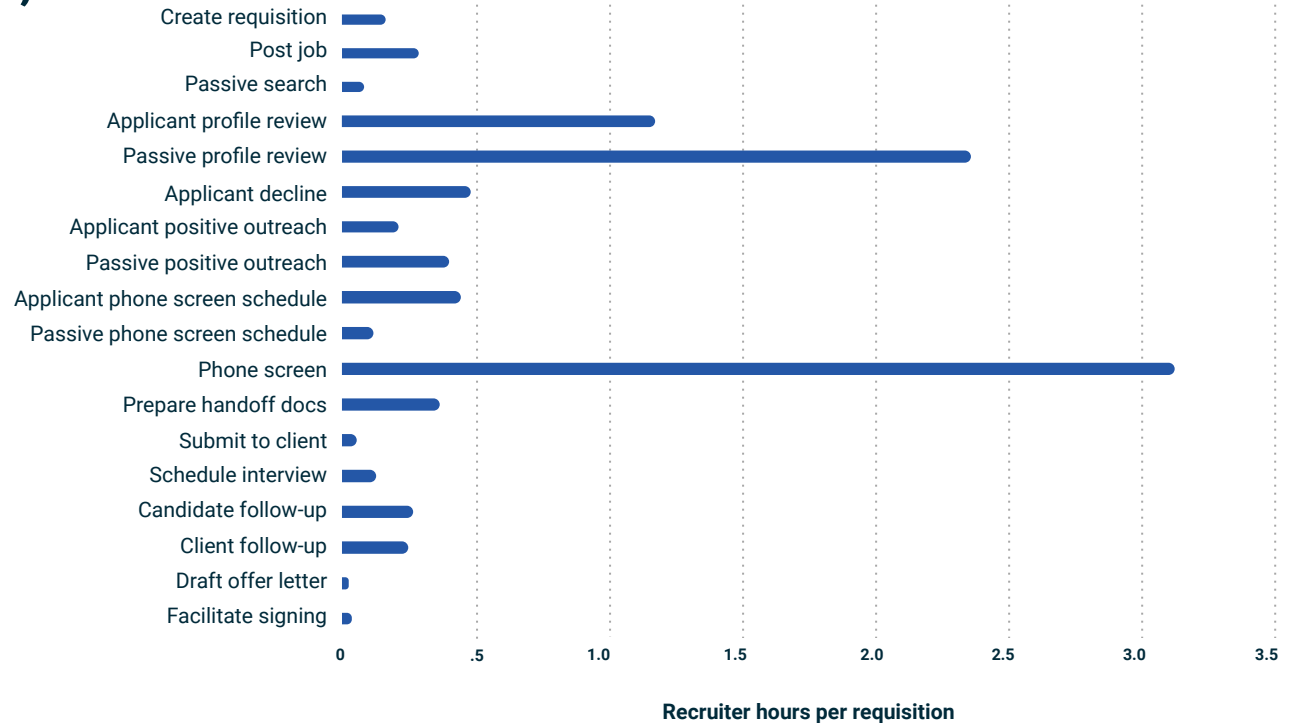
The **average cost per hire is over \$4,000** in the US<sup>3</sup>



