



# INNOVATION LOOKBOOK 2018

A RECAP OF THE IDEAS RESOURCE SOLUTIONS HAS SHARED WITH YOU

RESOURCESOLUTIONS



## INTRODUCTION

We are living in a world which is changing at lightning pace. Innovation in the consumer landscape is driving change in our world of recruitment at a startling rate. Each year we see a huge volume of new ideas, apps, extensions and software aimed at talent acquisition professionals and consider how they can add value to our recruitment experiences. Whether it's AI enhanced sourcing tools or chatbots that promise to deliver human-level interaction, we're keeping our clients at the forefront of the revolution!

With this complex and evolving landscape in mind, we are pleased to share this recap of just some of the many ideas, tips and tech that the Innovation team at Resource Solutions has presented to our clients in recent months.

Since we have brought them to the attention of our clients, some of these tools are becoming well known, whilst others are from new and emerging start-ups.

## OUR INNOVATION COMMITMENT TO YOU

Our Innovation team is dedicated to researching new ideas to enhance our service to our clients. We track consumer trends and identify early changes in the recruitment market as the impact hits. We are always happy to book in a time to present one of our workshops which identify “The Top Recruitment Trends Now!” and facilitate discussion around priorities for your organisation, before formulating your own innovation roadmap.

IF YOU WOULD LIKE TO KNOW MORE,  
PLEASE FEEL FREE TO CONTACT US



**Faye Walshe, Global Director of Innovation**



**Tom Lakin, Innovation Manager**



# TAGS IN THIS EBOOK CLASSIFY THE USES OF THE TOOLS SUMMARISED

- ADVERTISING
- DIVERSITY
- PREDICTIVE ANALYTICS
- WORKPLACE TRANSPARENCY
- SEARCH
- SALARY
- DATA VISUALISATION
- RECRUITMENT MARKET INTEL
- SOCIAL RECRUITING
- REFERRAL
- ATS/VMS
- MOBILE
- ASSESSMENT
- GAMIFICATION
- ONBOARDING & INDUCTION
- CHAT
- RATING/NPS
- AUGMENTED REALITY
- VIDEO INTERVIEWING
- CHATBOTS
- GAME-BASED ASSESSMENT
- ARTIFICIAL INTELLIGENCE

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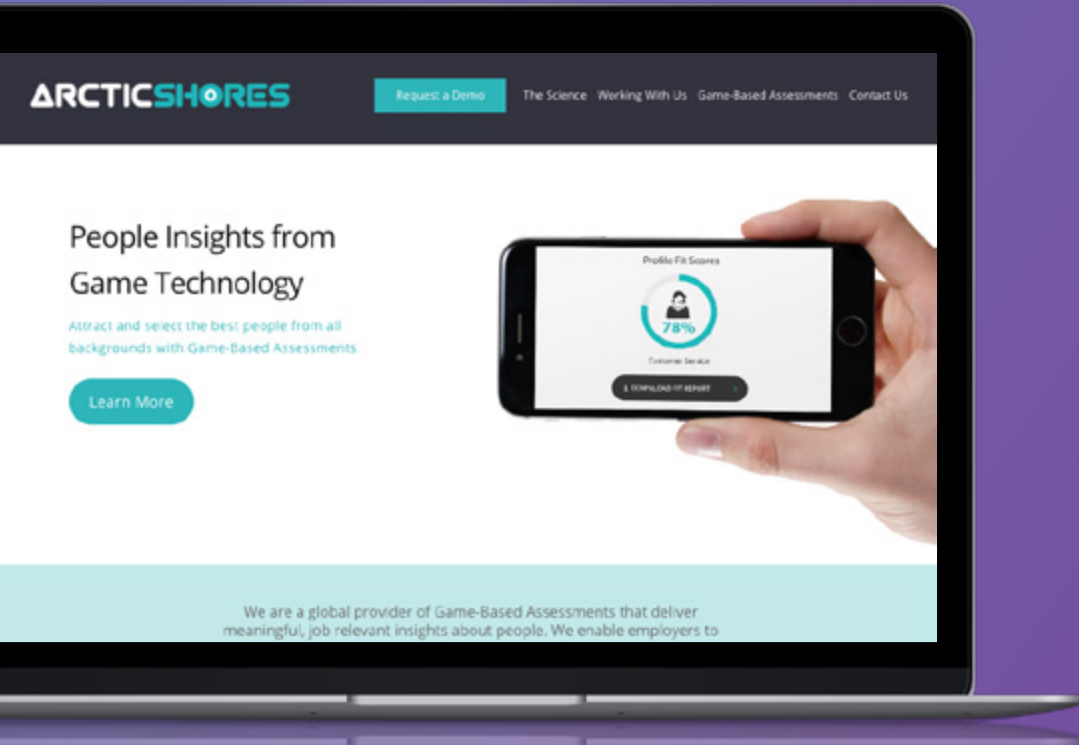
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# Arctic Shores

FREE \$ \$ \$ \$

- Arctic Shores produces science-based games specifically designed to assess key business skills and traits such as risk propensity and entrepreneurship
- The games assess hundreds of data points and provide richer insights than traditional psychometric assessments



NEW MARKET ENTRANT

MARKET PLAYER

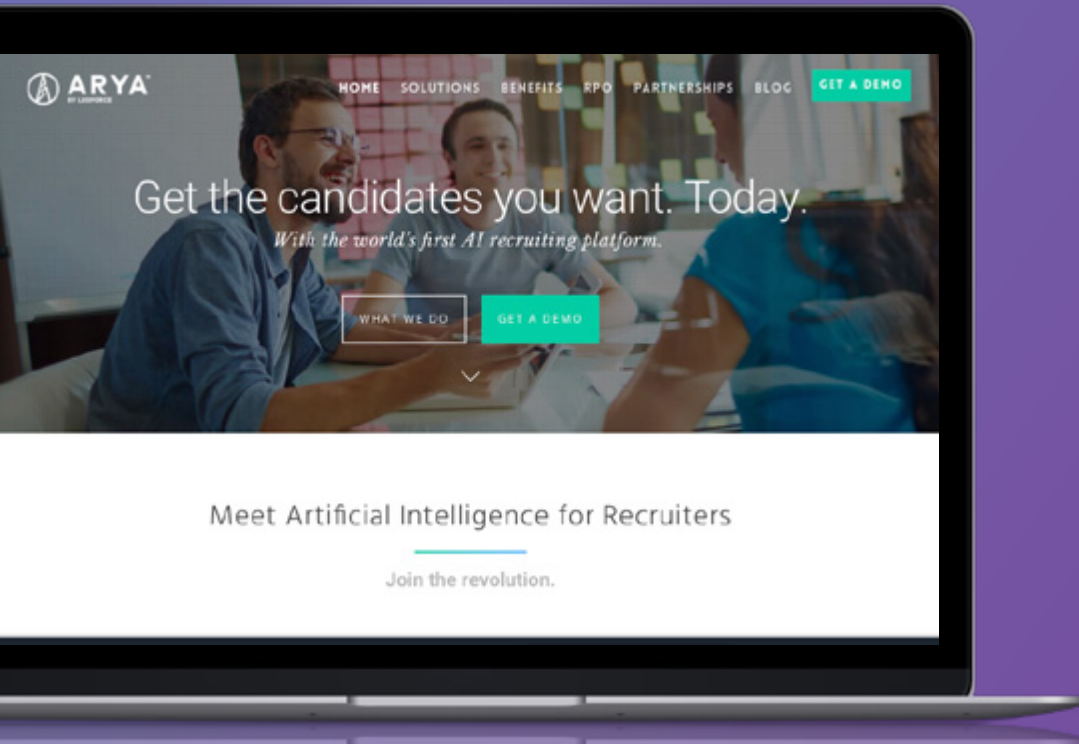
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ASSESSMENT



GAMIFICATION



# Arya

FREE    

- US-based Arya is an AI sourcing platform which automates much of the early recruitment process
- Arya can 'read' uploaded job descriptions, identify key requirements and then automatically source prospects via three primary channels – an organisations' ATS, job boards and social channels like LinkedIn
- Arya's machine learning can pick up on feedback to understand what a good candidate looks like within a specific company

[CLICK HERE TO READ FULL CASE STUDY](#)

“AI is the talent acquisition buzzword of the moment, but few suppliers have a credible and tested product. Arya is one of the market leaders globally, and after much research, Resource Solutions has selected Arya to be one of our AI sourcing pilot partners. By focussing on accuracy, speed and costs, our pilots suggest it's promising but further developments are needed. With AI, you get out what you put in, so we expect massive improvements next year”

Faye Walshe, Global Head of Innovation

NEW MARKET ENTRANT

MARKET PLAYER

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SEARCH



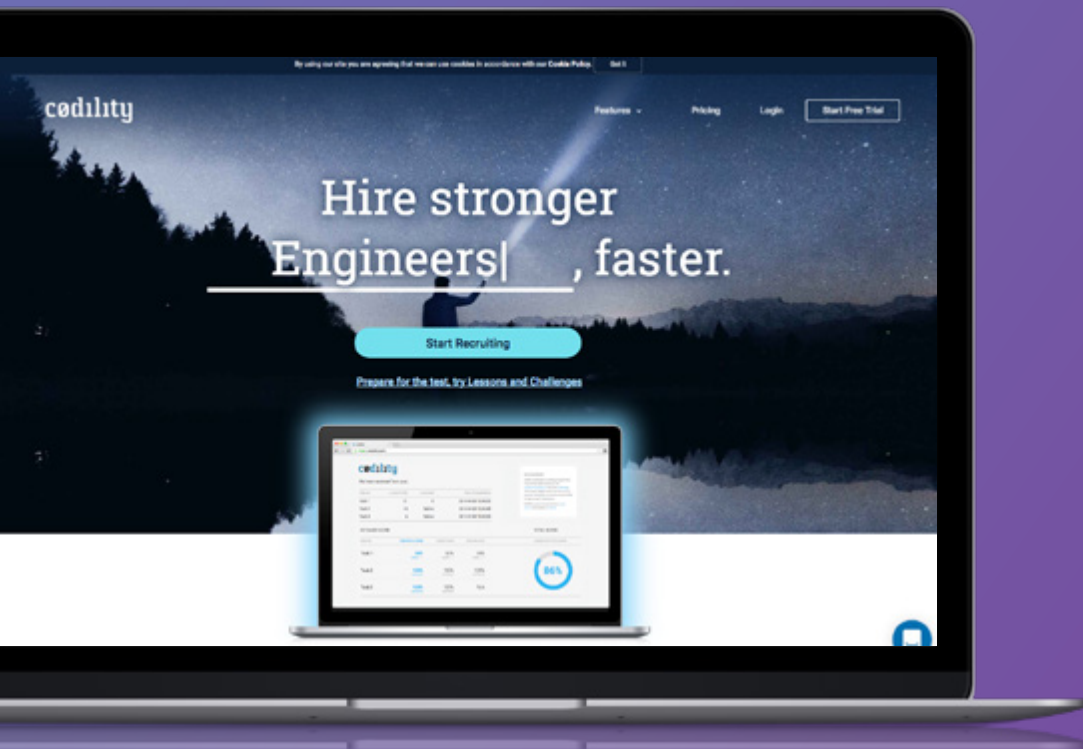
PREDICTIVE ANALYTICS



ARTIFICIAL INTELLIGENCE



SOCIAL RECRUITING



## Codility

FREE \$ \$ \$ \$

- Codility is an online coding assessment tool whose bespoke tests can be produced from a list of 100 key skills (coding, algo, bug fixing, SQL, and more) and three difficulty levels
- Its ease of implementation and low cost allows for many participants – giving businesses a large pool to draw from, thus reducing the risk of losing out on talented coders.
- Test results are scanned and compared to previous submissions, and identical copies are flagged for cheating
- Codility is based in Poland and is highly respected by the coding community. Initial trials from Resource Solutions' clients are very positive: showing an improved candidate experience, line manager experience and cost savings in the recruitment process

[CLICK HERE TO READ FULL CASE STUDY](#)

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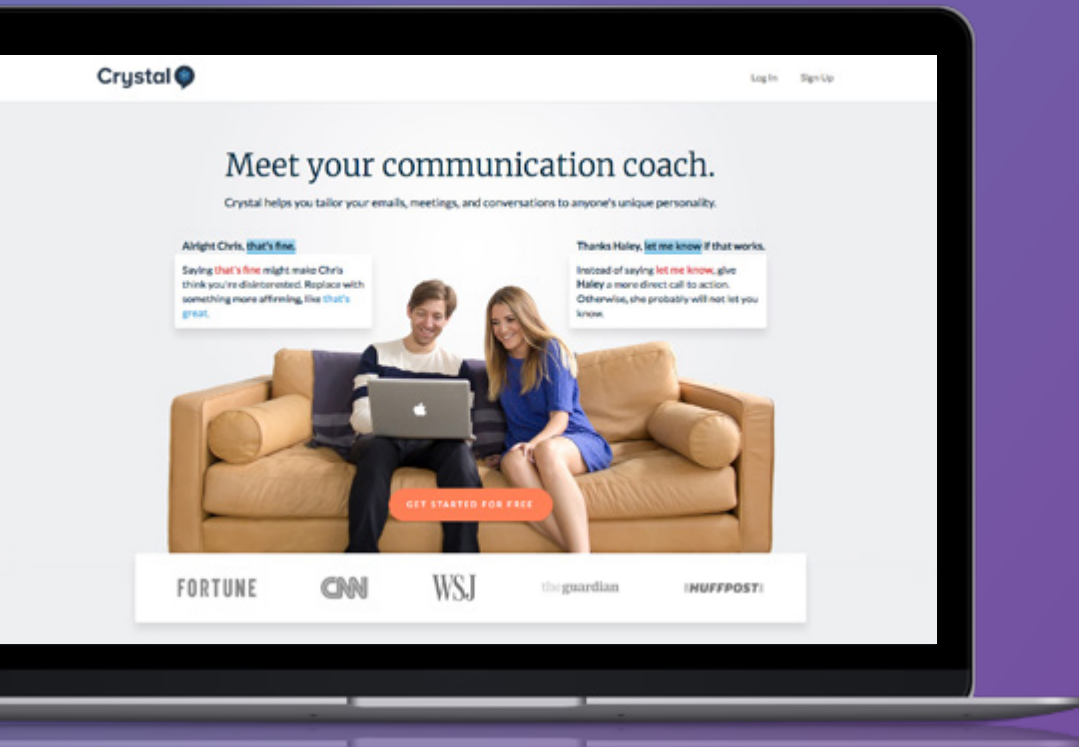
ASSESSMENT



# Crystal Knows

FREE \$ \$ \$ \$

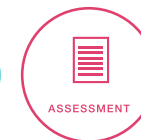
- Crystal Knows is a public personality platform that analyses public data and provides information on individuals with a wide range of personalities
- Crystal Knows can predict how individuals behave, how they wish to be spoken to and what their relationship with others will be like
- Users can view millions of profiles to discover new contacts and are able to import current contacts from Google and social media to view their personality reports
- Marketed as a service to help anyone adapt their communication style to different personality types
- Crystal for Gmail can feed you realtime personality suggestions as you compose emails to help you improve communication



NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





## Daxtra

FREE    

- Daxtra is a CV parsing and database search tool that loads candidate data into company recruitment databases and checks for duplicates to save time on data entry
- Daxtra conducts searches across all candidate sources including in-house databases, job boards and online networking platforms and provides companies with best fit candidates
- Daxtra is a multilingual CV technology that allows for automated parsing in a variety of languages

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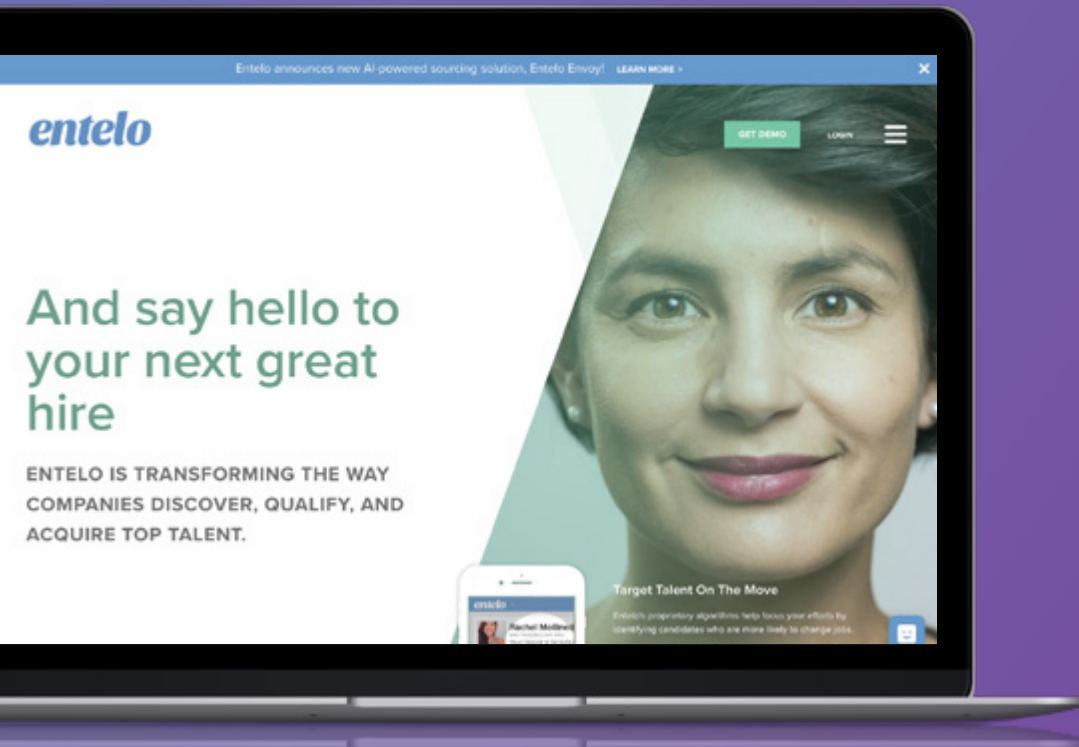
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# Entelo

FREE \$ \$ \$ \$

- Entelo leverages big data, predictive analytics and social signals to help recruiting organisations find, qualify and engage talent
- Primarily for technology recruiters, Entelo claims their predictive “More Likely to Move™” algorithm can identify which candidates are most likely to change jobs
- Entelo’s Stack product is a sophisticated analytics solution that enables recruiters to rank job candidates against open vacancies
- Entelo launched ‘Envoy’ in October 2017. Entelo Envoy gathers information about a recruiter’s open job. Envoy does this automatically by parsing the job description and recruiters can also add additional information that may be useful. After that, Envoy goes to work in the background, identifying the best-fit candidates and automatically beginning the outreach process.
- Clients include Visa, Facebook and Salesforce

## CLICK HERE TO READ FULL CASE STUDY

“Enabling true social sourcing from one simple-to-use location”

Tom Lakin, Innovation Manager

NEW MARKET ENTRANT

MARKET PLAYER

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# Facebook Jobs

FREE \$ \$ \$ \$

- In Feb 2017, Facebook made its first move into recruitment. Facebook Jobs is now live in the US, Canada and Mexico. In March 2018, Facebook expanded Jobs to Brazil, the UK, France, Germany, Italy and Spain.
- Businesses (with a site admin in these regions) can post jobs on their company page and pay to 'boost' the readership of the ads to demographics beyond their followers
- Candidates can see job postings in their newsfeeds or browse the 'Marketplace' and search for nearby jobs
- Their product developers are currently working on APIs with key ATSS to enable frictionless job posting experiences for recruiters. Facebook hasn't announced when this will roll out to Asia, but we're in contact with them for updates

For more info:

<https://www.facebook.com/marketing/videos/10155176843661337/>



NEW MARKET ENTRANT

MARKET PLAYER

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ADVERTISING



## GapJumpers

FREE    

- GapJumpers is a US start-up which aims to remove bias by allowing 'blind' applications to be judged on merit and ability alone by removing CVs from the hiring process
- Applicants complete a bespoke challenge and receive a score. Applications are reviewed by the prospective employer and interviewing decisions are made
- Early adopters include The Guardian and the BBC

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NEW MARKET ENTRANT

MARKET PLAYER

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DIVERSITY



ASSESSMENT

## Gender Decoder for Job Ads

Without realizing it, we all use language that is subtly 'gender-coded'. Society has certain expectations of what men and women are like, and how they differ, and this seeps into the language we use. Think about "bossy" and "feisty"; we almost never use these words to describe men.

This linguistic gender-coding shows up in job adverts as well, and research has shown that it puts women off applying for jobs that are advertised with masculine-coded language."

This site is a quick way to check whether a job advert has the kind of subtle linguistic gender-coding that has this discouraging effect. Find out more about how it works.

Paste your job ad here

Check this ad

# Gender Decoder

FREE



- Research has shown that women are discouraged from applying for jobs that are advertised with masculine-coded language
- Gender Decoder works by identifying wording in job ads that may appeal more to male or female job seekers. It is based upon academic research that has indicated that an ad containing masculine gendered wording may prompt men to apply for positions but discourage women to apply.
- Conversely, ads with feminine gendered wording are likely to encourage women to apply, and have little to no effect on men applying for the same position.

