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Definitive Hiring Guide to

Candidate Screening

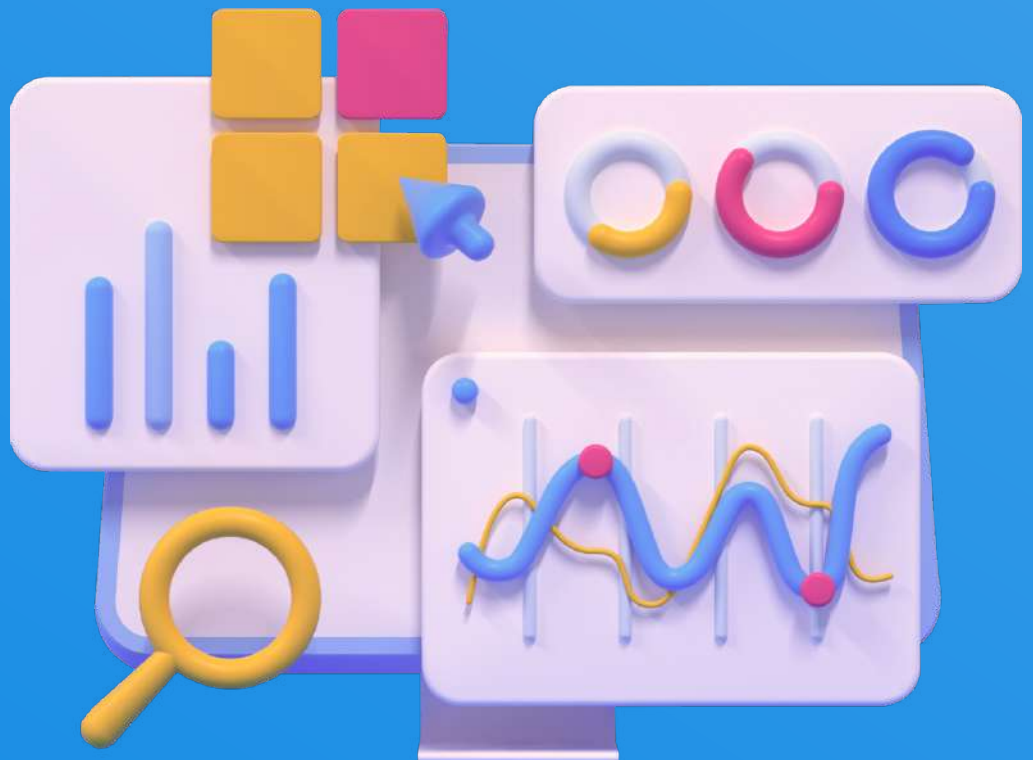# 20 22

Table of Content

What is

candidate

screening?

Candidate screening is a part of the hiring process where the candidate's resumes or profiles are reviewed. This reviewing process takes place after the sourcing process is completed. Candidate screening consists of various activities as follows:

Pre-screening round: Pre-screening round includes questions that allows recruiters to check into candidate's abilities.

Telephonic screening: This includes checking the communication skills that the candidate consists of.

**Resume screening:** This round includes checking the resume of the candidate and looking for skills that are important for the job opening.

Written interviews: This round helps recruiters understand the level of written communication skills needed for the open position.