Open role cost estimates range as high as **\$160B** in the US alone<sup>4</sup>

**“Every day I’m calling 60 people and texting them...it’s so draining”<sup>5</sup>**

# With Indeed Hire, we learned firsthand where recruiter time goes



**We set out to automate  
screening, scheduling, and  
communications**

# Automation dramatically increases recruiter efficiency and speeds time-to-hire



**~4x more** hires per recruiter<sup>1</sup>

# Indeed Hiring Platform

We deliver interviews fast

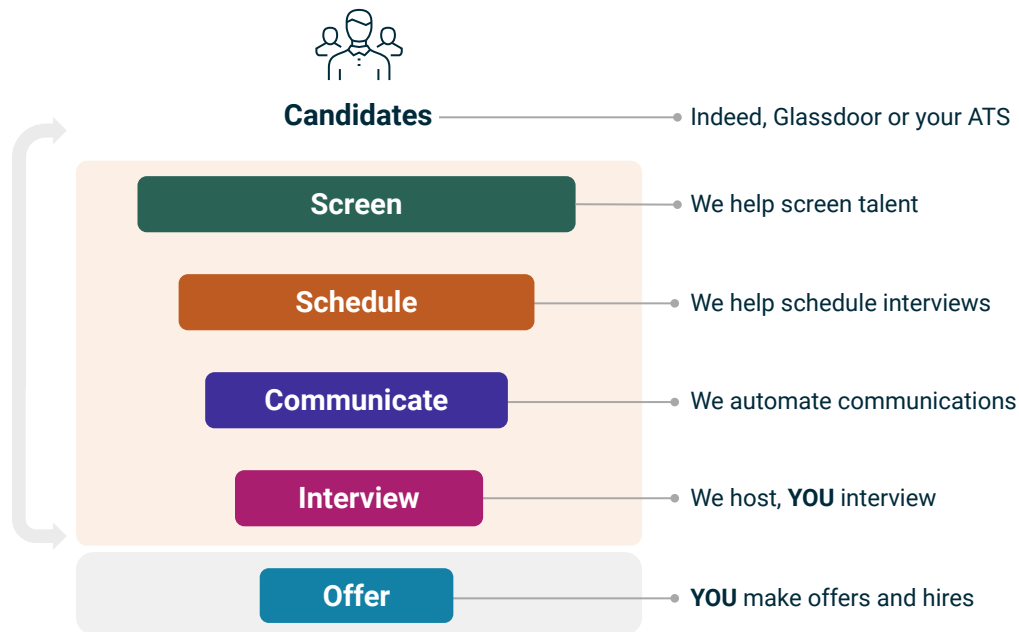




The power of automation

# Indeed Hiring Platform helps you automate screening, scheduling, and communications so you can start interviewing faster

Performance signals with connected tech



# Hiring Platform connects Indeed's strength in candidate delivery with recruitment automation in one powerful solution

## Candidate delivery

### Source

**indeed** **glassdoor**

Job advertising

Automated sourcing\*

Bring your own candidates

## Recruitment automation

### Screen

Screening questions

Assessments

Custom modules

### Schedule

Easy candidate scheduling

Calendar invites

### Communicate

Notifications and reminders

Follow ups

### Interview

Indeed Interview

- Virtual
- Phone-first

## Service add-ons\*

### Offer

Offer negotiations\*

Background checks\*

# Indeed Hiring Platform

## Connected technology that's already proven to work



We've already hosted more than **200,000** interviews over the last few months



**75%** of interviewed candidates are positively rated by employers<sup>1</sup>

**"Kudos to Indeed and their virtual interviewing solution. The experience was simple, fast, flexible, and fair. We hired over 50% of the candidates interviewed! I am beyond excited to welcome these individuals and the vast experience they bring from retail, hospitality, and service industries."**

**Anthony Ormsbee-Hale**  
Vice President, People Operations  
Civitas Senior Living

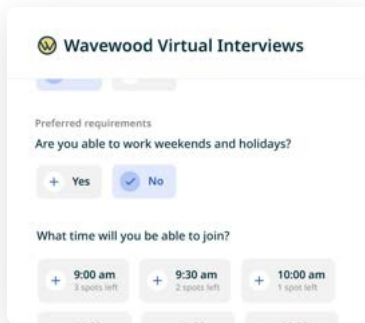
# Indeed Hiring Platform

How it works

# Automation to the interview with Indeed Hiring Platform

## Automation services

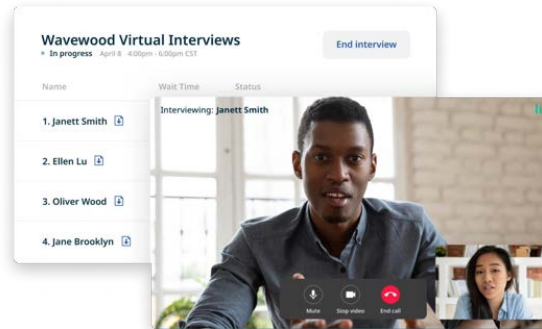
We help attract, screen, schedule, and communicate with candidates



- + Save time and money
- + Reduce administrative tasks

## Interviews

We deliver interviews in a solution designed for interviewing



- + Decrease time to interview
- + Improve candidate engagement

## Results

Our connected technology helps spotlight areas for improvement

The screenshot shows a table of results for 'Wavewood Virtual Interviews'. The table has two main sections: 'RSVP's' and 'Attendees'. The 'RSVP's' section shows 'Attendees' with a total of 129. The 'Attendee breakdown by source' section shows a table with columns for Source, RSVPs, Checked In, and Interviewed.

Source	RSVPs	Checked In	Interviewed
Indeed	112	93	88
Facebook	25	12	12
Glassdoor	22	20	18
Craigslist	7	4	4
<b>Total</b>	<b>166</b>	<b>129</b>	<b>122</b>

- + View comprehensive data
- + Inform your recruiting

# Indeed Hiring Platform

Why it works

Why it works

## Reach quality candidates across Indeed and Glassdoor

- + Advertise interview posts to reach talent across Indeed and Glassdoor
- + Add basic to advanced screening criteria to boost candidate quality
- + Candidates can quickly schedule interviews with you
- + Hire at scale in less time



**75% of job seekers agree that assessments are a good way to show employers their skills<sup>1</sup>**

### Wavewood Virtual Interviews

#### Mandatory requirements

Do you have a valid Registered Nurse license?

+ Yes

+ No

#### Preferred requirements

Are you able to work weekends and holidays?