[CLICK HERE TO READ FULL CASE STUDY](#)

**"Gender Decoder is a beautifully simple tool grounded in academic research. Gender equality is a key priority for our clients, and the free tool allows us to support our clients achieve their diversity goals."**

**Tom Lakin, Innovation Manager**

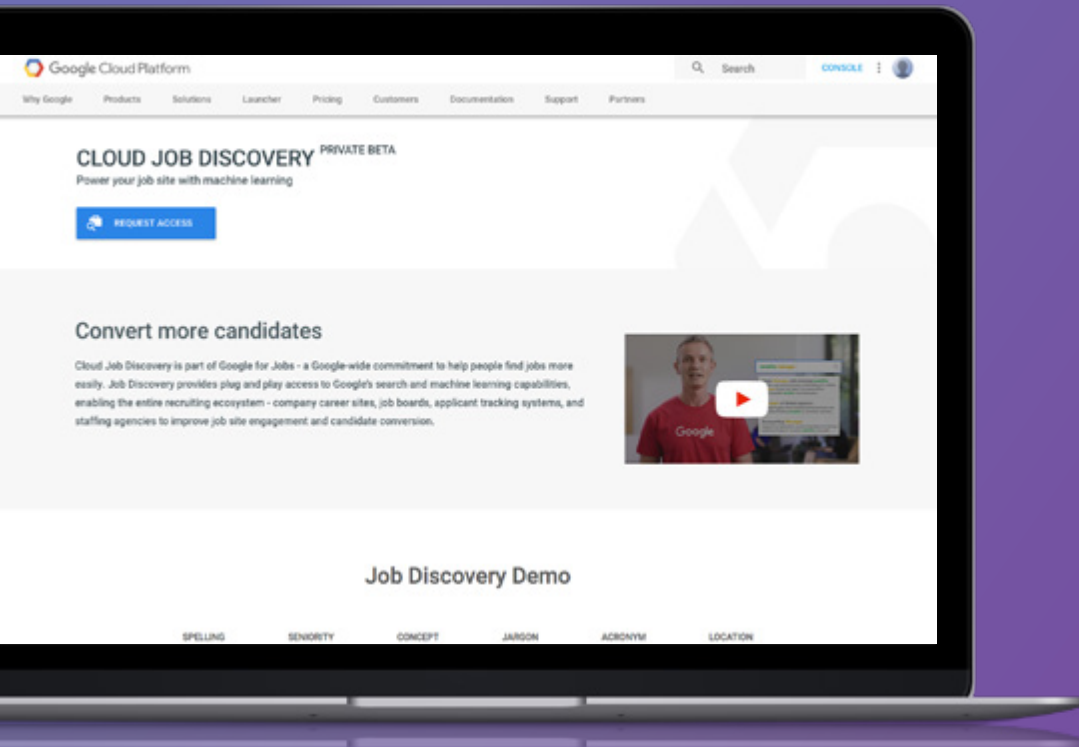
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MARKET PLAYER

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ASSESSMENT



# Google Cloud Job Discovery API

FREE    

- With Google for Jobs aimed at creating better matching experiences for job seekers, Google is powering the other side of recruitment with Google Cloud Job Discovery API
- The API provides access to Google's machine learning capabilities to power smarter job search and recommendations within career sites, jobs boards, and other job matching sites and apps
- Watch this video to find out more about Google Cloud Job Discovery <https://youtu.be/FvWyXQ9eg6o>

“We are talking to Google’s team of product developers to see how their API can power our ATS, **talentsource**, and also improve job searches for our candidates who visit **robertwalters.com**. We look forward to sharing results when they become available as we continue our drive to improve job seeking experiences for candidates.”

Tom Lakin, Innovation Manager

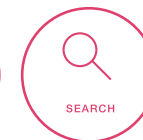
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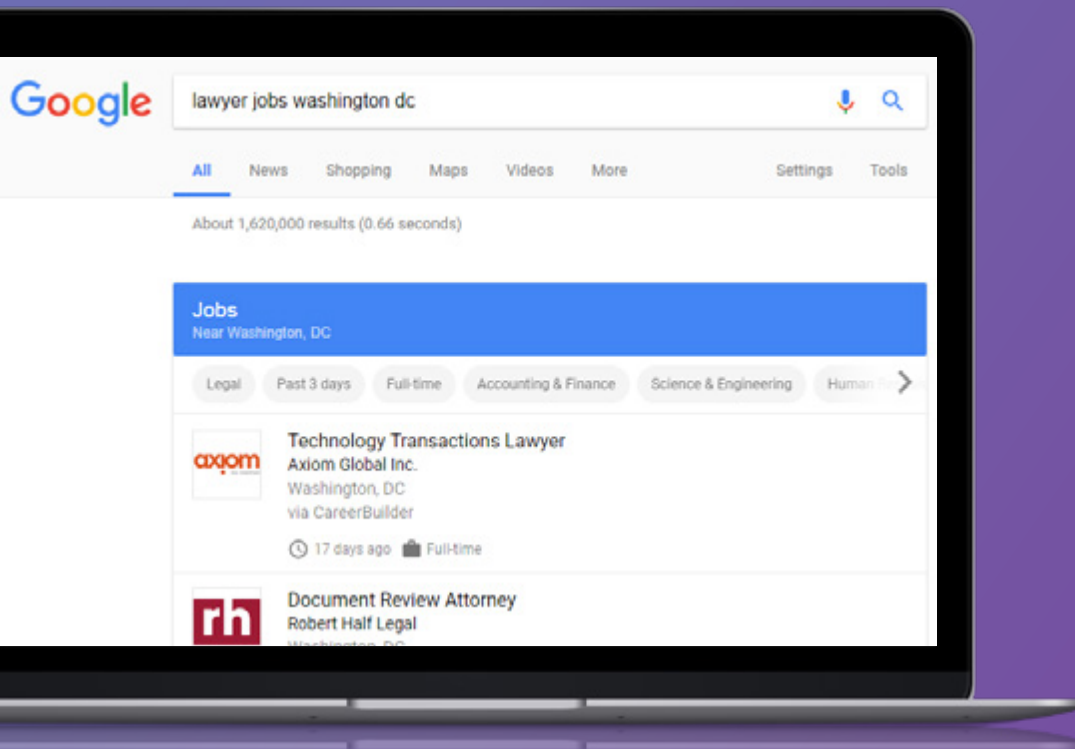
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ADVERTISING



SEARCH



# Google for Jobs

FREE    

- Launched in the US in June 2017, Google for Jobs is a candidate-centric experience. It's mobile-friendly and allows users to search for jobs, refine their search, set alerts and apply directly ([Watch a preview here](#))
- Sites like LinkedIn, Monster, CareerBuilder, Glassdoor and Facebook allow their job content to be included in Google's search results. Only Indeed stands apart – jobs posted natively on Indeed are not searchable on Google
- Clients will need to ensure job postings on their company site are discoverable by Google for Jobs. Google has **documentation** on how to do this. We'll be keeping an eye for when Google launches in other markets
- At a Group level, we've started optimisation to ensure that our jobs are captured by Google's search, and we'll keep you informed with success status in the near future

**“At Resource Solutions, we power careers sites via our ATS [talentsource](#), and we're currently ensuring that our sites will be optimised for the US; we'll be watching for when Google launches in other markets too.”**

Faye Walshe, Global Head of Innovation

NEW MARKET ENTRANT

MARKET PLAYER

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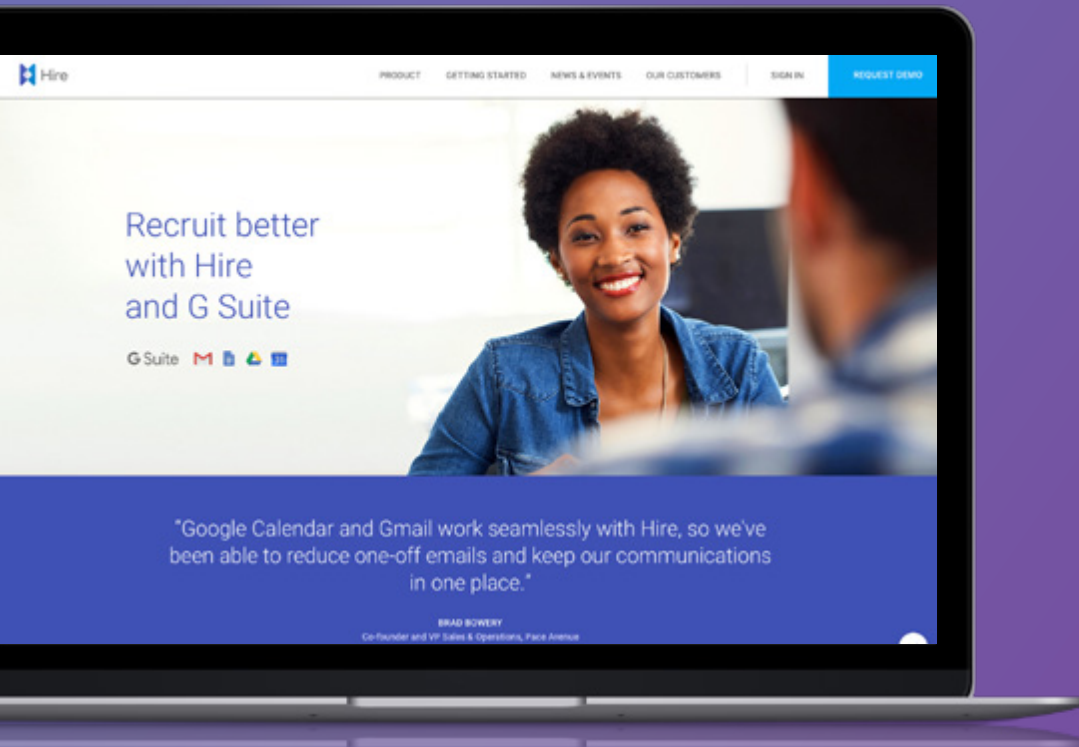


ADVERTISING



SEARCH





## Google Hire

FREE    

- There's been a lot of conversation and interest in Google Hire since its launch in 2017
- Google Hire is currently tailored towards small businesses (<1,000 employees). It provides great, basic ATS & CRM functionality when integrated with G Suite (Google's Cloud Apps). Functionality includes: applicant tracking, candidate search, careers page creation, interview scheduling (in Gmail) and interview feedback.
- Access a 40 min on-demand webinar on Google Hire here

**"If your company does not use Gmail, you won't be able to use their calendar integrations and interview scheduling functionality. It appears intuitive to use, so we'll be keeping an eye on it for our smaller clients"**

**Tom Lakin, Innovation Manager**

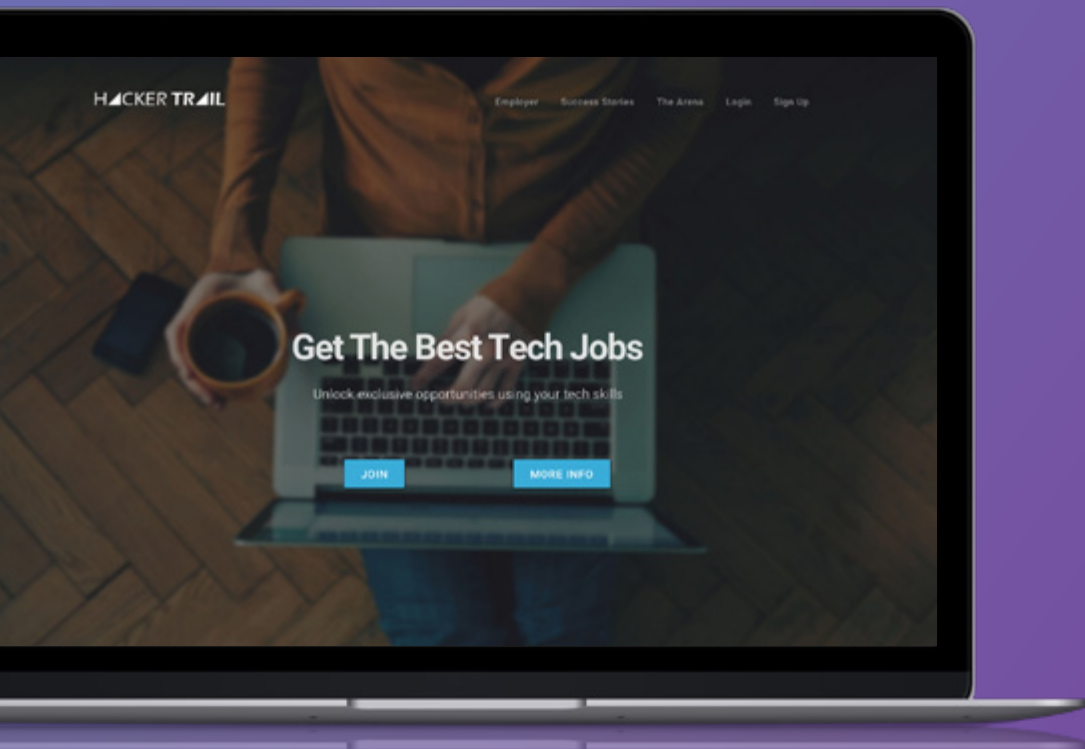
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MARKET PLAYER

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ATS/VMS



# HackerTrail

FREE \$ \$ \$ \$

- HackerTrail is a tech recruitment marketplace where technical specialists can showcase their abilities to prospective employers by 'hacking' their way into their dream job
- The HackerTrail team, based in Singapore, works with clients to translate job descriptions into custom, gamified challenges, and candidates are invited via social media to complete them
- Hackertrail's 'Arena Trial' is an online model akin to an assessment centre where candidates compete to complete challenges in real-time
- Hackertrail helps remove subjectivity from the hiring process and can help engage passive tech talent

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NEW MARKET ENTRANT

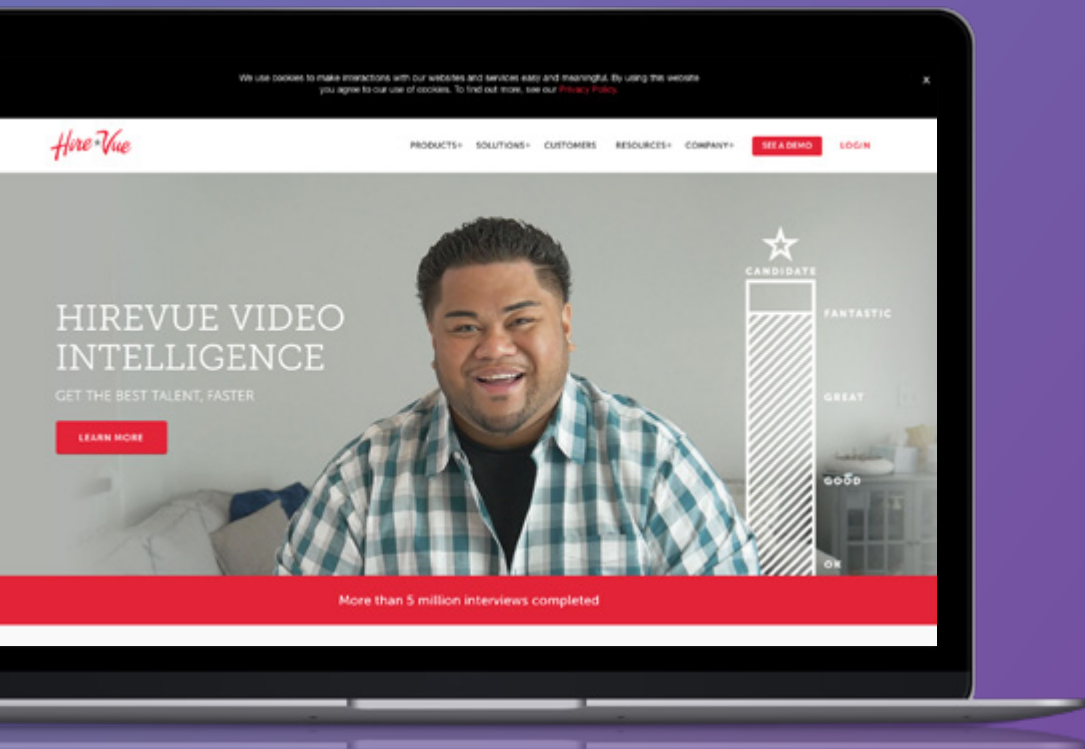
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ASSESSMENT



# HireVue

FREE    

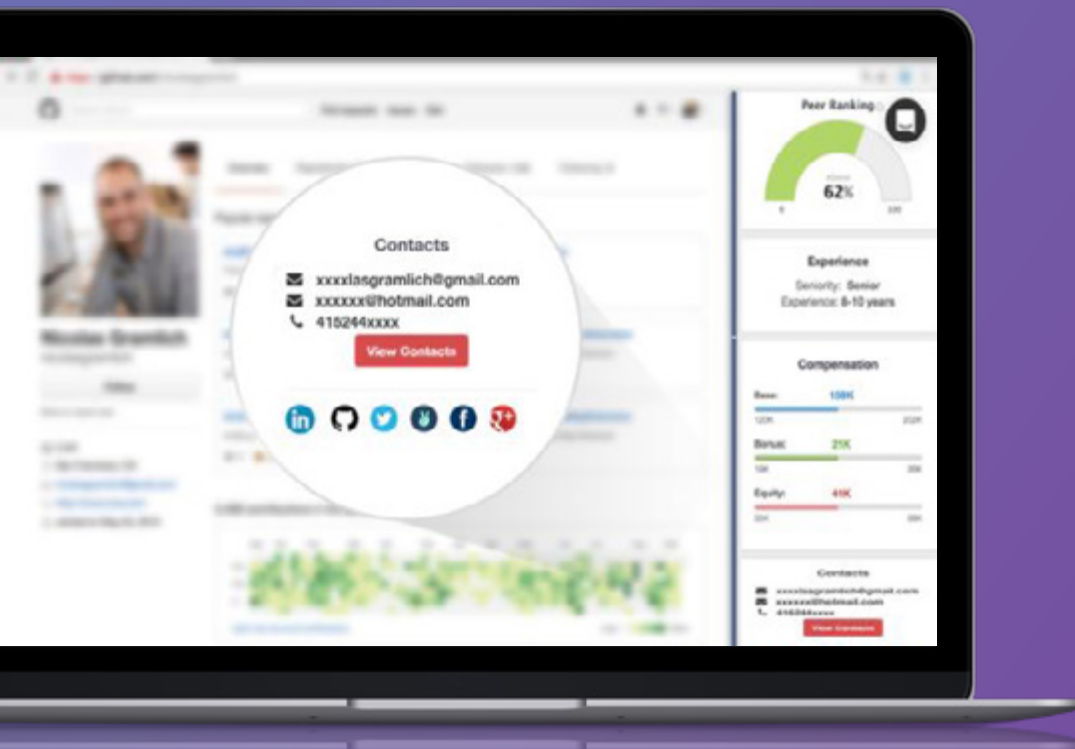
- More than simply a video interviewing platform, Hirevue has repositioned themselves as a 'video intelligence solution', with solutions for IT assessment and interview scheduling on offer within the solution.
- Hirevue combines predictive organisational science with AI to allow companies to augment human decision-making in the hiring process
- Using AI, candidate's video responses are scored against a sophisticated model of most desirable competencies and attributes - providing what Hirevue claims is a "validated prediction of job success"

**"AI is in almost all HR Tech this year, but few have incorporated it in their core product as brilliantly as Hirevue. Our clients love the seamless candidate experience and assessments. This innovation doesn't come cheap though, that's why HireVue isn't always the first choice for our clients".**

Faye Walshe, Global Head of Innovation

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED





# Hiretual

FREE \$ \$ \$ \$

- Hiretual is a sourcing tool which uses Boolean search, contact finding and AI. Users can search for candidates on 20+ platforms, including LinkedIn, Facebook, Twitter, Github and more
- Enables different approaches to search, from simple keywords to job description parsing (Hiretual can build a Boolean search in seconds having 'read' the job description)
- Has predictive, synonym capabilities when entering expertise, job title, related skills, mandatory skills and location
- Includes additional features, like salary estimates and peer ratings, which is impressive for a low-cost product
- We recommend using only the web version of Hiretual, rather than the Chrome Extension as a result of security concerns of Chrome Extensions

**“Sourcing hacks and simple tools are common, but Hiretual stands above its competition with its flexible access and myriad of features. Its affordable pricing makes it an appealing option for SMEs looking to upgrade their sourcing strategy. Since it’s an early stage product, we’d like more transparency on where its ratings and salary estimates come from.”**

