

Talent Management, Recruitment and Hiring Solutions

Overview

The Federal Government is facing an epic talent management challenge – how to manage and respond to the impending skill and knowledge drain due to reductions in force, buy-outs, retirements and forced attrition?

Steps to modernize the federal recruitment and hiring process are underway, but progress is not keeping pace with the speed of change in the recruitment marketplace. Today’s job seekers are highly networked, technologically savvy and are accustomed to rapid communications. Agencies run the risk of losing the best and the brightest talent to faster moving organizations.

To ensure the greatest competitive edge in recruiting great talent, agencies should be evaluating the following:

- Do you have a talent management strategy in place?
- What are your current and near-term talent risks and gaps?
- What actions have you taken to ensure that critical skill gaps are being addressed?
- What is the profile of your ideal hire and are your recruiting and hiring processes current and competitive with industry best-practices?
- With declining budgets, do you have the resources, tools and technology to hire competitively?

KnowledgeBank and its partner HireVue, have developed a suite of services that helps organizations to have a continuous supply of highly performing individuals in the right job, at the right time. We leverage recruitment best practices and cutting edge technology to improve cost, quality and time, even in a budget constrained environment. Our talent management process is designed to increase overall workforce productivity through the improved attraction, retention and utilization of talent.

HireVue Interview Management Solution

HireVue is a video interview management platform. With HireVue, hiring managers can review, skip, rewind, share, and compare video responses to expert interview questions, on demand – wherever, whenever. Other customer benefits include:

- **Reduced hiring costs:** Customers typically save 5 -10 times their annual investment in HireVue.
- **Increased productivity:** Customers review interview content on demand. Recruiters can screen 20-30 candidates a day with HireVue versus 8-10 candidates a day with traditional phone interviews. The entire hiring team is more productive because everyone works asynchronously—anywhere, anytime—with little to no scheduling logistics. And candidates appreciate it too because they are not missing work or using valuable vacation time.
- **Consistency:** Customers evaluate talent more consistently because all candidates answer the same questions in the same order; the hiring team evaluates the talent pool on a question by question basis across decentralized, multiple location and/or global organizations.
- **Branding:** Customers have the opportunity to further communicate their employment value proposition through a custom branded interview portal, videos and more.
- **Quality:** Customers develop a faster, deeper understanding of candidate qualifications and fit by collecting more information earlier in the hiring process. Customers also enjoy better first-year retention than companies who do not use video interviewing according to an Aberdeen study.

HireVue does not replace the final face-to-face interview. It simply makes sure that when you do meet with a candidate in person, it is the right candidate for the job and your culture. HireVue is fully Section 508 compliant and adheres to agency requirements for data security, privacy and EEOC and OFCCP conformance.