During candidate screening, recruiters connect with candidates to evaluate their experience, skills, and interests to check whether they are qualified or not.
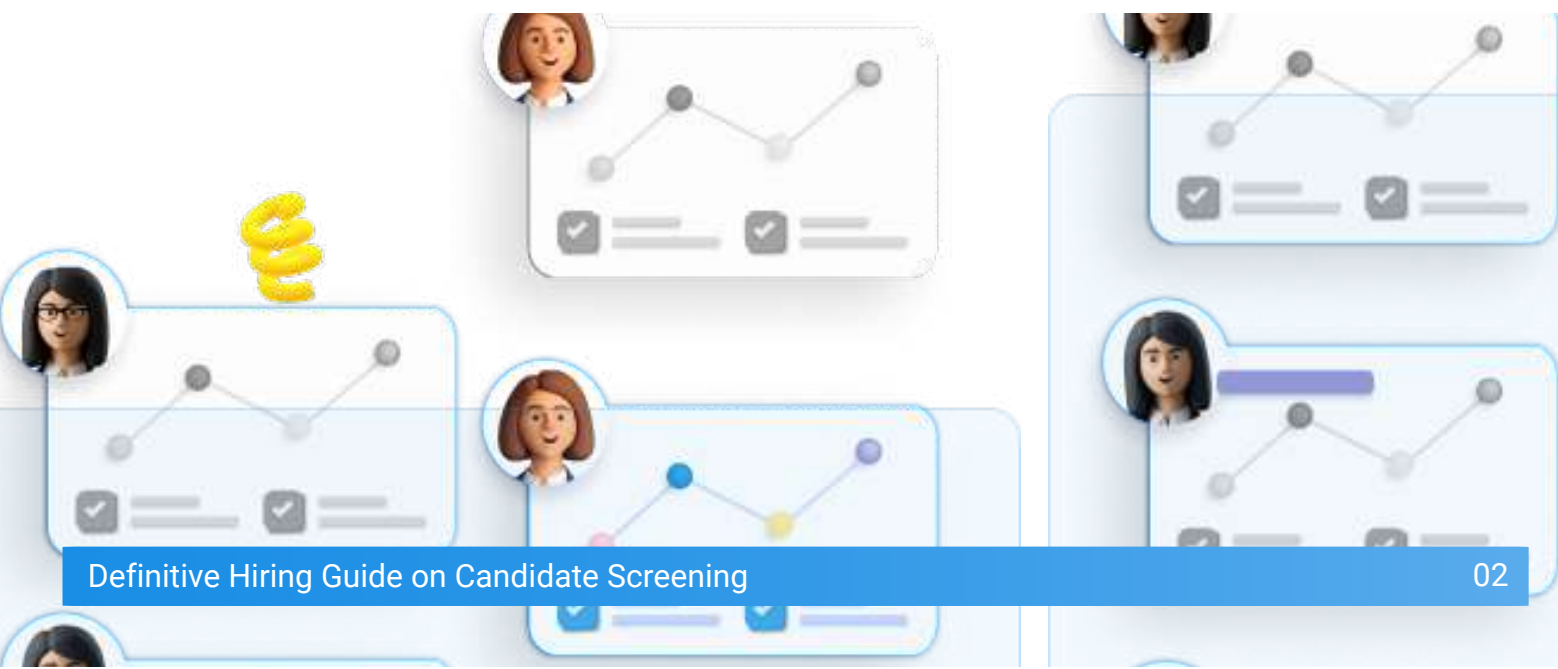
What is the current scenario in candidate screening?

8/10 recruiters use references to screen candidates (source)

89% of talented professionals state that bad hires typically lack soft skills (source)

52% of talent acquisition leaders claim that the most challenging aspect of their work is screening individuals from a vast application pool. (source)

89% of potential candidates are lost by companies due to a prolonged screening process. (source)

67% of employers use social media sites to research potential job candidates (source)

45% of companies say that screening and assessment have the greatest impact on the quality of hire. (source)

50% more women have got through to the final selection stages when using a blind screen which proves that blind hiring works. (source)

78% of black and ethnic minority employees were sometimes or often excluded from any decision-making process. (source)

50% of the Caucasian descent received more callbacks than those associated with African American descent, regardless of the industry or occupation during the review stage of resumes. (source)

85% of recruiters uncovered a lie or misrepresentation on a candidate's resume or job application during the screening process. (source)

Solving candidate screening with

recruitment automation tools

Candidate Ranking	Spend more time on candidates that match your criteria
Resume Parsing	Automatically extract data from resume for skills, education and experience
Smart cards	Utilize AI-generated smart cards to filter best candidates
Job Recommendation	Automatically match a candidate to open job positions
Skill set	Utilize the patented technology to automatically identify the skillset of candidates
Smart tags	Use smart-tags like "Top College", "Relevant Title"
Duplicate detection	Automatically merge multiple duplicate resumes into one candidate profile
Duplicate detection	Automatically merge multiple duplicate resumes into one candidate profile
Candidate Communication	Communication with candidate helps build better candidate experience
Candidate Assessment	Assessments provide insights on candidate's performance rate
Automated Phone	Automated phone screening can be utilized for better and faster
Screening	Interviewing experience

Candidate Ranking

With the help of candidate ranking, it is possible to rank your candidates on the basis of their performance.