Faye Walshe, Global Head of Innovation

NEW MARKET ENTRANT

MARKET PLAYER

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SEARCH



SALARY



SOCIAL RECRUITING

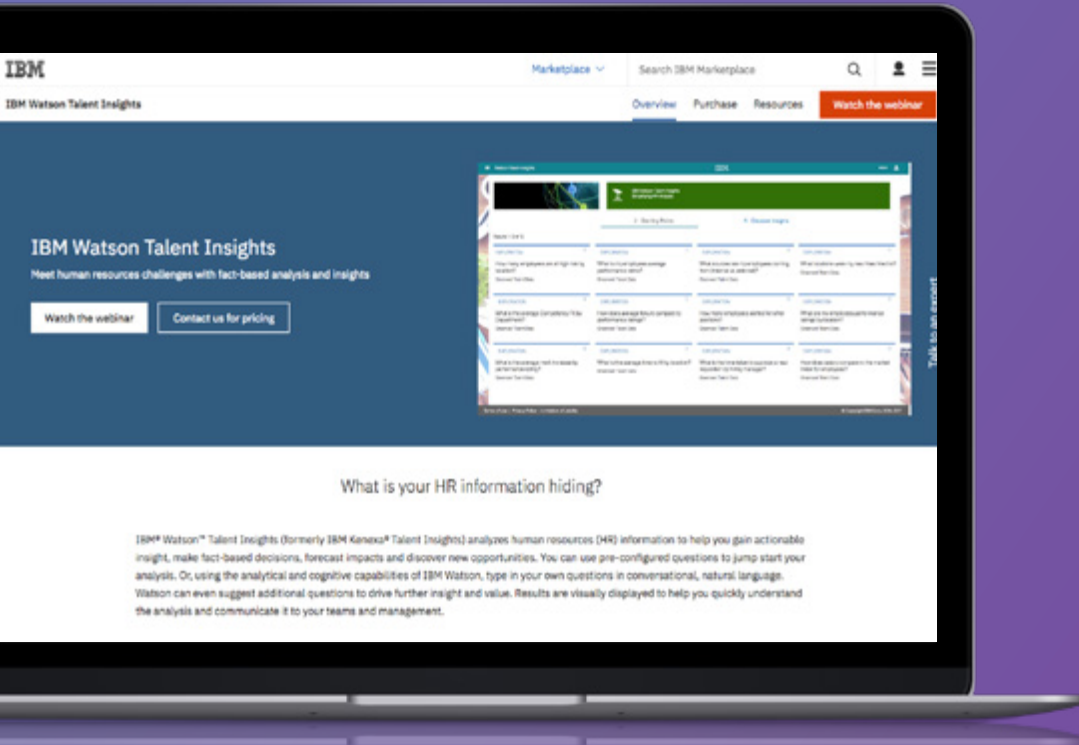


RATING/NPS

# IBM Watson Talent Insights

FREE    

- IBM Watson Talent Insights is an HR-data platform which allows users to make strategic, fact-based decisions on talent analytics to improve business outcomes
- Facilitates fast analysis when asking questions using natural language. Powered by Watson Analytics, you can gain actionable insights without expert-level analytics skills
- One of the key benefits is unearthing significant patterns and trends which can help predict outcomes



NEW MARKET ENTRANT

MARKET PLAYER

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SEARCH



PREDICTIVE ANALYTICS



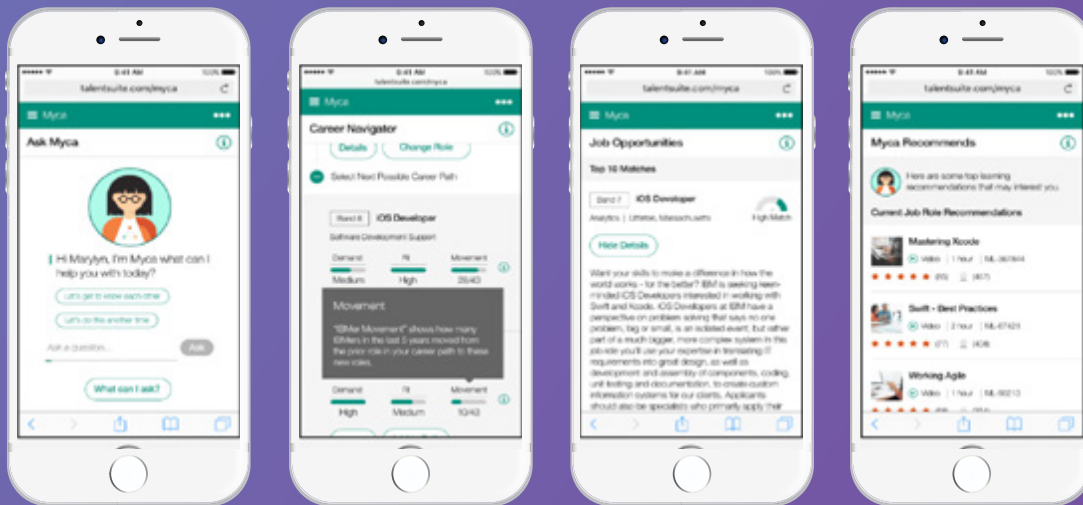
DATA VISUALISATION

# IBM Watson MyCa

FREE



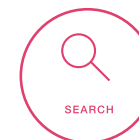
- IBM's chatbot is designed to aid internal mobility and its job matching feature is a new development enjoying much pre-launch hype.
- Myca, short for My Career Advisor, is a chatbot that can greet job seekers on an internal careers or HR career planning site. It chats with internal applicants planning their next internal move and looking for assistance. Myca highlights internal job opportunities relevant to a candidate's current career experience (information integrated from internal HR records) or their planned career path. Myca uses IBM's Watson technology and can chat using Natural Language Understanding.
- IBM plans to launch Myca with early adopters in the summer of 2017



NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED



SEARCH



PREDICTIVE ANALYTICS



DATA VISUALISATION



MOBILE

# Indeed Assessments

FREE \$ \$ \$ \$

- Indeed Assessments is an assessment portal which lets hiring managers see candidates in action demonstrating their real-world skills
- They have a pre-built job assessment library with a variety of 600+ tests to assess measures like mathematics, language, sales, personality, cognition, and more
- Their assessment builder also allows companies to customise their own job assessments.
- Also offers integrated video interviewing
- Previously Interviewed.com, purchased by Indeed in Summer 2017

[CLICK HERE TO READ FULL CASE STUDY](#)

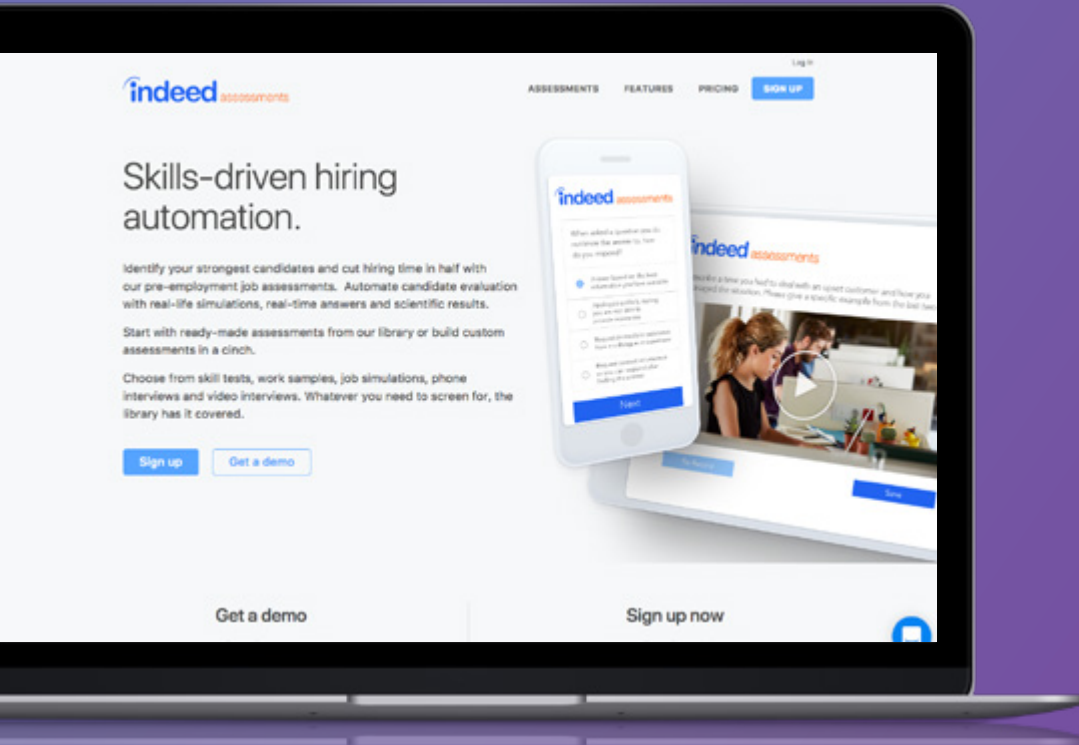
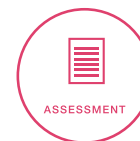
“We loved the ability to create bespoke tests in minutes and their focus on real-life working tests rather than opaque psychometric assessments. It succeeded in achieving the minimum requirements for our client, but many bugs and errors highlighted that it’s still in its early phases of development, as you can see from our case study results.”

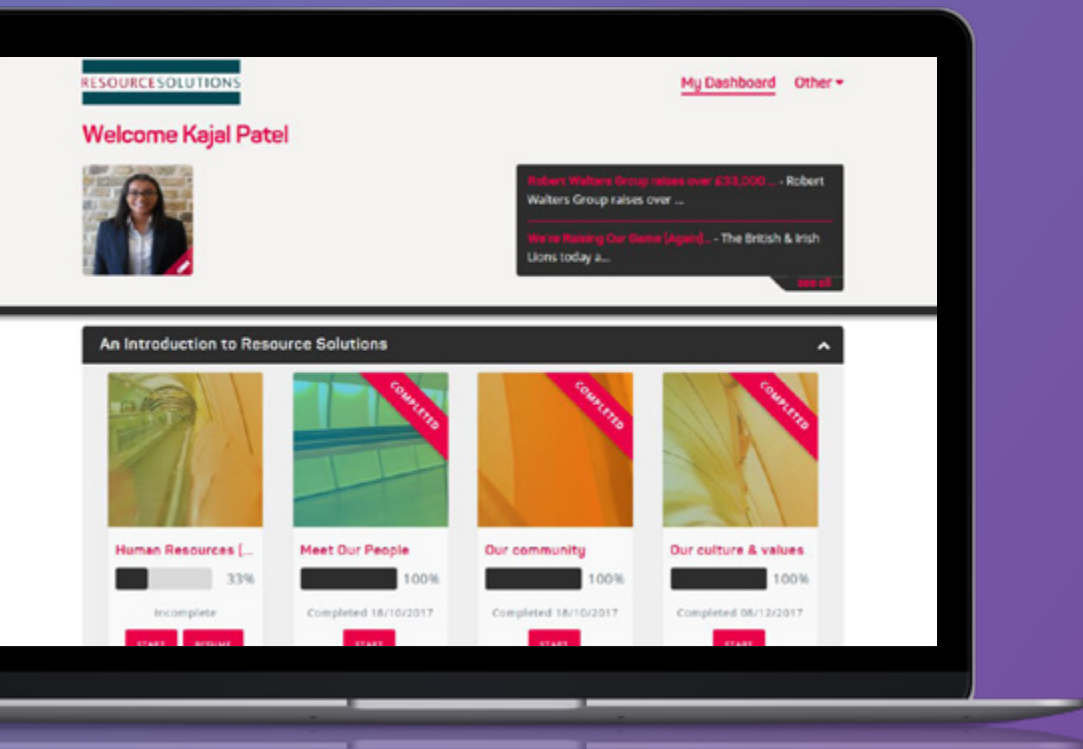
Tom Lakin, Innovation Manager

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





# InductNow

FREE    

- InductNow is an onboarding, induction and training software product which can be fully client branded and allows candidates to receive a high-touch welcome at low cost
- Bespoke videos, forms and content can be uploaded, acting as a go-to portal for new starters ready to join
- InductNow can save time spent on face to face inductions and allow new joiners to start compliance training and learning about products before they even start
- InductNow is a simple, affordable off-the-shelf solution and can be easily branded. The portal can include training modules, compliance, welcome videos and content – it is a white-label product so is far more cost effective than bespoke websites

[CLICK HERE TO READ FULL CASE STUDY](#)

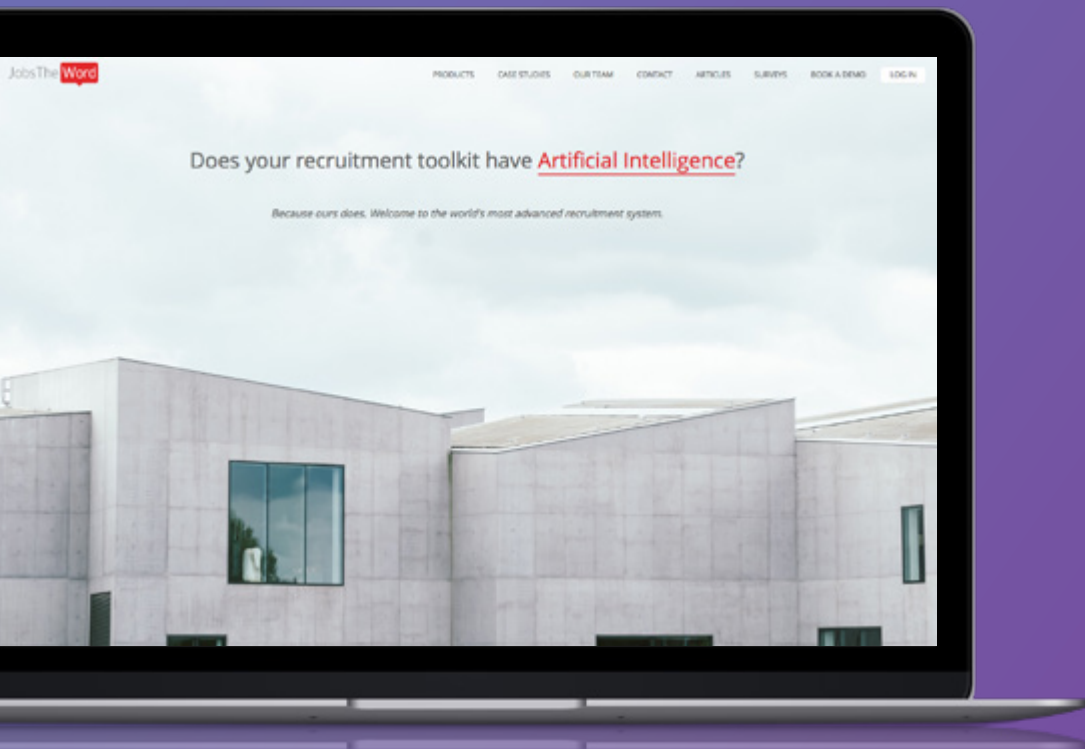
NEW MARKET ENTRANT

MARKET PLAYER

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# JobsTheWord

FREE \$ \$ \$ \$

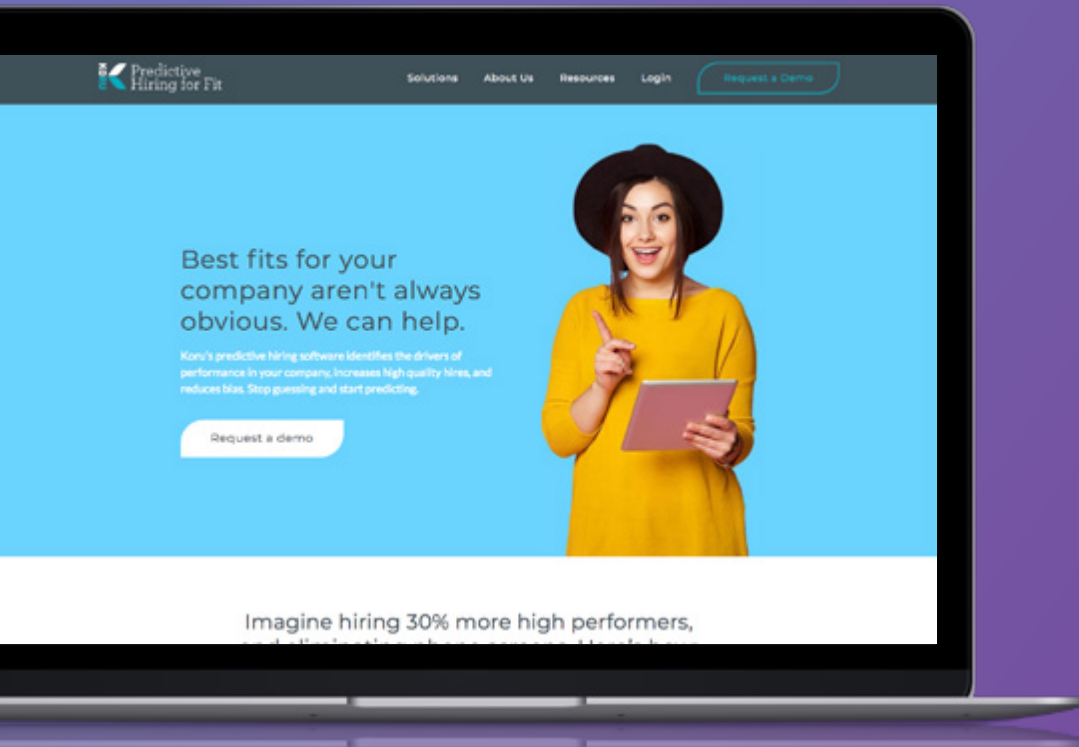
- UK-based JobsTheWord is a talent data and advertising platform that provides one of the only sources of both talent supply and talent demand data
- JobsTheWord has two main products; one is the data and insights platform and the second is the advertising platform which allows highly targeted email campaigns to be sent
- The platform is positioned to support the increasing focus on talent pooling by engaging with talent based on data (e.g. female Developers near London).

“JobsTheWord has been around for years, but it seems to have found its niche in 2017. JobsTheWord has multiple use cases: location strategy, talent pooling, salary benchmarking, diversity data and location marketing. The product resonated with our clients this year, though we hope to see broader geographic coverage.”

Tom Lakin, Innovation Manager

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED





## Koru

FREE \$ \$ \$ \$

- Koru is a data-driven assessment tool, that claims to shine a light in the “dark space” that exists beyond measures of cognitive competency and technical skills
- Koru claims to be able to identify behavioural traits, such as “grit”, “polish”, “teamwork” and “curiosity”, which are benchmarked against an organisation’s “fingerprint” of top performers in certain roles
- The platform is used by AirBnB, and LinkedIn, with particular interest at graduate assessment level

NEW MARKET ENTRANT

MARKET PLAYER

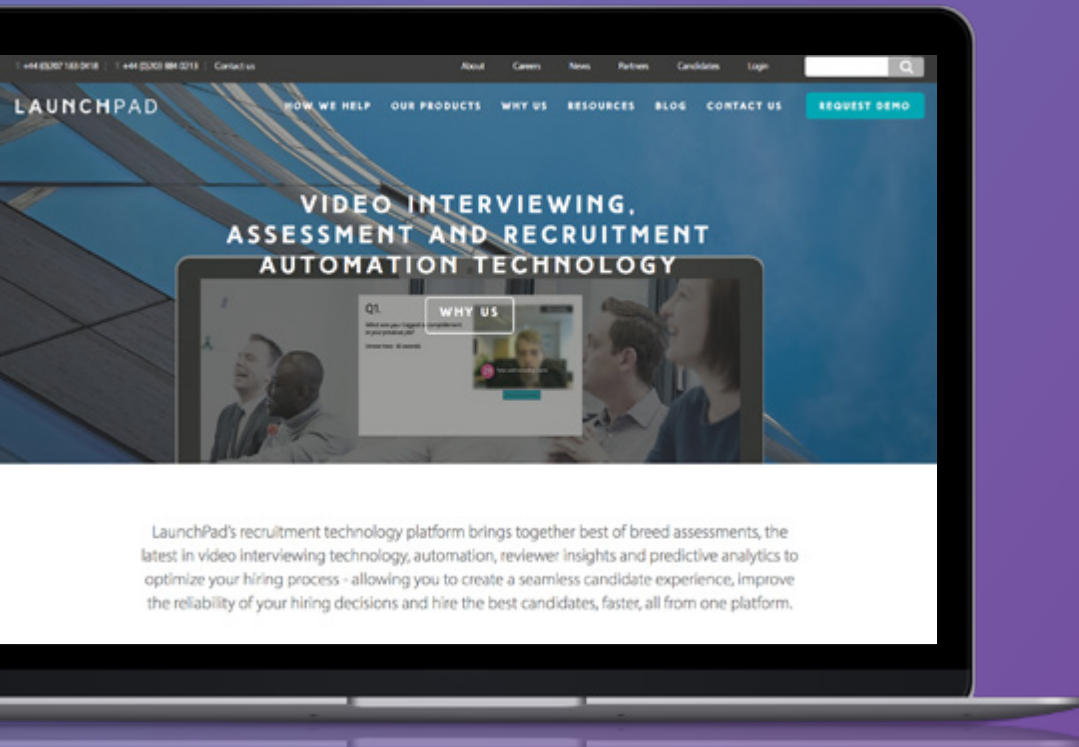
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ASSESSMENT



PREDICTIVE ANALYTICS



LaunchPad's recruitment technology platform brings together best of breed assessments, the latest in video interviewing technology, automation, reviewer insights and predictive analytics to optimize your hiring process - allowing you to create a seamless candidate experience, improve the reliability of your hiring decisions and hire the best candidates, faster, all from one platform.