+ Yes

+ No

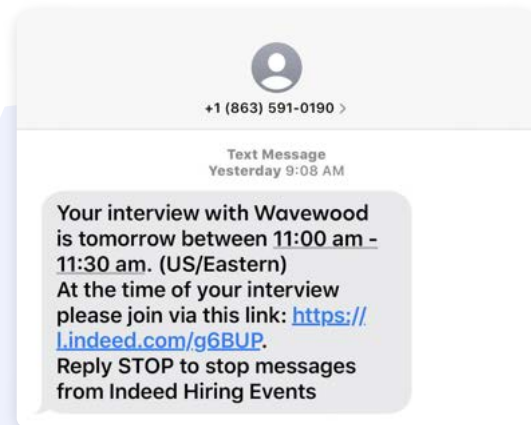
## Why it works

# We take care of scheduling and communicating with candidates

- + Talent automatically gets calendar invites when they schedule interviews
- + Automated text and email reminders can boost attendance



We follow up with no-shows to get you up to **17% more interviews**<sup>1</sup>





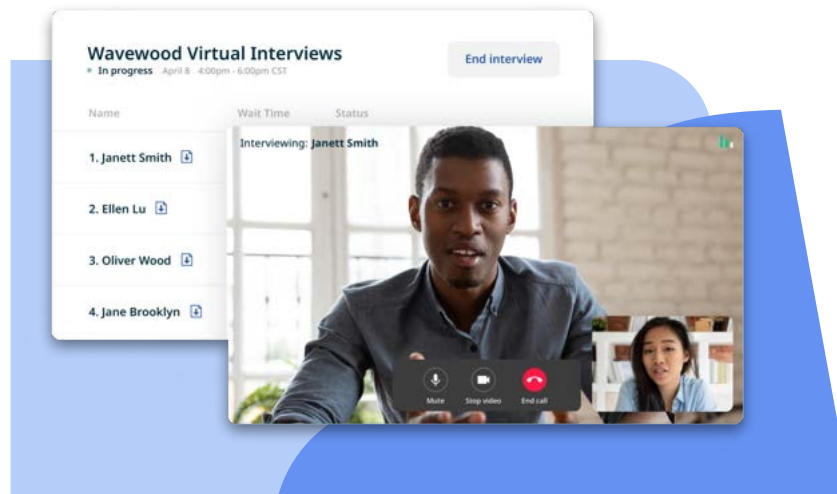
Why it works

## Designed and built for interviewing

- + Greet candidates with a welcome message
- + Make announcements to all candidates waiting in your lobby
- + Invite hiring managers to interview directly from the platform
- + Conduct multiple interviews at the same time
- + Download candidate resumes



**86% of organizations are conducting virtual interviews during the pandemic<sup>1</sup>**



Why it works

# One comprehensive solution to manage recruiting and view performance

## + Summary recap

- RSVPs by source
- Checked-in candidates
- Interviewed candidates
- More candidate information



**75% of interviewed candidates are positively rated by employers<sup>1</sup>**

RSVP's	166 total		
Attendees	129 total		
Attendee breakdown by source			
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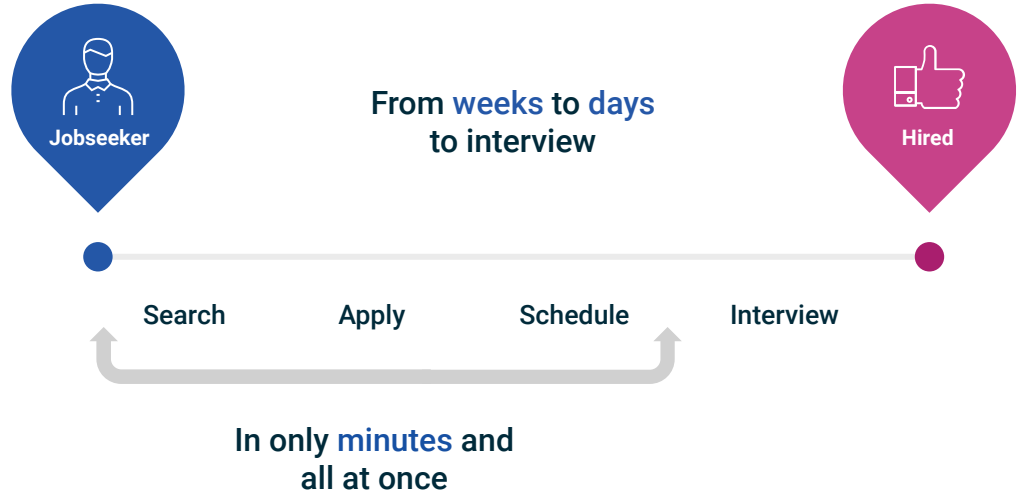
Why it works

## A better experience for job seekers and employers

- + Candidates can interview in days vs. weeks
- + Candidates can search, apply, and schedule interviews in minutes
- + You hire at scale faster



Of job seekers who completed a post-interview survey, **95%** rated the experience favorably<sup>1</sup>





## Fulfill bulk hiring needs without limitations

**215** Interviews

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**97** Offers extended to attendees

**“Interviewing candidates with [Indeed Hiring Platform] was very easy and simple. I liked that I was able to personally connect with each candidate face-to-face. The functionality of the platform makes us excited to use [Indeed Hiring Platform] again for our future needs.”**

**Jamie Lavoie**  
Hiring Support Center Manager, CVS

# Thank you

Liz Savage

Product Marketing, Indeed

[indeed.com/employers/hiring-platform](https://indeed.com/employers/hiring-platform)