According to Ideal, when **71%** of recruiters use an ATS that doesn't have the option to rank resumes, it's no wonder a resume spends **23%** of its time in the screening phase.

"Having spent 25+ years in the recruiting industry, we needed a tool that can guide recruiters at various steps. TurboHire is the best effort in the right direction in the entire market."

Pradeep Dhar
Managing Director, Vitasta Consulting

📈 Resume Parsing

Resume parsing is a one-of-a-kind tool that helps screen through even the smallest of details in a candidate's resume that most recruiters miss out on. According to statistics through Ideal, with a resume spending 15% of its time in the applied phase, the ATS has become a must-have recruiting software tool.

94% of companies who use an ATS say it's improved their hiring process.

anunta

"An All-in-One ATS Platform, with all the frills and at economical prices. I liked the ease of use. Within 24 hours we were up and running on Turbo-Hire. I especially liked the fact that it's all in one place, from requisitions to posting on all job boards, including having employee referrals tracked. The AI helps parse and match profiles and their in-built video interviewing platform has some features that make it convenient for interviewers to view the resume on the same screen. Interviews can be recorded and there is a clear audit trail available in each case."

Amar Salvi
Senior VP of Human Resources and training, Anunta tech

Smart Cards

Candidate smart cards helps recruiters go through details of the applicants at a glance. With essential information it proves whether the applicant is an eligible candidate or not.

72% of employers are finding it hard to source skilled candidates (ManpowerGroup2018)

anunta

"TurboHire is an excellent software. All hiring needs in one platform. You can share all emails, enquiries, offer. The system is smooth and runs really well. Plus, it's saving me a lot of time."

Sonam Singh
Asst. manager, talent acquisition, Ketto

🏁 Job Recommendation

With the job opportunities being higher and the applicants being lower, job recommendations are one of the best features a recruiters can access. This feature allows to reach out to candidates who consist of the desired skillset.

According to Lanteria, in comparison to job boards, job advertising, employee recommendations, recruitment agencies, and recruiting events, job hunters consider social and professional networks to be the most effective job search option.

SPECTRUM *Consultants*

"TurboHire has built an effective searchable database on top of the resumes received by Spectrum over the years. This has helped us utilize our older database, thereby helping us respond faster to the clients with good quality resumes."

Preeti Shah
Chief Operations Officer, Spectrum Consultants

Skill Set

Skill set is one of the most important factors when filling in an open position. It is only when a candidate with the right skill set has been chosen that they can help fulfill all the operations related to the position.

93% of employers consider soft skills an "essential" or "very important" factor in hiring decisions.

PENTATHLON
ventures

"Organizations want to free up recruiters, improve the quality of hire, and make hiring decisions fair. **AI-based tools** can speed up hiring and enhance decision making. TurboHire stands out among Indian start-ups as they possess a strong DNA to scale."

Madhukar Bhatia
Managing Partner, Pentathlon Venture

Smart Tags

These tags help distinguish the results from your general options. If you want a candidate with a particular skill just add in that smart tag and you get a list of candidates with just the talent you are looking for.

70% of the global workforce is composed of passive talent (LinkedIn)

PENTATHLON
ventures

"Organizations are looking for AI-based tools to simplify recruitment tasks. TurboHire has an AI-based Talent Discovery & Acquisition platform. Happy to be part of its growth story."

Hemant Joshi
Co-Founder& Managing partner, Pentathlon Venture

Duplicate Detection

If there is an applicant who has submitted their application twice and you're unsure as to where you can find the application, then let duplicate detection do the work for you. With duplicate detection remove all repeated applications without any trouble.

Mayjer
Enterprises, LLC

"Team at TurboHire has tackled a complex problem many organizations and governments face. The elegant modeling of recruiter and jobseeker as inter-dependent relationship rather than individual interests, can help millions."