## LaunchPad Recruits

FREE    

- LaunchPad is an established video interviewing platform that has evolved considerably since its inception
- LaunchPad has 3rd party assessment and rich data assessment integration that ranks it above its competitors
- LaunchPad's VERIFY™ uses data analytics to provide insights on recruitment processes and reviewer behaviour – it can advise on flagging wrong decisions
- LaunchPad's Predict software can identify high-performing potential candidates by assessing their complexity of language, how they talk (sound) and assessing visually

**“Each main video interviewing platform has its own particular strength, but Launchpad shines when it comes to diversity and meritocratic recruitment. Want to flag overly harsh or generous interviewers? No problem. Want to identify pockets of potential bias? Again, no problem...”**

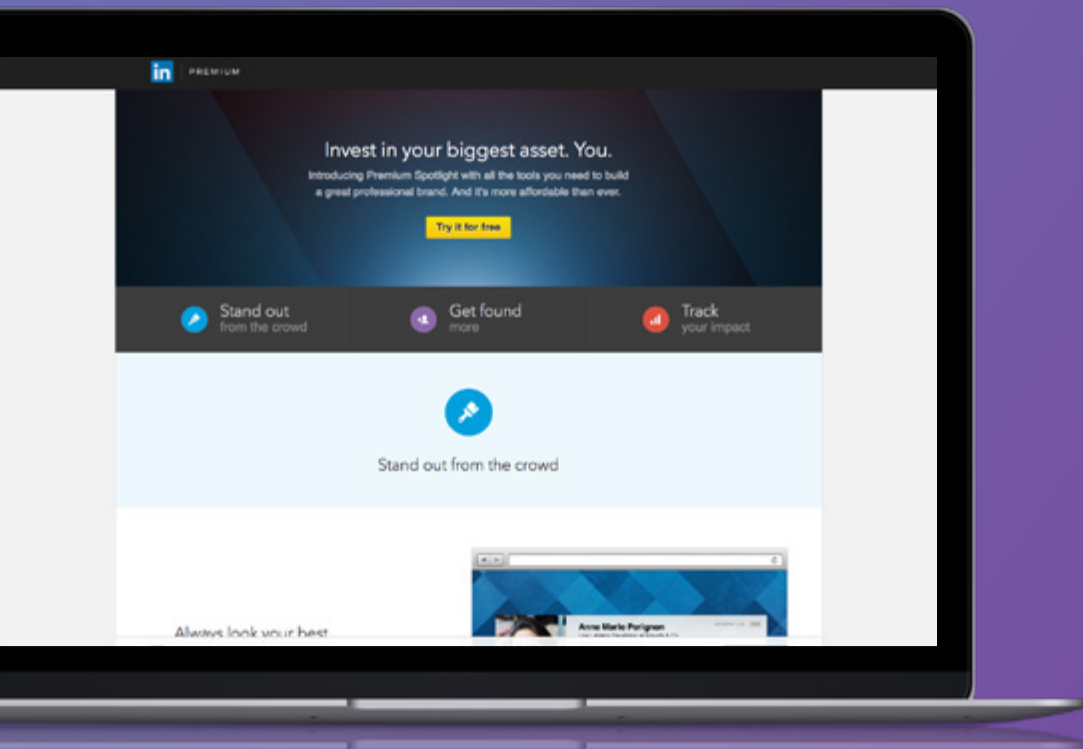
**Tom Lakin, Innovation Manager**

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





## LinkedIn Spotlights

FREE \$ \$ \$ \$

- LinkedIn Spotlights is a feature available to users with Recruiter licenses. It provides deeper insights to identify candidates who are more likely to engage
- Spotlights identifies warm candidates by looking at different types of candidate relationships, activities and interactions on LinkedIn, so recruiters can prioritise the candidates they want to reach out to first
- Some of these Spotlights include: candidates 'open to new opportunities'; candidates with existing company connections; candidates that have engaged with the talent brand; and candidates who are past applicants.
- LinkedIn claims that prioritising InMail outreach to these candidates more than doubles the response rate.

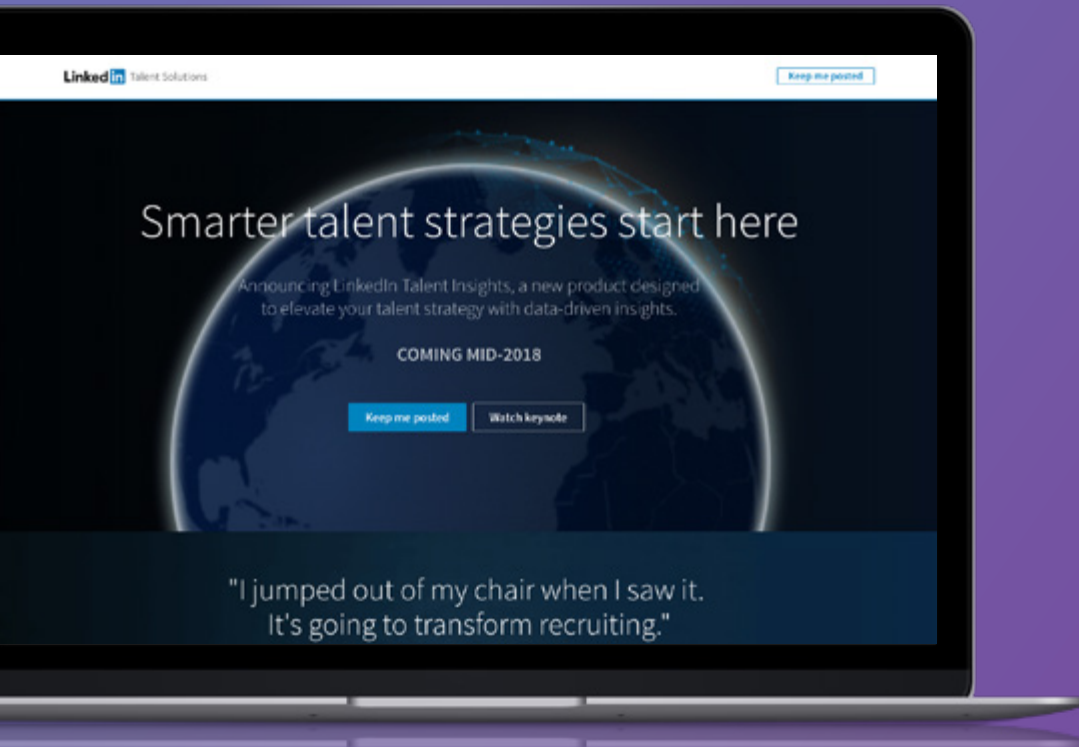
[CLICK HERE TO READ FULL CASE STUDY](#)

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





## LinkedIn Talent Insights

FREE \$ \$ \$ \$

- LinkedIn Talent Insights is due to launch in Summer 2018
- The tool will give us real-time access to information about talent pools and companies. Our teams will be able to provide reports on where talent is located, how difficult they might be to hire and how engaged they are with the employer brand
- The company report will allow us to tell clients, in real-time, how current talent is distributed, which skills are growing the fastest and which companies are taking people from your organisation. It will also show which companies are good sources of talent

[CLICK HERE TO READ FULL CASE STUDY](#)

**“Resource Solutions has been asking for this product for some time. Our clients can be assured that we will be among the first businesses globally to have access to LinkedIn Talent Insights.”**

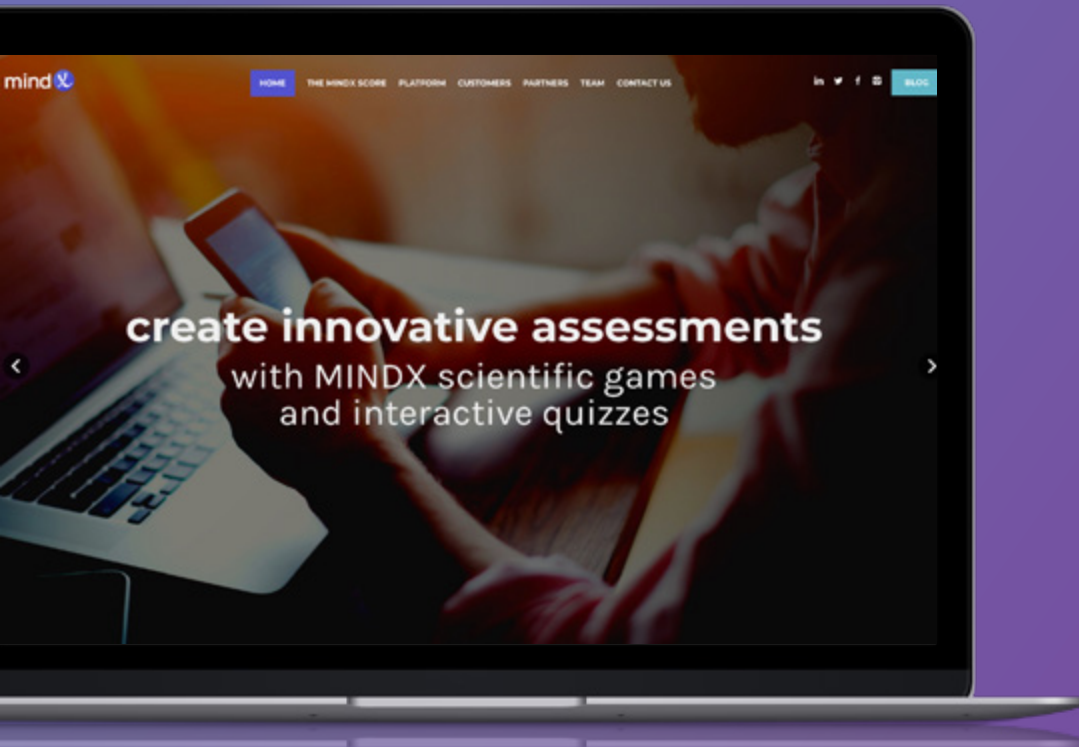
**Ben Tinker, Director of Talent Marketing & Insights**

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





## MindX

FREE    

- MindX game based assessments (GBAs) measure cognitive abilities in a scientifically valid, fair and reliable way, while providing an engaging applicant experience
- MindX offers a range of ready-to-use certified GBAs that are matched to different roles and job functions. There's also an option to configure assessments tailored to individual organisation and culture requirements.
- Its assessment of cognitive abilities are grounded in psychological research on the key determinants of employability, job performance and career progression

[CLICK HERE TO READ FULL CASE STUDY](#)

**“Let the games begin. MindX GBAs target curious and driven digital natives who want the opportunity to demonstrate their abilities. It was a unanimous positive verdict in our pilot group. A great candidate experience, and its bespoke reports provided insights on each person’s psychological characteristics which could be matched with key job requirements.”**

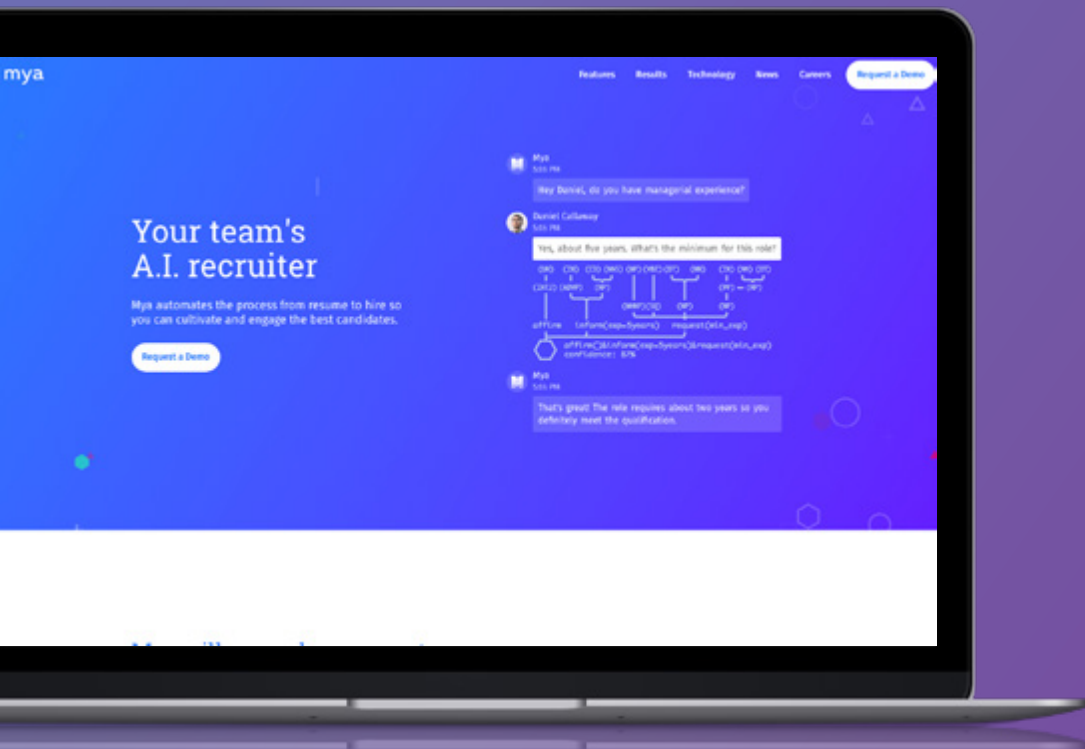
**Tom Lakin, Innovation Manager**

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





# Mya

FREE \$ \$ \$ \$

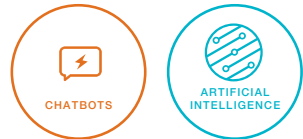
- Mya uses AI to automate outreach and communication with candidates
- Using chatbot technology, natural language processing and machine learning, Mya brings automation to sourcing, scheduling, and onboarding
- Mya applies matching algorithms and predictive models to shortlist large applicant pools and can automatically schedule interviews so recruiters can prioritise their time with candidates most likely to succeed
- Mya can greet, chat with and qualify candidates who apply for roles online, as well as keeping existing talent pools warm by refreshing profile contents and attracting best-fit candidates to open roles

**“Mya is one of the leaders of the AI pack. It’s already signing up blue chip clients and making significant partnerships. Mya feels like a holistic product rather than a hodgepodge of apps which sets it apart from its competitors. However, Mya’s hefty price point and focus on volume recruitment are potential barriers to wider adoption.”**

Faye Walshe, Global Head of Innovation



- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED





# OpenWeb

FREE

- Open Web turns the vast social web into a simple-to-search candidate careers database for busy tech recruiters
- Search candidate profiles from publicly available data sourced from over 130 key social media platforms to build a succinct picture of a candidate's key skills, delivered in easy to digest data visualisations
- Search algorithms are tailored specifically to help find the best tech candidates for financial services

[CLICK HERE TO READ FULL CASE STUDY](#)

“Launched in the UK in early 2015, Resource Solutions’ clients were some of the first to trial this new tool. Our teams of recruiters on-site at financial services clients are using OpenWeb to extend their search beyond LinkedIn and widen their talent pools.”

Tom Lakin, Innovation Manager

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED

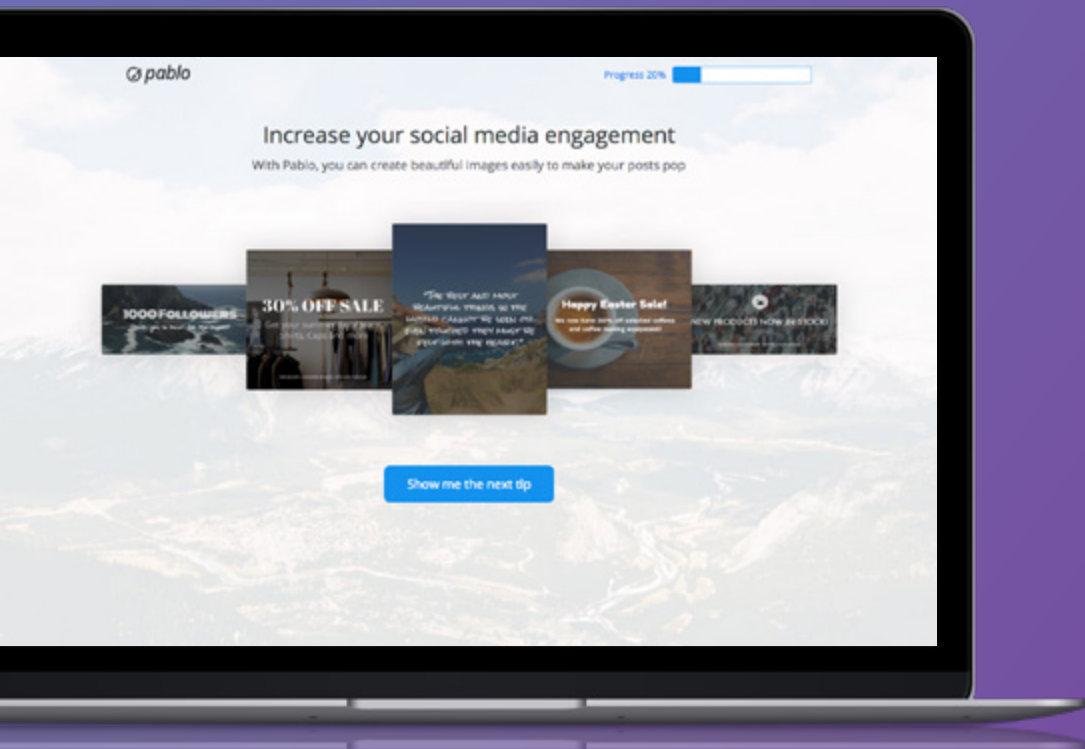


SOCIAL RECRUITING



DATA VISUALISATION





# Pablo

FREE 

- Pablo is an online tool for recruiters to create beautiful, shareable images in their ideal size for sharing most major social media sites
- Pablo has a range of templates and images to choose from and allows users to upload their own
- Once the image is completed, it can be downloaded and shared instantly onto Twitter, Facebook, Instagram, Pinterest and Buffer

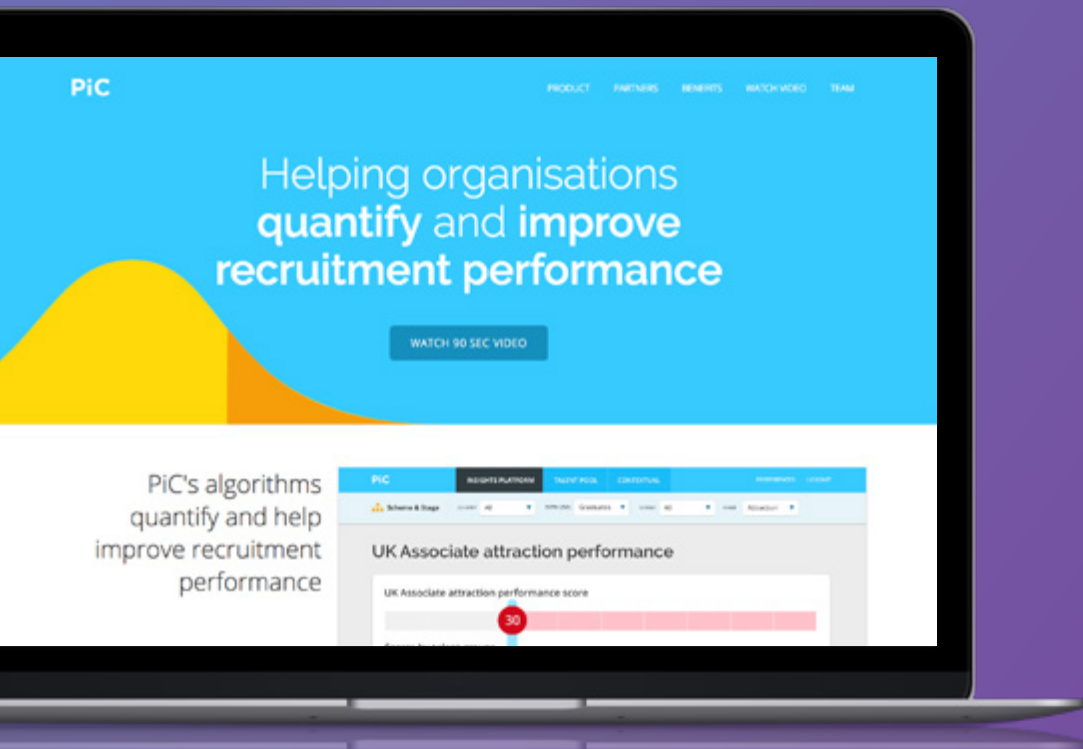
**“A quick and easy way to create attention grabbing job ads for social media. We piloted Pablo for one of our international banking clients by tracking technology job adverts to determine whether visual posts versus text posts increase impressions, engagement and candidate responses. We’ll publish our findings soon.”**

Tom Lakin, Innovation Manager

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED



ADVERTISING



FREE



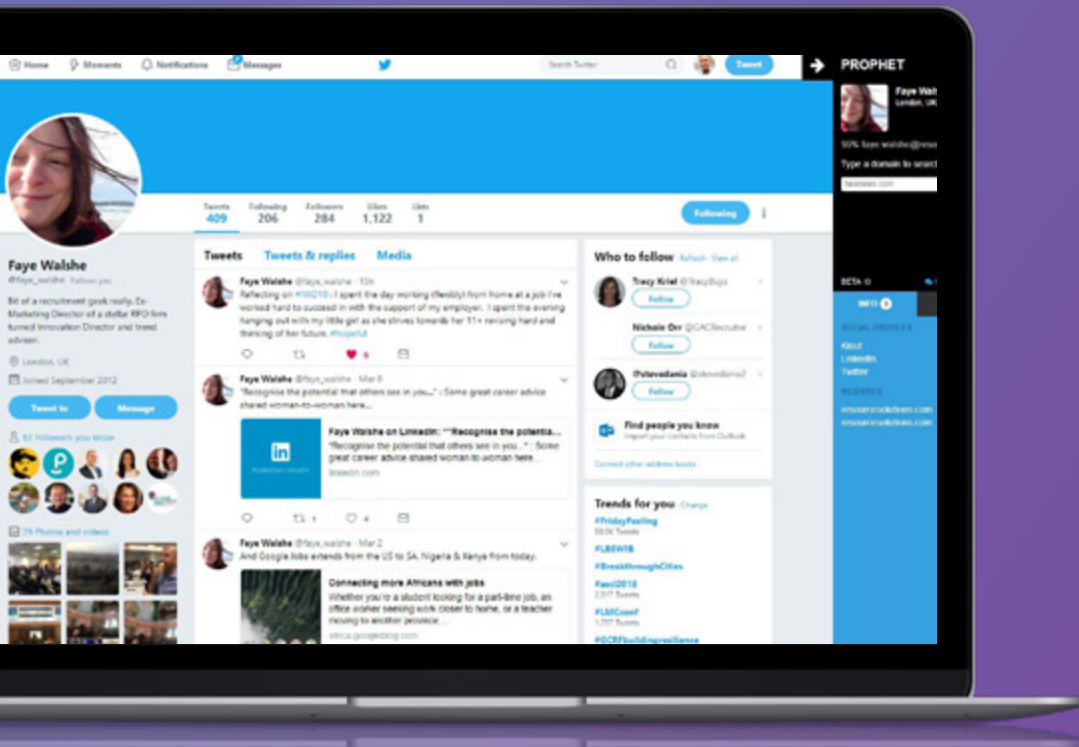
- PiC (Performance in Context) leverages open source data to provide employers a rich understanding and context of their early career applicants' academic qualifications
- PiC uses government data to assess social deprivation and school performance to identify exceptional performers who could previously have been ignored
- Similar contextual recruitment software was widely adopted in the legal sector in 2015 to improve social mobility and diversity in law firms

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





# Prophet

FREE

- Prophet is a Chrome Extension\*\* which allows recruiters to view a candidate's full social profile in one convenient place
- Prophet searches the web for email addresses so direct recruiters can contact prospective candidates via email rather than rely on expensive LinkedIn InMails

[CLICK HERE TO READ FULL CASE STUDY](#)

\*\*Please note that Chrome Extensions can pose significant IT risk and as such, Resource Solutions does not advise the use of these tools.

**“Prophet is easy to use, integrates beautifully with LinkedIn and allows recruiters to reduce their reliance on LinkedIn InMails”**

Tom Lakin, Innovation Manager

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED



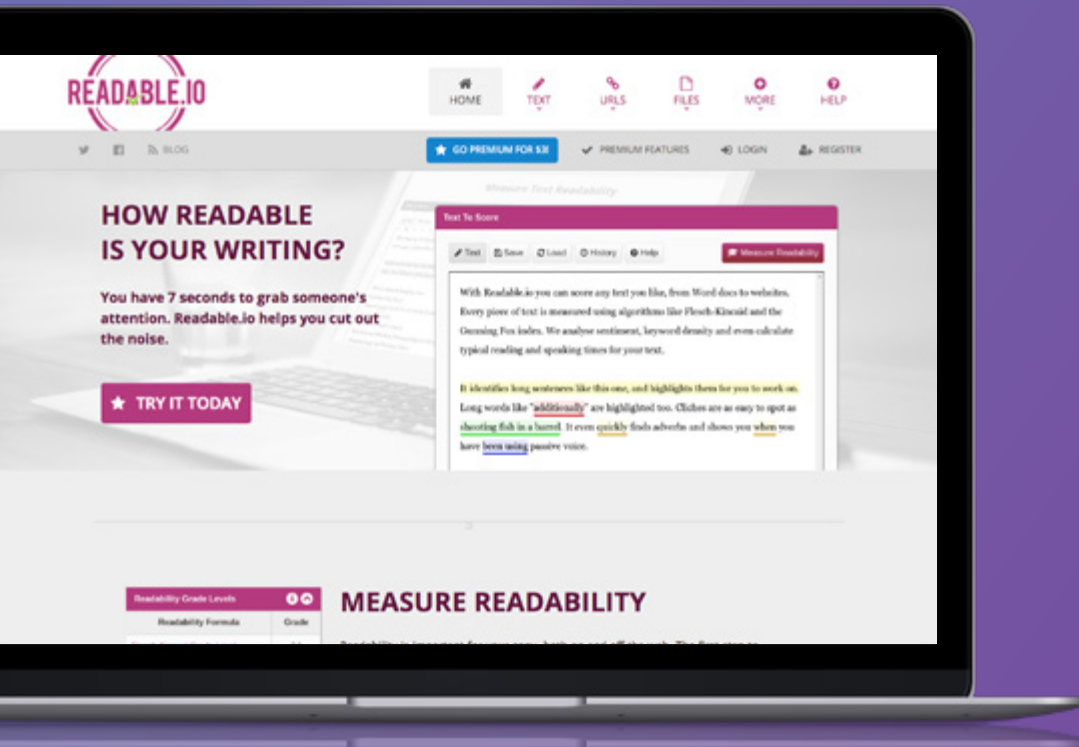
SEARCH



DATA VISUALISATION



SOCIAL RECRUITING



# Readable.io

FREE \$ \$ \$ \$

- Clear communication is essential online and this is especially true when it comes to job adverts. We only have seconds to grab the attention of our readers, so measuring and improving the readability of job ads can make all the difference.
- Readable is a combination of readability measurement and writing improvement tools that help us make job ads more appealing
- Readability is measured using readability scores, text analytics, keyword densities, reading time, speaking time, tone and sentiment analysis
- Text is highlighted with colours to suggest a variety of ways to improve it

[CLICK HERE TO READ FULL CASE STUDY](#)

NEW MARKET ENTRANT

MARKET PLAYER

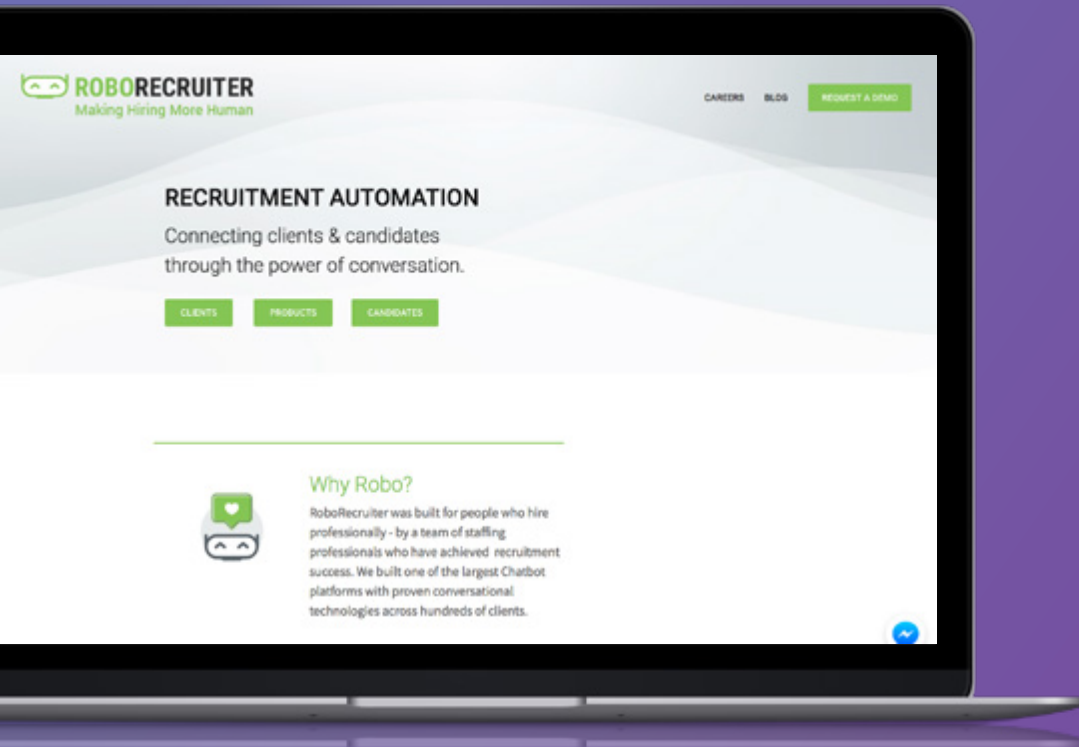
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ASSESSMENT



ADVERTISING



# RoboRecruiter

FREE    

- RoboRecruiter creates recruiting chatbots built purely on branching logic (rather than AI or machine learning) and facilitates communication between recruiters and candidates
- Their PALS product is designed to help recruiters cleanse their databases by contacting candidates and asking them to update their information
- JobVet is used to chat to candidates online shortly after application to screen and prioritise applications

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED

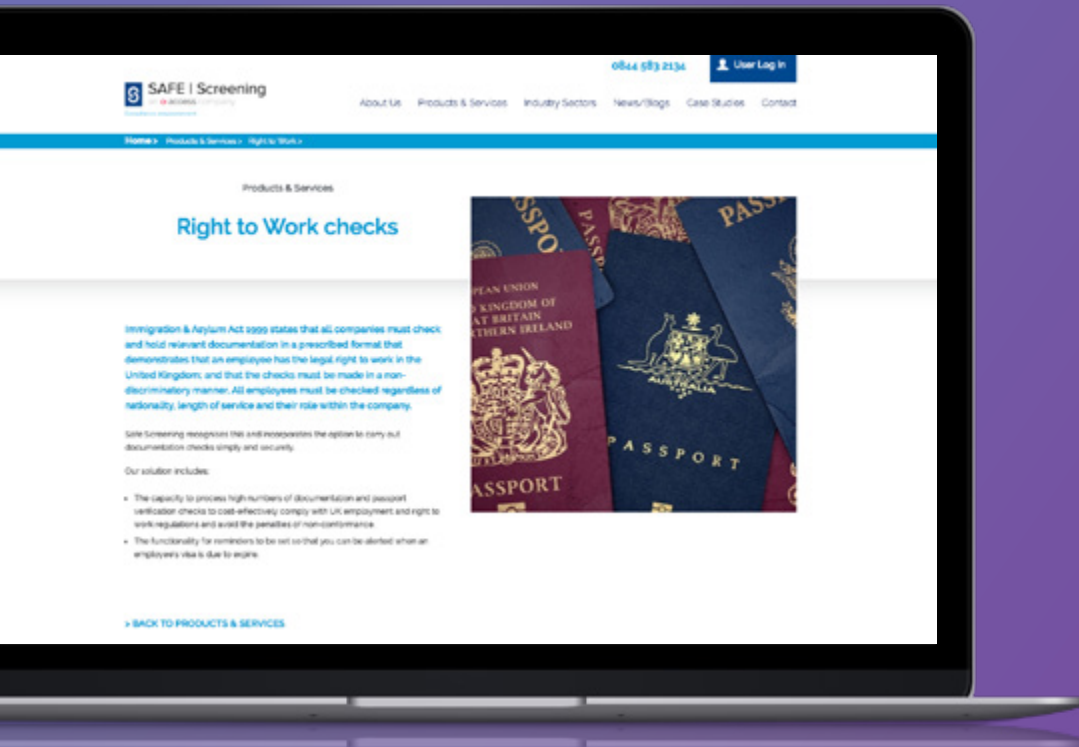


# SAFE - Right to Work

FREE    

- Safe Computing is a web and mobile device app that enables electronic capture and automated verification of right to work documents
- A part of the Access Group, Safe is one of UK's most respected background screening and employment screening providers and offers comprehensive vetting capabilities.
- The Right To Work (RTW) solution can also be integrated to work alongside other SAFE Screening products and services, including criminal, employment and financial background checks

[CLICK HERE TO READ FULL CASE STUDY](#)



NEW MARKET ENTRANT

MARKET PLAYER

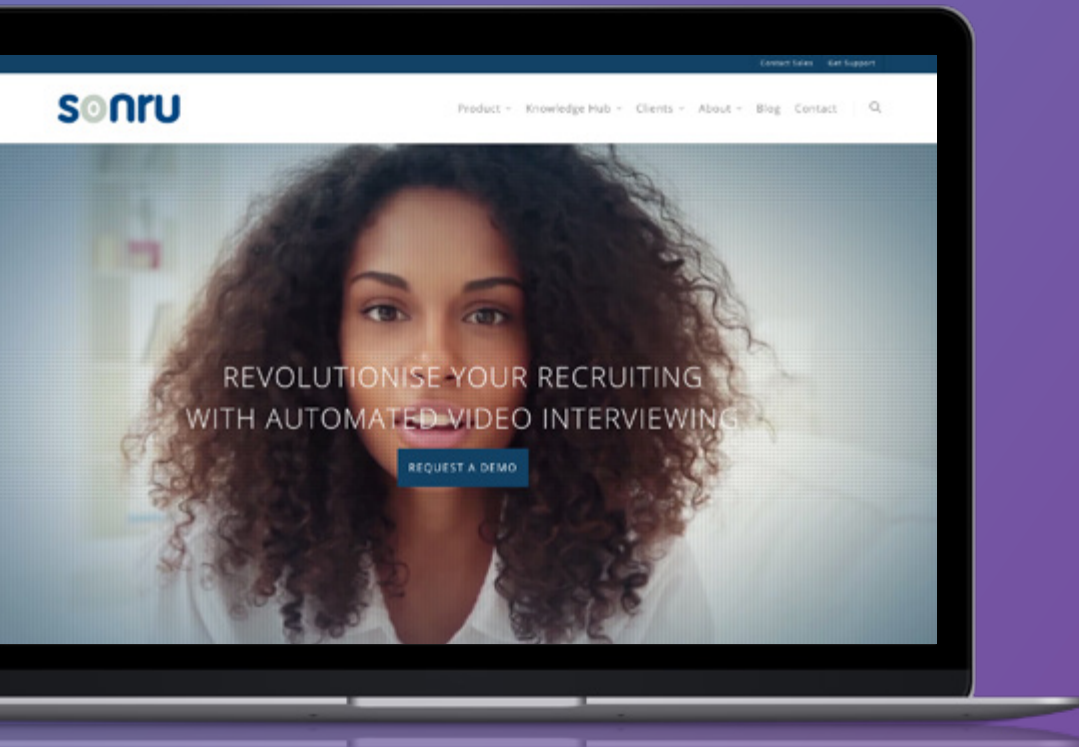
ESTABLISHED



ONBOARDING  
& INDUCTION



MOBILE



## Sonru

FREE    

- Sonru is a video interviewing platform that allows applicants to record their interviews on their own time
- Hiring managers can review applicants on any connected device at their convenience
- Video interviewing often reduces time to hire and increases the interview-to-fill ratio

[CLICK HERE TO READ FULL CASE STUDY](#)

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NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED

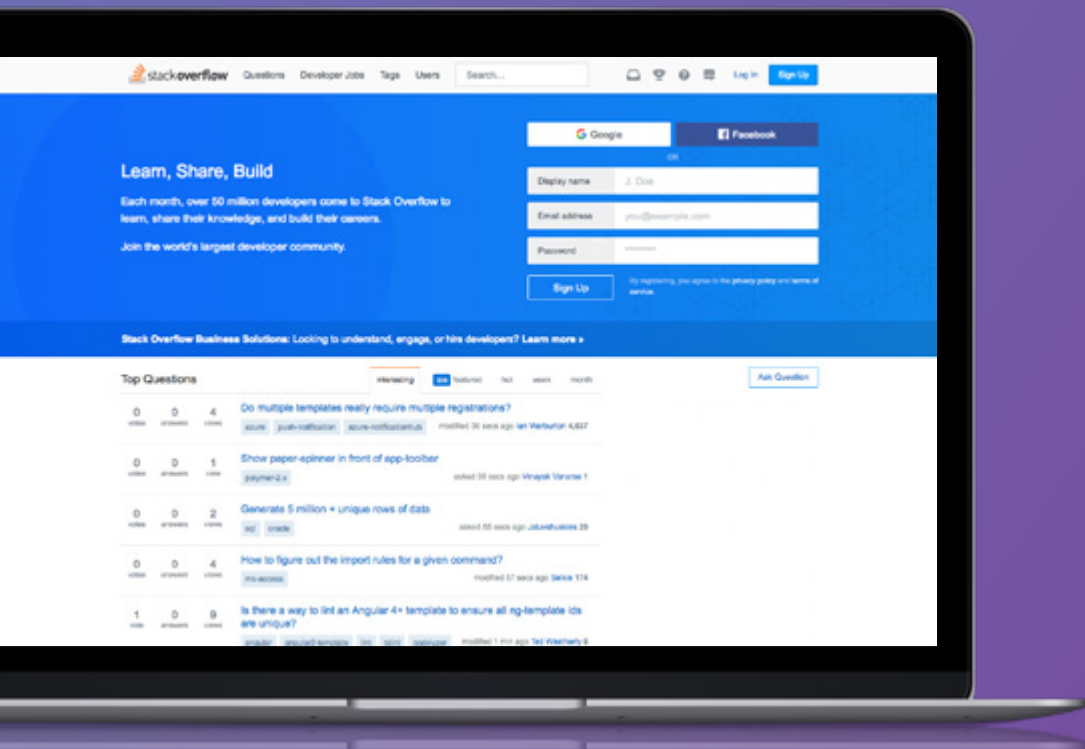
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ASSESSMENT



MOBILE



# Stack Overflow

FREE    

- Stack Overflow is one of the world's largest communities for developers to learn and share their programming knowledge currently attracting 50M+ developers to visit their site each month
- Employers can access the "quora-style" site for computer programming to gain insight, knowledge and tools to support developer attraction and hiring campaigns
- The jobs section on the site assists developers in finding their next opportunity and it provides a platform for companies to brand their vacancies and source candidates from Stack Overflow's database

[CLICK HERE TO READ FULL CASE STUDY](#)

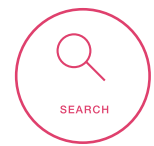
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SOCIAL RECRUITING