Edward Rogers
Principal Owner, ex-chief knowledge officer, ex NASA

Candidate Communication

Communication with candidate is one of the aspects that lead to higher hiring rate in any given company. It will also lead to better candidate experience than most of the other companies can provide.

65% of job seekers say they never or rarely receive notice of their application status (Lever).

birlasoft

"Being a company that not only understands the impact of technology on businesses but also the great role that talent plays in the processes; having solutions like TurboHire can enable us to do our own work faster and better."

Arun Rao
Chief people officer, Birlasoft

Job Recommendation

Assessing candidates is not just checking for skills but is also an evaluation of how well can they perform. With pre-assessment tools, it is more than possible to get a better candidate who has the capability to perform all the expected tasks.

Hiring managers who utilize pre-employment assessments report **36%** more satisfaction with their final decision than those who don't, according to Aberdeen Group study.

AUTHBRIDGE
Building trust through data

"TurboHire is an intelligent recruiting tool that adds immense firepower to the recruiter's daily workflows and optimizes the efforts of hiring managers with custom reporting."
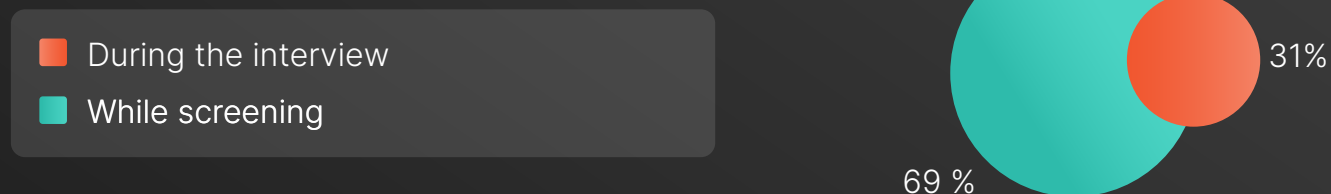
Sandeep Sharma
Chief Product and Tech Officer, Authbridge

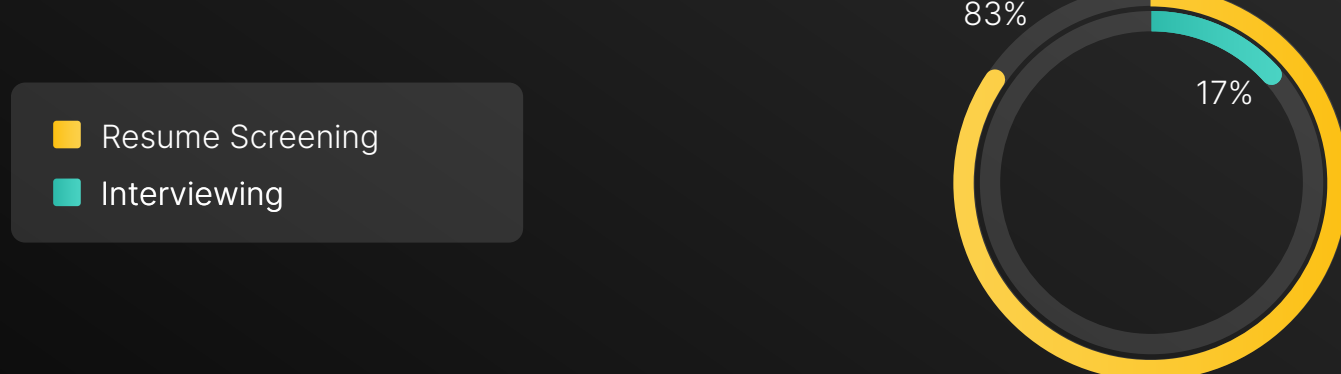TurboHire's **2022** survey on leveraging **recruitment automation** for

candidate screening

When do candidate assessment makes more sense to recruiters?

- 🟧 During the interview
- 🟩 While screening

31%

69 %

What is the biggest disadvantage of manually screening resumes?

- 🟨 Waste of time
- 🟧 Chances of hiring bias
- 🟩 Important information overlooked

44% 45%

11%

What is the most time-consuming step in recruitment?