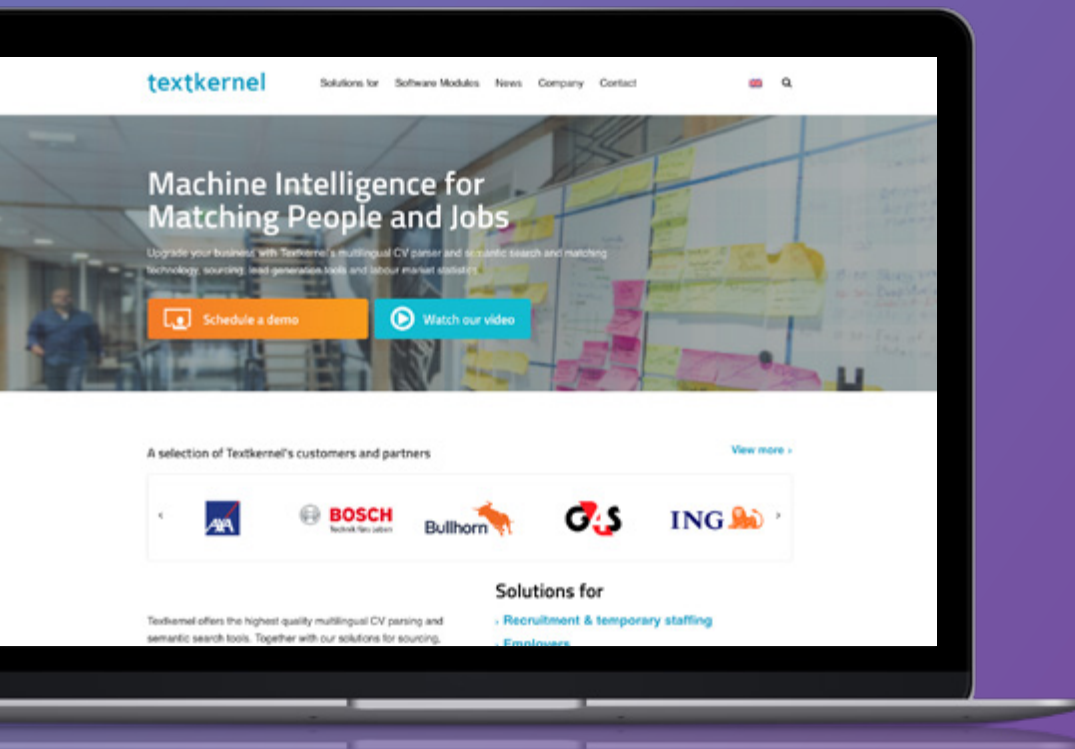


SEARCH



ADVERTISING





# Textkernel

FREE \$ \$ \$ \$

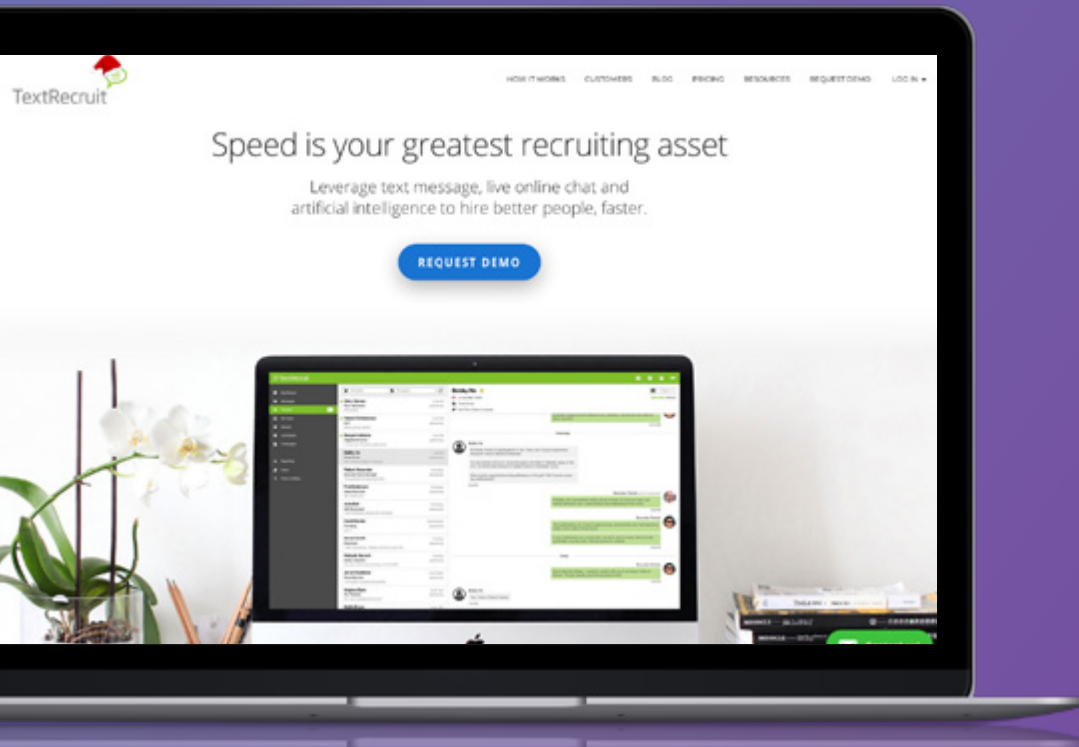
- Textkernel is a specialist in machine intelligence for matching people and jobs. Its features include multilingual resume parsing, semantic search, sourcing, lead-generation and matching technology
- Textkernel's 'Apply With Widget' can overlay clunky applicant tracking systems to streamline the mobile application process
- The parsing and semantic search functionality provides intelligent, search-engine-like search for ATS's

**“Textkernel may not be the only parsing tech provider but its is probably the most user-friendly. Our recruiters loved the intuitive, clean interface and were impressed by the accuracy and quality of Textkernel’s semantic search results.”**

Tom Lakin, Innovation Manager

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED





## TextRecruit

FREE    

- TextRecruit is a candidate and employee engagement platform that uses text, chat and AI to improve the recruitment process
- TextRecruit merges consumer messaging applications and transforms them into company communication platforms
- It can be used as a stand-alone platform or be integrated to company Applicant Tracking Systems (ATS)

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NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED

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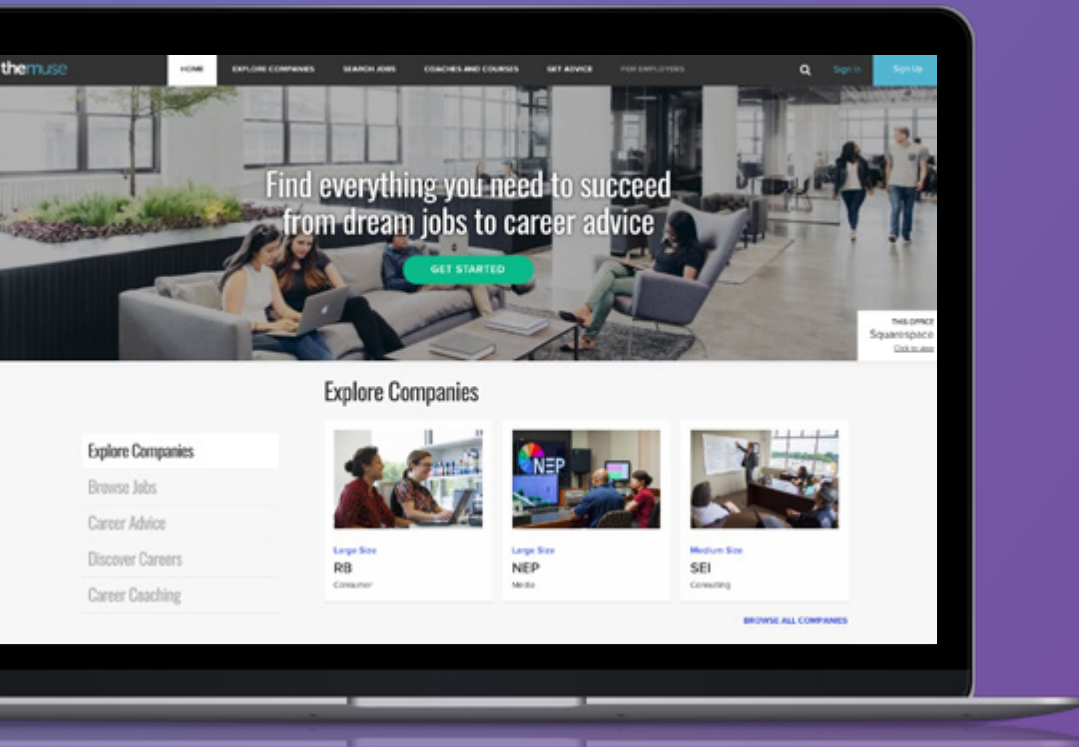
ARTIFICIAL  
INTELLIGENCE



MOBILE



CHAT



# The Muse

FREE \$ \$ \$ \$

- Popular US careers website featuring transparent ‘behind-the-scenes’ insight into company culture, office tours, coaching and employee insights for a new generation. Replaces the notion that candidates want to search for job ads alone.
- The Muse aims to “help people find meaningful jobs at the best companies”. A lofty aim but the Muse has revolutionised employer branding in the US, with 50M+ visitors per year
- The approach and identity of the Muse resonates with female talent, who make up 65% of the site’s visitors

“We love the concept of The Muse! Their fresh approach and user experience borrows from familiar consumer sites like Airbnb rather than traditional corporate career sites. However, for The Muse to be more effective – the images and content must be authentic, and in this respect, The Muse still has some way to go.”

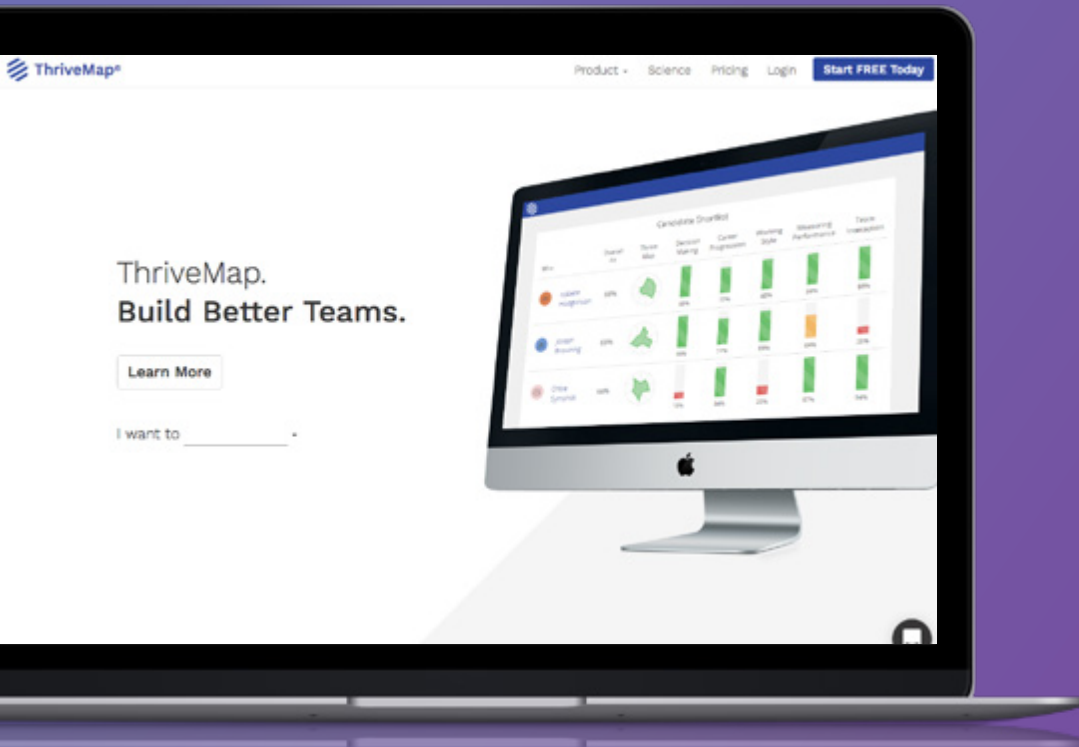
Faye Walshe, Global Head of Innovation

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





# ThriveMap

FREE    

- ThriveMap is a software platform that predicts team fit by measuring how people work. The analysis between individual work preferences and how a team likes to work aims to reduce new hire failures and increase team alignment
- Companies are asked to survey their teams to create a hiring blueprint – the blueprint then predicts the fit of candidates looking to join the team
- The ThriveMap ‘shape’ shows a visualisation of how a team likes to work by highlighting top 3 characteristics (how the team works best) and team harmony (how similar individual’s maps are aligned to the overall team)

“Avoid costly hiring decisions with poor team culture fit. ThriveMap broadens the questions to ask what environment a person will thrive in and then it asks candidates how close to that environment they will be working in. It is this approach that makes ThriveMap unique and potentially more effective than existing general mental ability or soft skill assessments.”

Tom Lakin, Innovation Manager

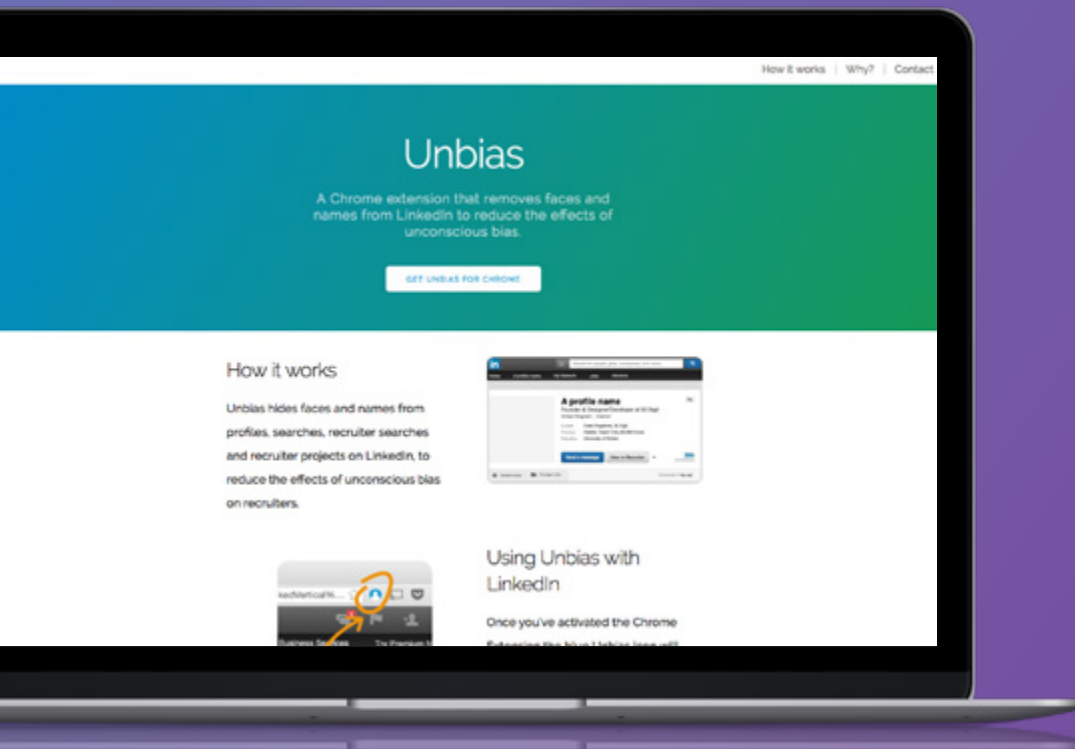
NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED



ASSESSMENT



# Unbias

FREE    

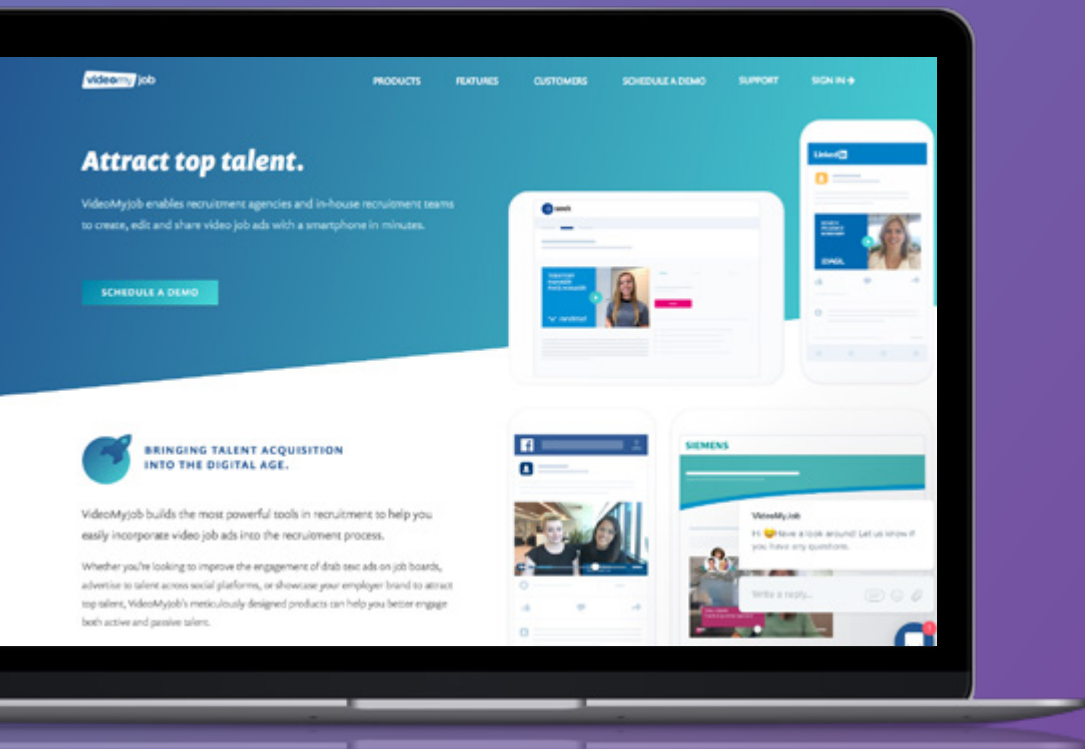
- Unbias is a Chrome extension\*\* that removes faces and names from LinkedIn to reduce the effects of unconscious bias
- Studies show we can exhibit unconscious bias toward or against certain genders, ethnicities or visual traits
- LinkedIn displays names and profile photos and recruiters can be susceptible to bias which might affect their overall perception of a candidate's ability

[CLICK HERE TO READ FULL CASE STUDY](#)

\*\*Please note that Chrome Extensions can pose significant IT risk and as such, Resource Solutions does not advise the use of these tools.

- NEW MARKET ENTRANT
- MARKET PLAYER
- ESTABLISHED





# VideoMyJob

FREE \$ \$ \$ \$

- Australia-based VideoMyJob have designed an app that enables employers to bring their jobs to life and challenge assumptions
- Employers write a script, upload it to the app and then record a video of themselves chatting about the role on their mobile phone
- Once recorded, the hiring manager or recruiter can edit, add logos and pop ups of job titles and/or contact details
- These video job ads can be embedded in traditional ads or shared via social channels

“Academics have proven that reading is impaired when on a mobile device, so why copy and paste long job descriptions on them? Video My Job is an affordable and authentic service for even the smallest employers to create branded video job ads. We love the embedded autocue but ongoing bugs can cause the odd headache.”

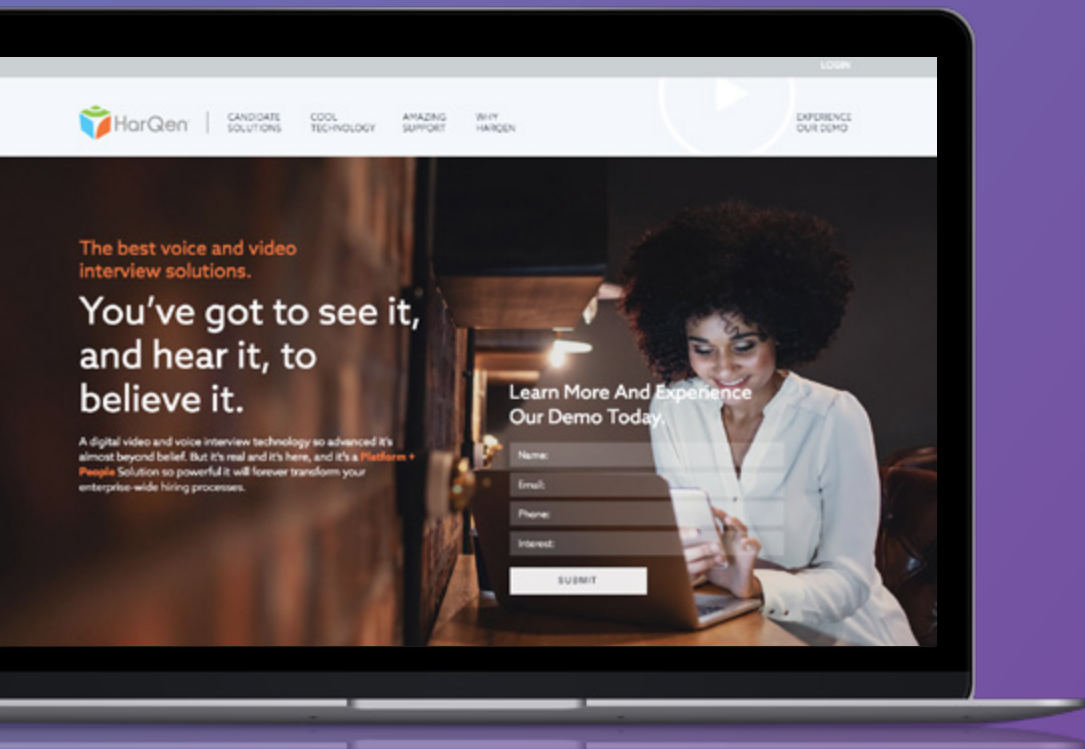
Faye Walshe, Global Head of Innovation

NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED





# Voice Advantage

FREE    

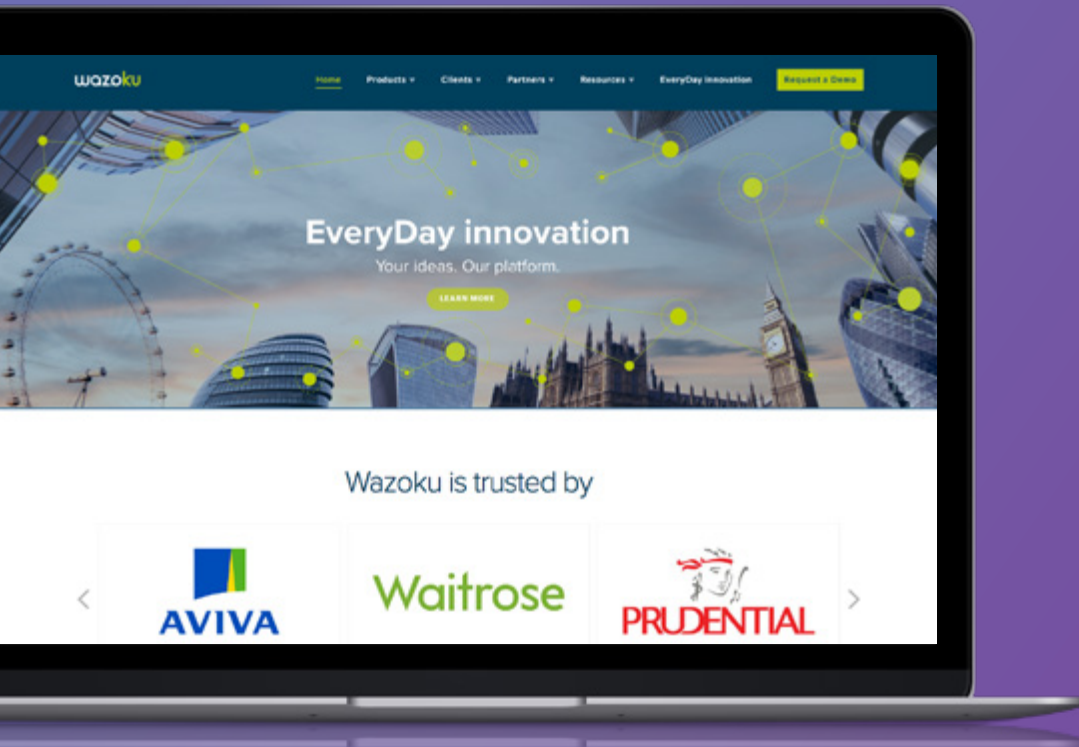
- Voice Advantage is an automated phone interviewing program similar to video interviewing. It allows Hiring and HR Managers to use their phone and simple web-based dashboard to create and distribute custom, recorded phone interviews
- Candidates receive a link to the customised webpage to answer a series of questions before answering the pre-recorded interview questions

[CLICK HERE TO READ FULL CASE STUDY](#)

- 
- NEW MARKET ENTRANT
  - MARKET PLAYER
  - ESTABLISHED
- 



ASSESSMENT



## Wazoku

FREE    

- Wazoku is an idea management platform with an “Idea Spotlight” product that helps collect, evaluate and share ideas within organisations
- The platform tracks ideation, evaluation and implementation by using customisable workflows to show where an idea has reached in a process of review and development
- Features gamification goals and rewards to increase participation and contribution
- Wazoku can be integrated with business, productivity and social tools including Microsoft Office products

[CLICK HERE TO READ FULL CASE STUDY](#)

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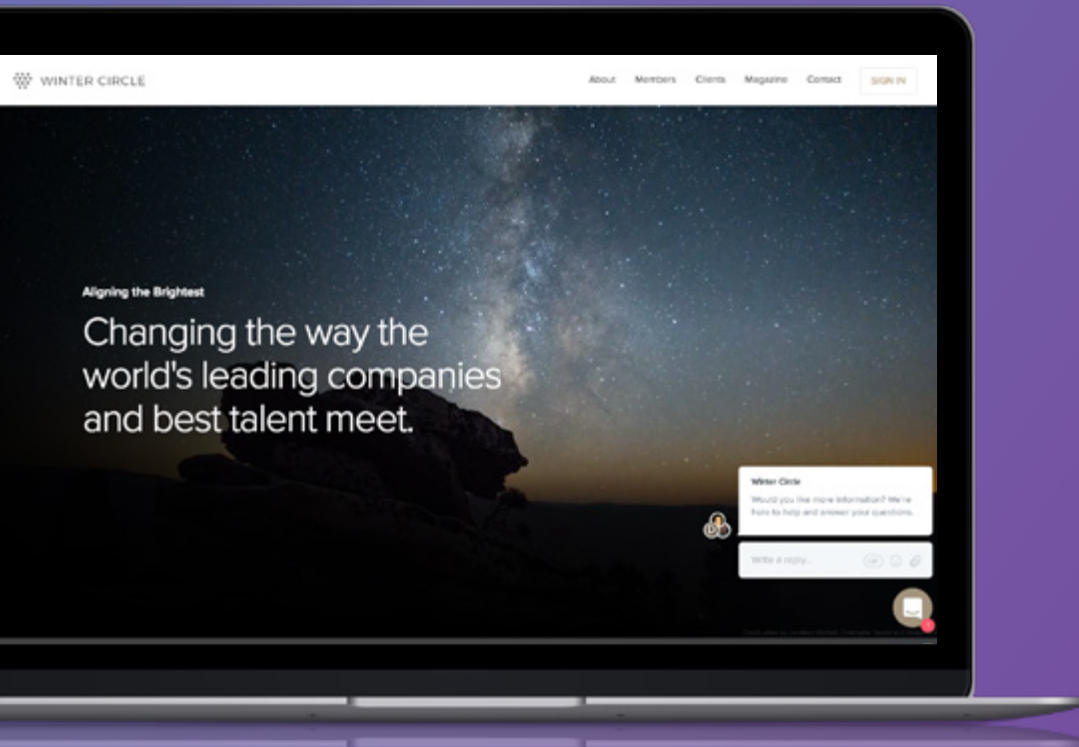
NEW MARKET ENTRANT

MARKET PLAYER

ESTABLISHED

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## Winter Circle

FREE    

- Winter Circle is an invitation only member network for senior IT executives around the world to meet and share ideas
- Currently disrupting the executive search sector, Winter Circle's members can be introduced directly to prestigious global organisations they may aspire to be a part of

“Who doesn’t love a cocktail on a roof terrace at a private members club? Winter Circle’s exclusivity attracts talented executive minds to join their club. Think LinkedIn blended with Soho House. Whilst exclusive, it is a marketplace, so its success depends on participation from both executives and employers.”

Tom Lakin, Innovation Manager

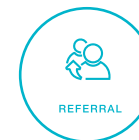
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ESTABLISHED



ADVERTISING



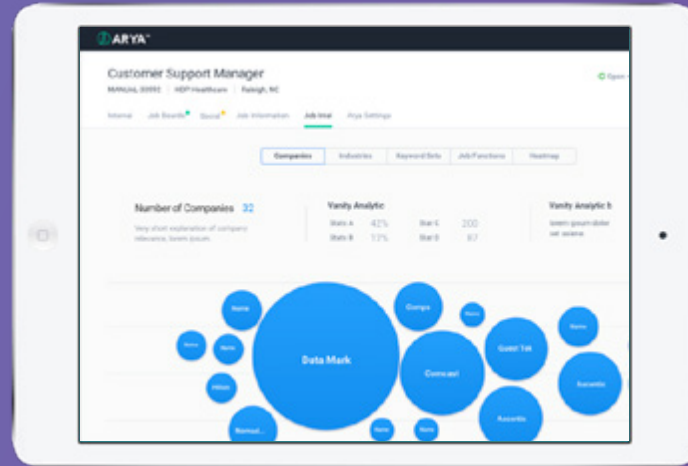
REFERRAL

In our first four-week trial of Arya for an international banking client, we tested its ability to independently read job specifications and source appropriate talent from the social web and one job board CV database. We raced the machine against our recruiters to measure performance.

#### KEY FINDINGS:



- Arya was more successful in sourcing suitable CVs for volume roles (**23% accuracy versus 14% for lateral level hires**)
- Arya's accuracy started off low and this effected productivity scores** –in weeks 1-3, our recruiters sourced more effectively. **Due to Arya's average CV accuracy at 17%, our experienced recruiters produce 6 more candidates per hour for their shortlist** (suitable candidates)
- In week 4, **Arya's shortlist performance closely matched that of our recruiters which is an exciting prospect**, giving us a glimpse that results could improve with more time/usage



We will continue testing new AI sourcing tools, and we'll use our learnings here in order to:

- Increase recruiter usage to optimise machine learning of what success looks like
- Intergrate with internal databases to test Arya's ability to match roles for our talent pools
- Integrate with more job boards to test Arya's accuracy across more sourcing channels
- Extend measures of success and long-term tracking (6 + months) for quality

Watch this space for more news as the trials progress!

We arranged a trial to determine whether Codility would be viable solution to help one of our leading global financial services clients cope with extremely high interview volumes in their technology department.

### KEY FINDINGS:

10%

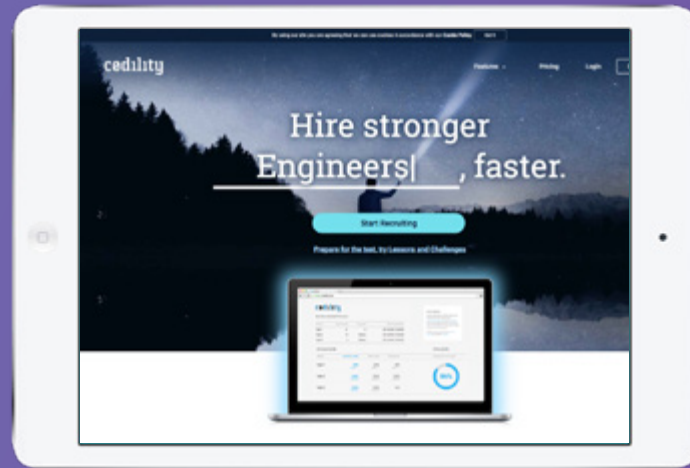


**10% Time Saving:** First stage phone interviews for this case study account for over 435 hours of a hiring manager's time (16 hours per hire), but as a result of our trials, the number of hours dropped to 389 (13 hours per hire).

4.8%

### Delivering quality

overall increase in candidates removed after the initial stage than in the previous year



*“Codility saves time, replacing the need to have a technology expert or hiring manager review CVs and conduct phone screens.*


*Tests can be administered by the recruiter once a CV is received and all candidates can be given the chance to take a test. This not only reduces unconscious bias at CV review stage, but also gives candidates who might not be able to craft a well written CV the chance to demonstrate their skills.”*

*Tom Lakin, Innovation Manager*

## CASE STUDIES

The Innovation team has assessed many talent aggregators and it is some of the value-add enhancements of Entelo which really make it stand above its rivals: the diversity filter allows our recruiters to strategically source by demographic (female, African American and military veterans, for example). The email finding function has resulted in outstanding response rates, whilst the ‘More likely to move’ function could help improve recruiter productivity.

**We identified and talent pooled female talent who were underrepresented in Switzerland for a global banking client:**

- 

 Achieved a **60% response rate** from candidates – double the response rate expected from LinkedIn

- 

**16 CVs** identified and added to talent pool for future roles, and **8 interviews** conducted in only **10 days**

**Identified hard-to-find tech talent in the UK for a financial services client:**

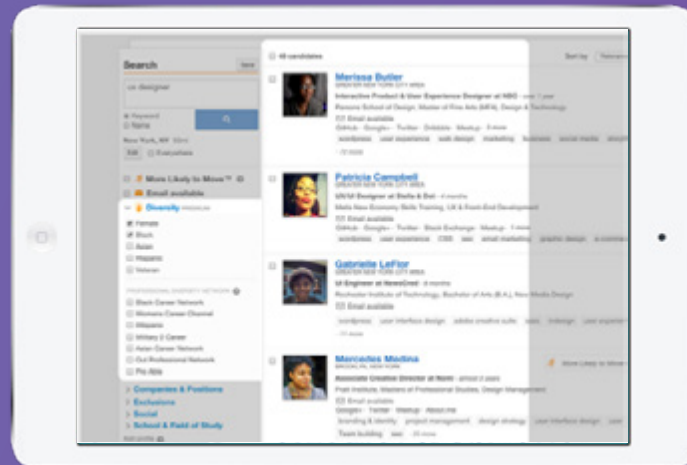
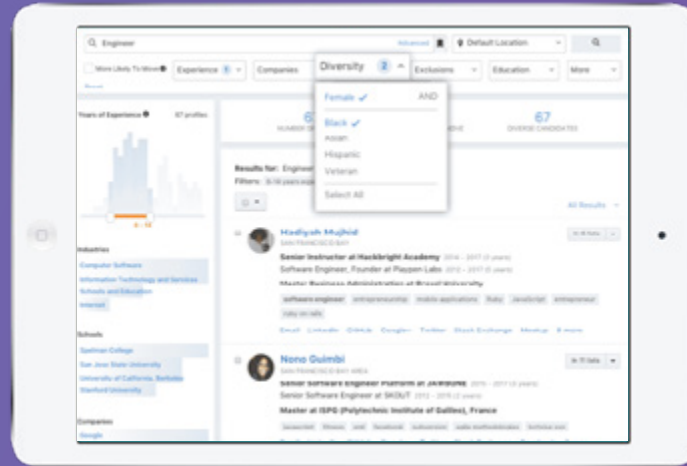
- 

 Highly targeted sourcing resulted in a **33% conversion** from response to CV's
- Received highly favourable feedback from hiring community regarding the **high quality of the talent** sourced via Entelo

**Robert Walters USA also piloted Entelo by identifying hard-to-find talent in a highly-competitive market on the west coast:**

- 

 The team approached talent differently by sending a higher volume of email in their campaigns: **696 emails sent achieved a 69% open rate**, which met expectations



*“Entelo has enabled us to surface new and diverse talent with the right skills quickly”*

*Tom Lakin, Innovation Manager*

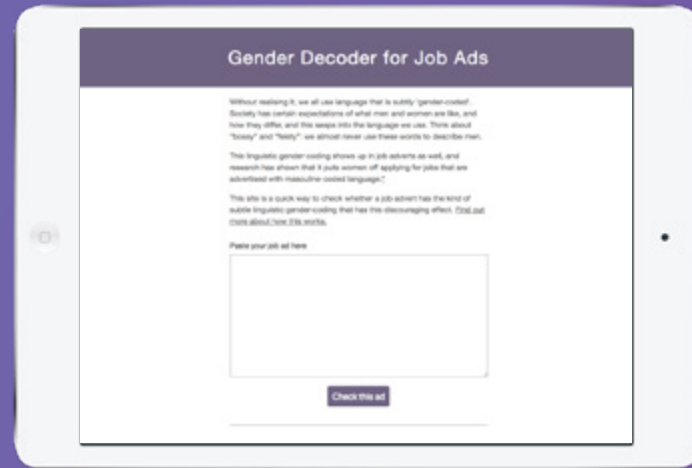
# Gender Decoder

## CASE STUDY

At Resource Solutions, we perform detailed “Job Ad Analysis” using Gender Decoder alongside **Readable** which helps clients write ads that appeal to the right audience & increases the number of female applicants.

### The Resource Solutions Trial: A/B Testing Gender Decoder

- We analysed responses to a selection of job ads and made improvements to each ad using Gender Decoder before advertising the newly worded ads once more
- Changes to wording were designed to increase appeal to female applicants. As a result, we were delighted to have **increased female applicants from 14% to 22%**.



The use of Gender decoder **increased the percentage of female applicants in 100%** of all study trials

# Indeed Assessments

## CASE STUDY

A retail client required a flexible, candidate-friendly solution for their location change initiative. They needed to assess many junior level candidates against specific work-related tasks, and required an on-brand video interviewing solution to provide a slick candidate and line manager experience.

Indeed Assessments (Interviewed.com at the time of our trial) was trialled for its flexibility to assess candidates across all disciplines, its built-in video interviewing solution, and its cost (a fraction compared to other video interviewing and assessment providers) However, not all of the results of this trial were as encouraging as we had hoped.

While the platform was great value and the team behind the scenes were great to work with, our results confirmed that this was a tech in early stages of development.

Unfortunately when we spoke with our candidates, many of them reported having issues with the platform and our recruiters didn't feel that some of the tests were working as they should. For example, native Italian speakers failed the basic Italian language assessment.

718



718 - completed assessments reviewed

1300



1300 - candidates reviewed

6min



6 minutes - average time it took our recruiters to assess a candidate on Interviewed

20%



Pass rates differed significantly – Median score of 20% in Italian tests yet an average score of 41% in bookkeeping and 89% average in payroll.

40%

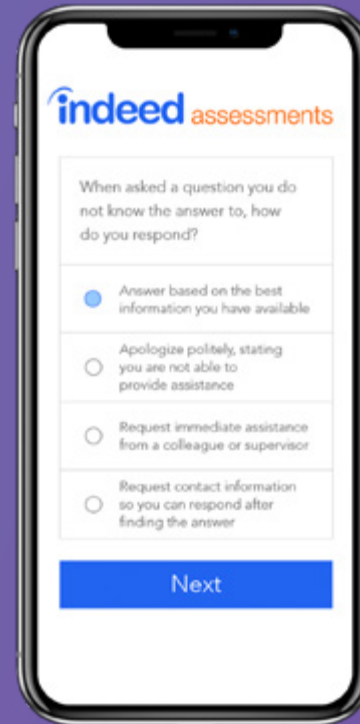


40% of users undertaking assessments experienced problems with the platform

60%



60% of users undertaking video interviewing experienced problems with the platform



*“As an innovation team, being the very first to test products as they are launched to the market is our goal - and it's not surprising that we find some still in need of development. I'm sure the problems we experienced will be fixed by the team at Indeed quickly and we hope that this product will go on to thrive.”*

*Faye Walshe, Innovation Director*

## CASE STUDY

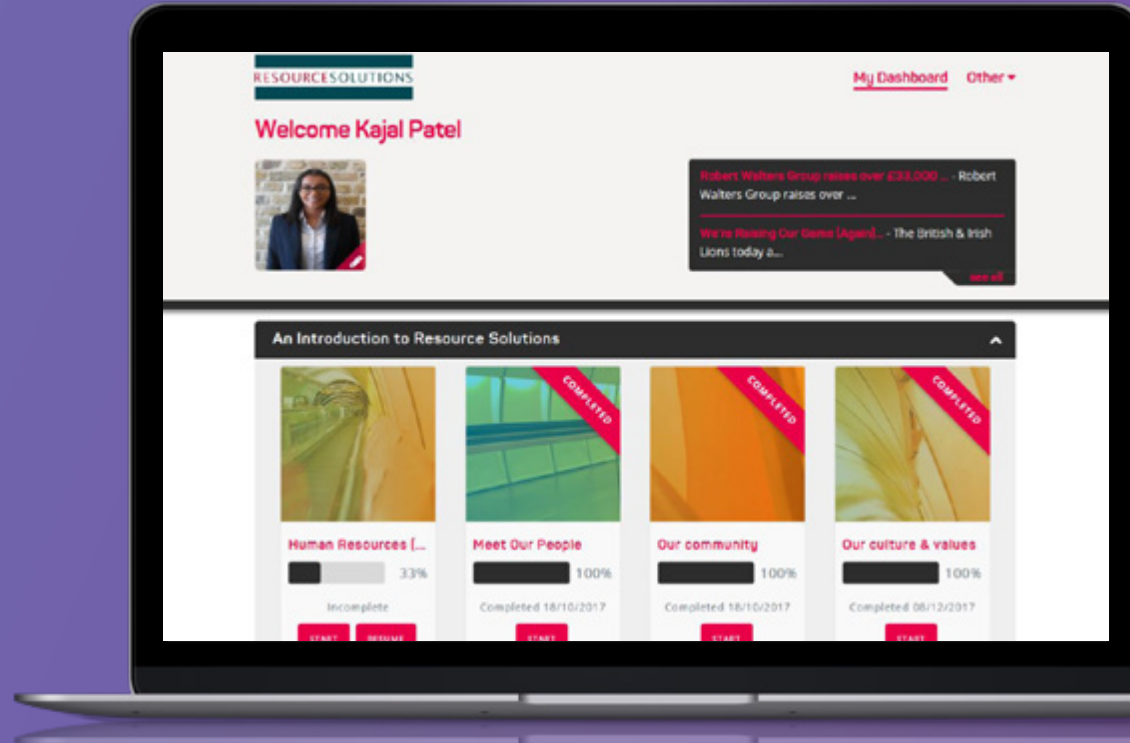
Resource Solutions launched their own branded InductNow platform last year across UK, South Africa, US and APAC regions.

### KEY FINDINGS:

- Users receive a welcome email with individual login details from Resource Solutions
- Users receive a login between offer accept and start date once an offer has been verbally accepted
- Number of active users during first weeks of trial – 26
- Number of training modules completed - 180

*“As a fast-growing business, we needed to ensure our new employees received a warm Resource Solutions welcome along with essential information via a fully branded, mobile-optimised platform. The portal is one of the first personalised touch points and a great way to share our values in a professional, engaging way”.*

*Indy Lachhar, Head of Talent Development*

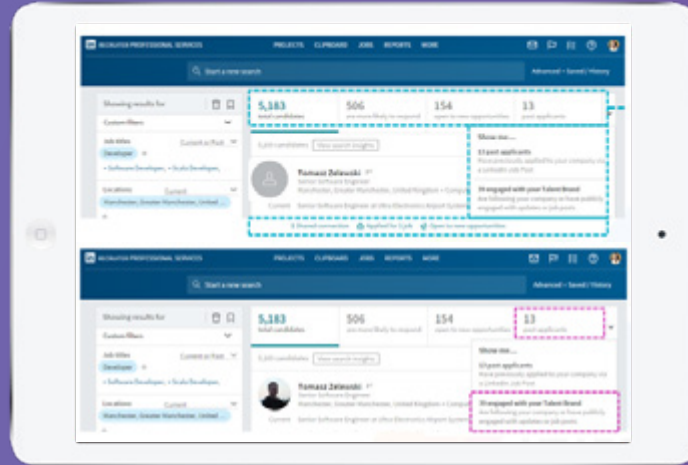


# LinkedIn Spotlights

## CASE STUDY

We wanted to validate LinkedIn's claims and determine if candidates were more likely to respond to our recruiters if they were identified in the various Spotlights features.

Recruiter using Spotlights for one of our clients in financial services achieved a 20% higher response rates than her colleagues. The average for non-Spotlights users was 29.5% whilst the Spotlights user achieved 50%.