- 🟨 Resume Screening
- 🟩 Interviewing

83%

17%

How do you feel AI drives results in recruitment?

75%

25%

- 🟨 Uptime in workflow
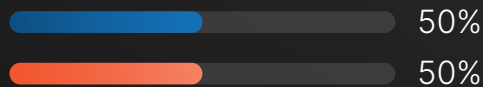- 🟧 Cost reduction in screening

Which one is a bigger challenge during hiring?

- 🟨 Finding qualified candidates
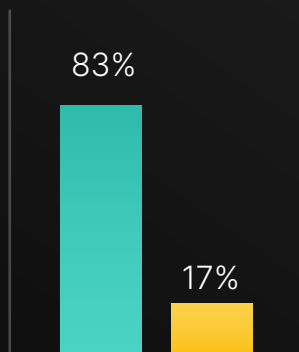- 🟩 Ineffective recruitment technology

60%

40%
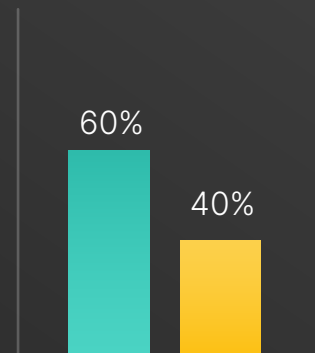
Do you think AI in recruitment can reduce turnover rate?

50%

50%

- 🟦 Yes
- 🟥 No

What is a more efficient example of Recruitment Automation?

83%

17%

- 🟩 Applicant Tracking Systems
- 🟨 End-to-end Hiring solution

Aman Gour, Co-founder,
Product & Revenue on accelerating

Candidate Screening
with automation

In the last 4 years, Aman has extensively focused on optimizing screening and recruitment process for over 100+ enterprises with technology. His core area of interest & expertise lies in building AI-based automation system for optimizing processes at enterprises.

Aman Gour
Co-founder, Product & Revenue, at TurboHire

"MANUAL SCREENING OF CANDIDATES LEAVES A LARGE ROOM FOR MULTIPLE BIASES TO AFFECT DECISIONS AROUND SHORTLISTING OF CANDIDATES."

Aman Gour talks about the challenges in candidate screening

"NEW AGE SCREENING TOOLS HAVE A BUILT-IN FEATURE TO CREATE A LIST OF QUESTIONS AND SEND IT TO CANDIDATES. THE CANDIDATE THEN CAN ANSWER THESE QUESTIONS AT THEIR CONVENIENCE AND GET BACK WITH AUDIO & VIDEO RECORDINGS OF THEIR ANSWERS."

Aman Gour speaks on how the recent screening tools have automated the interaction with candidates

"IF THE PROCESS OF CANDIDATE SCREENING IS OPTIMIZED, IT WILL HAVE A MASSIVE IMPACT NOT JUST ON REDUCING THE TIME TO HIRE BUT ALSO ON IMPROVING THE QUALITY OF HIRES."

Aman Gour states the impact of technology in candidate screening

"AN OPTIMIZED SCREENING PROCESS ENSURES DATA COLLECTION PROACTIVELY FOR THE LATER STAGES OF RECRUITMENT. A GOOD SCREENING TOOL HAS DATA COLLECTION AS A BUILT-IN MODULE RESULTING IN MASSIVE TIME AND COST-SAVING."

Aman Gour addresses how data collection helps not only in current recruitment but also in the future

Read full article here

"CLEARLY DEFINING THE JOB EVALUATION CRITERIA IS ONE WAY TO ADD TRANSPARENCY IN THE RECRUITING PROCESS"

Aman Gour's view on how to find ideal candidate profiles

Acknowledgement

Research and Documentation

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Content Marketing Associate

Design

Anant Mishra

Marketing & Communications Designer

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About TurboHire

TurboHire is an end-to-end recruitment automation platform that is easy to use and provides configurable solutions enabling recruiters to streamline their hiring process. Based on user input, we have been able to improve the quality of hire by 5x. Powered by augmented intelligence, TurboHire empowers its users with 59 features across 10 hiring modules from job requisition and position tracking to offer and onboarding.

Book a meeting   **Start a free trial**