### KEY FINDINGS:

Whilst overall team response rates did not increase, **half of the pilot group** experienced improved personal InMail response rates using Spotlights

596

596 InMails to candidates “more likely to move” – 12% response rate

204

204 InMails to candidates “open to new opportunities” – 23% response rate

77

77 InMails to candidates who have shown interest with the company including past applicants and those engaged with talent brand – **48% response rate** (almost 1 in 2 candidates responding)



InMail response rates were strongest when sent to smaller and more targeted candidate pools



Our Spotlights trial found that 1 in 2 candidates would respond to our InMails if they are engaged with the brand or are past applicants.

20%

Recruiters using Spotlights enjoyed 20% higher response rates to their approaches

\*compared to recruiters not using Spotlights.



# LinkedIn Talent Insights

## CASE STUDY

It might seem like a long wait until Talent Insights launches, so you might be pleased to know that you can access a lot of data using the Business Premium licence.

We extracted hiring data of target companies to inform our clients on their own hiring patterns as well as their competitors' patterns. This data is available on each company page on LinkedIn.

### Three data sets were extracted and analysed:

- Total employee count
- Employee distribution and headcount growth by function
- New hires

As part of our trial, we provided LinkedIn Insights Intelligence to two of our clients – modelling the extracted data in Excel to identify useful trends.

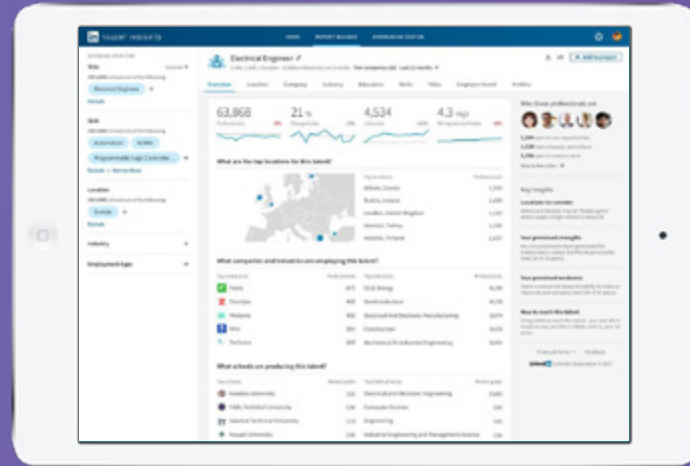


FIGURE 1: 24 MONTH TREND: NEW STARTERS AT 9 INVESTMENT BANKS

Overall the trend as shown in the graph, highlights the similarity of hiring patterns in the market. We could then relay this back to the client and recommend hiring earlier than their competitors to acquire the highest quality talent before competitors make similar moves.

## CASE STUDY

Resource Solutions piloted MindX in September 2017 to fill an Analyst vacancy within the Innovation Team:

There was unanimous positive feedback received on the candidate experience and the reports from MindX were used to identify individual strengths, weaknesses, as well as team gaps.

*“Diversity of thought was our goal for this particular hire and we loved how the MindX personality maps helped us to supplement our interviews and steer towards the right candidates for our team. “*

*Tom Lakin, Innovation Manager*



Using OpenWeb for one of our technology clients over the course of a month, we were able to collect data which detailed how many candidates were discovered by Open Web and their response rates to our contact emails:

### KEY FINDINGS FOR ONE HARD-TO-FILL ROLE:

127



Direct Recruiters sent **127 email messages** via OpenWeb to candidates

6



They **received 6 replies** from potential candidates

3



Out of the 6, **3 were positive responses**

2

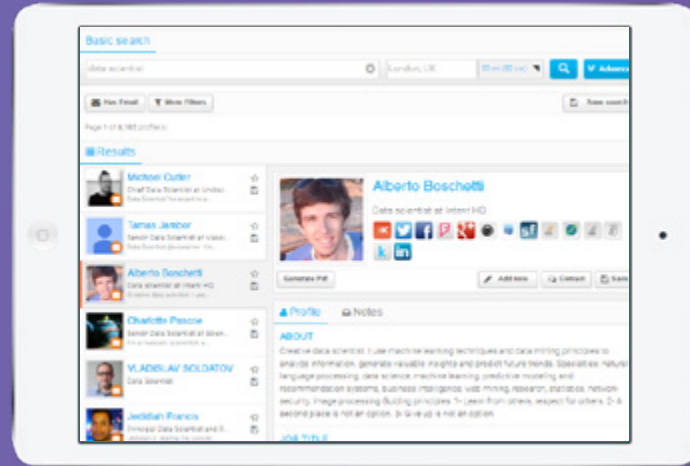


**2 CVs** were received

1



**1 candidate** went on to interview



We trialled Prophet for one of our clients\*\*\*, conducting searches for prospective candidates through LinkedIn and contacting them through the email address sourced by Prophet. We compared our Prophet response rates to LinkedIn response data to see if candidates responded to emails more than InMails:

### KEY FINDINGS:

60%



**60% response rate** (more than 2x the averaged LinkedIn InMail response rate of 29%)

100



Prophet used **100** times by Direct Recruiters to source email addresses

63



**63** times Prophet successfully found an email address

25x



**25** times an incorrect email address was found (bounce back)

38

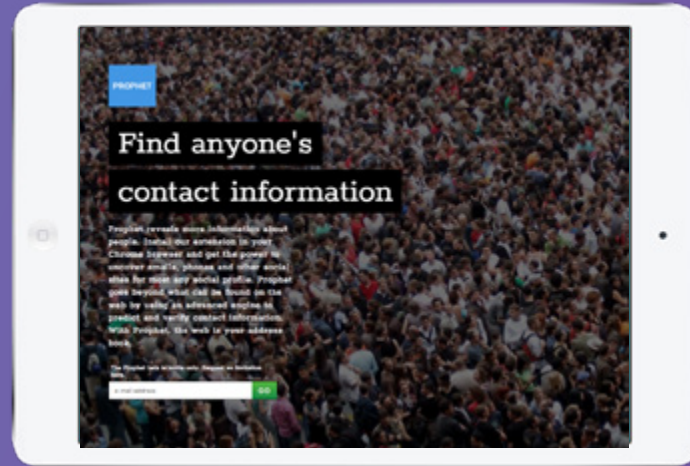


**38** individuals responded to emails sent

12



**12** times Prophet did not find an email address



\*\*\*in a stand-alone, off-network environment to minimise risk.

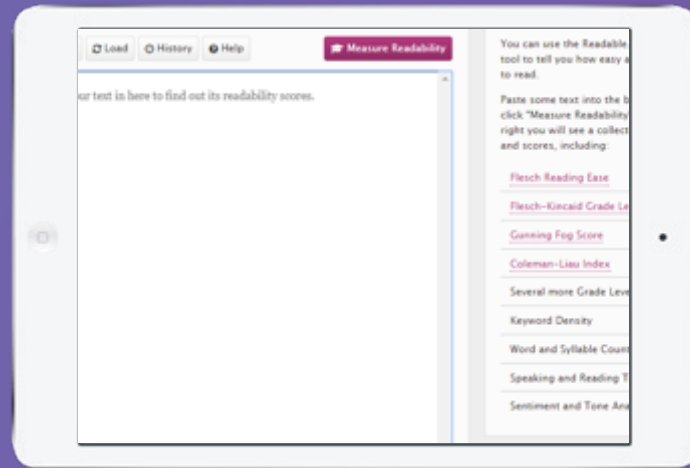
## CASE STUDY

**100%** 100% of job ads contained masculine gendered wording.

Using Readable.io on three of our clients revealed opportunities to enhance job ads. We found that their ads scored between 10 and 13 on the Flesch Kincaid scale, which meant that their job ads were as complex to read as The New York Times (Grade 10) or as hard to decipher as a typical law document (Grade 13).

- All clients and regions were above the recommended word count of 400 to 500 words.
- All clients and regions were above the recommended bulleted content of 33%. Bulleted content appeals to males more than females.

We were able to advise our clients to simplify language, reduce word count and lower the percentage of bulleted content in their ads in order to attract more applicants.



**“Our Job Ad Analysis (using Readable and Gender Decoder) helps clients write ads that appeal to the right audience & increases the number of female applicants.”**

*Tom Lakin, Innovation Manager*

COMPANY READABILITY RESULTS	FLESCH-KINCAID GRADE	TIME TO READ	WORD COUNT	WORDS PER SENTENCE	% BULLETED (ESTIMATE)
CLIENT 1 REGION 1	13	02:51	646	17	54%
CLIENT 1 REGION 2	12	02:28	558	14	47%
CLIENT 1 REGION 3	12	02:44	618	15	45%
CLIENT 2 REGION 1	13	03:39	824	16	54%
CLIENT 2 REGION 2	12	04:44	1066	13	74%
CLIENT 2 REGION 3	12	03:03	690	13	69%
CLIENT 2 REGION 4	11	02:52	647	13	52%
CLIENT 2 REGION 5	10	07:01	1583	11	77%
CLIENT 3	12	03:00	680	15	62%

Highest Indicator across clients and regions assessed

Lowest Indicator across clients and regions assessed

# SAFE - Right to Work

## CASE STUDY

Completing all the steps to verify if a candidate has the right to work in a company is a very complex business. This app gives screening staff in any location a simple, step by step guide to ensuring that all necessary checks are completed to Home Office standards EVERY time.

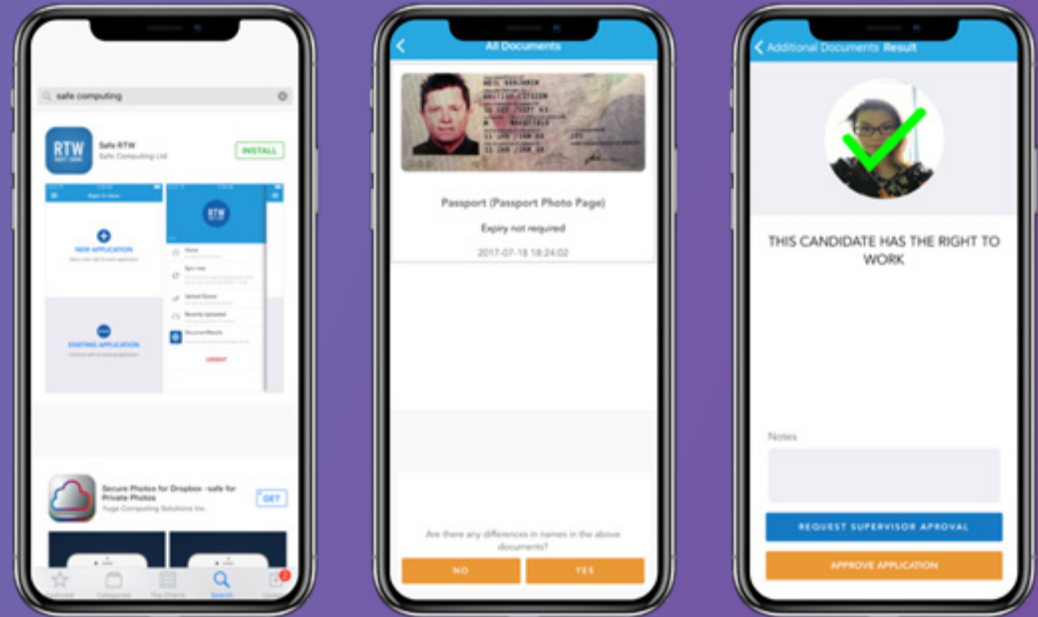
For one of our international banking clients, we trialled SAFE to determine whether it was a viable solution for operational efficiencies:

### KEY FINDINGS:

- **Positive user experience and feedback** – ease of use, efficient and convenient
- **Step-by-step guidance** provided on what right to work documents are required
- Mobilises workforce to conduct right to work checks – **everyone can use a mobile**
- **Real-time document checking**, right to work can be confirmed within minutes
- **Direct integration with Screening platform** ensures confidential documents are transferred securely

80%

**Reduced time** taken to complete right to work check by 80% (5 minutes to 1 minute)



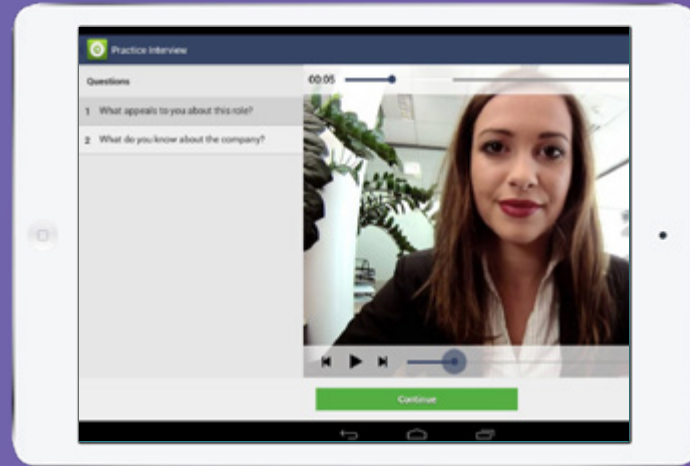
## CASE STUDY

As technology continues to play an important role in the recruitment process, we trialled Sonru for one of our investment management clients. Our client created bespoke welcome videos that brought their brand to life

### KEY FINDINGS:

**93%** 93% response rate in 5 days

**100%** 100% candidates surveyed **felt sufficiently informed** as to what to expect from their video interview before recording their actual interview, despite only **29% ever having completed a video interview previously**



# Stack Overflow

## CASE STUDY

When one of our clients needed to attract hard-to-find IT talent in the North West of England and Scotland, we created a branded ad page and purchased 20 job ad slots for 4 months. We observed above average results for a relatively short campaign:

### KEY FINDINGS:

95

Average of **95 views per job posting** (total 2955 views across 31 jobs)

4%

**4% apply click-through rate** (conversion from views to application clicks), compared to **6% from a finance competitor** who committed to a 12-month campaign

74%

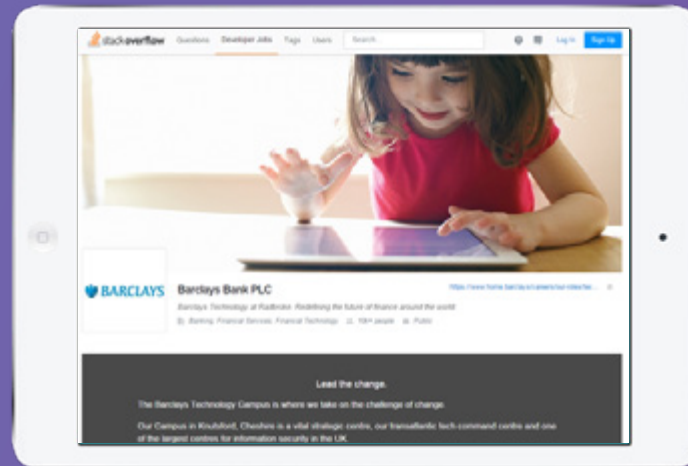
**23/31 (74%)** of job postings received application clicks

116

**116 applications received,**

38%

**44 (38%)** candidates were shortlisted



### Compared with results from client efforts:

656

Average of **656 views per job posting** (total 1970 views across 3 jobs)

3%

**3% apply click-through rate** across 3 jobs

57

Of the **57 applications received**, 5 placements made in 2016 (9%)



Our recruiters tested Unbias at an investment bank in the UK by first sourcing candidates on LinkedIn as normal (access to full profile), and then sourcing 'blind' (no visibility of photos or candidate names):

13%

Recruiters longlisted **13% more candidates** when they could see names and photos vs blind searching

7%

**Females were 7% more likely to be longlisted** in normal searching vs blind searches

14%

However, **men were 14% more likely to be longlisted** in normal searching vs blind searches

6%

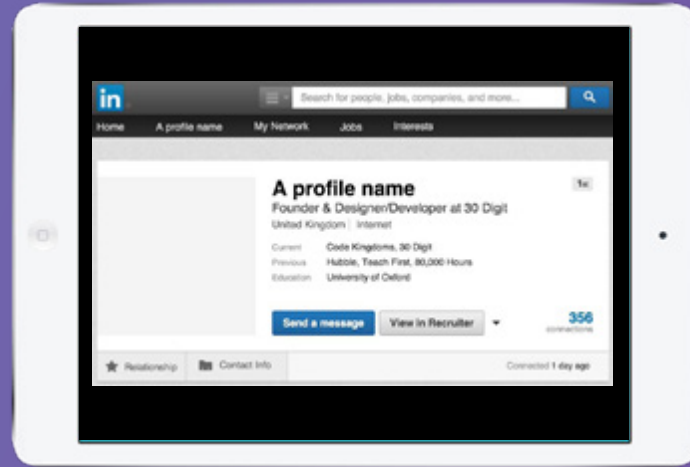
Candidates of **black ethnicity were 6% more likely to be longlisted** in normal searching vs blind searches

28%

**Females under 30 were 28% more likely to be longlisted** during a normal search vs blind. This means that blind sourcing significantly disadvantages younger female talent

No active discriminative behaviour was identified – both female and black candidates were significantly more likely to be shortlisted if our recruiters could see their name and photos. However, male and white candidates benefited even more from their photos and names being available to recruiters.

As a result, we created a bespoke diversity and inclusion training programme in addition to our diversity training. Our bespoke training identified the impact unconscious bias can have on talent pools and even enabled our staff to identify their own personal bias using Harvard Bias assessments.



*“This pioneering study disproves the assumption that blind sourcing benefits under-represented talent. All underrepresented talent was disadvantaged by blind sourcing in this pilot. The study also identified opportunities to help our staff develop and highlight potential bias.”*





*Tom Lakin, Innovation Manager*

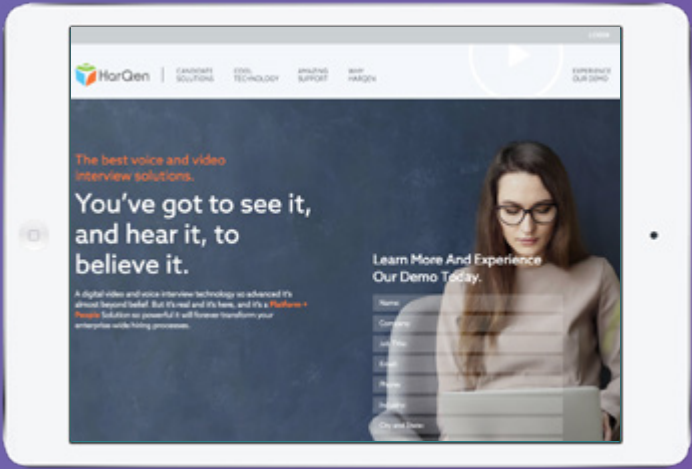
# Voice Advantage

## CASE STUDY

We trialled Voice Advantage for a credit card company's division in the US to drive efficiency for volume recruitment:

### KEY FINDINGS:

- 60%**  **60% increase** in the number of candidates our Direct Recruiters were able to submit to client
- 76%**  **76% response rate**
- 48%**  **48% of candidates replied** to interview questions outside of business hours
- 7min**  **7 minutes** on average saved per interview



We piloted Wazoku for one of our international bank clients, launching the platform in April 2017 where 300+ colleagues were challenged to generate ideas and share knowledge.

### KEY FINDINGS:

Within 4 months:

92

**92 members** generated ideas and commentary (30% representation)

550

**550 unique views** generated, with 59% of these engaged in the "Idea Box" where suggestions for improvements were made

15

**15 ideas submitted**, 3 have been progressed and actioned

89

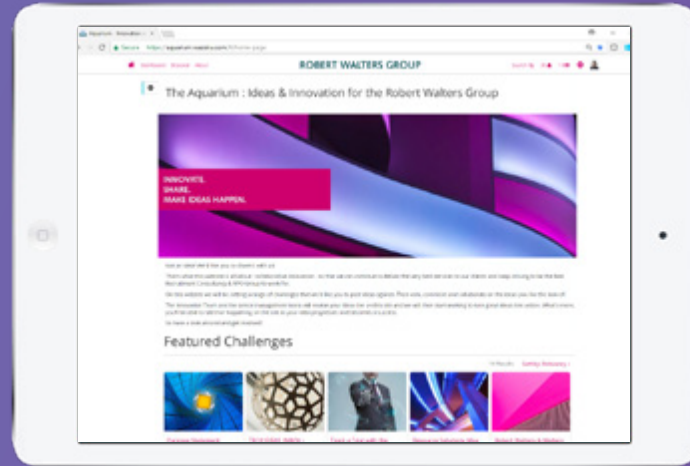
**89 comments** and 55 thumbs up/down votes generated

A **reward and recognition idea** generated the most comments and views from colleagues

*"It was great to see such a wide variety of suggestions covering all forms of recognition and we really enjoyed reviewing and discussing each idea."*

*Indy Lachhar, Head of Talent Development*

[GO BACK TO WAZOKU PROFILE PAGE](#)



*The Aquarium* is Resource Solutions' global employee internal innovation and ideation website, powered by Wazoku. The website allows all our employees to have an equal voice, sharing ideas and fresh thinking globally.

### KEY FINDINGS:

180

**180 ideas** submitted globally

99

**99 idea creators** within the Aquarium

62

**62 members** of staff contributed to the 'Innovating Recognition' challenge curated by our People team

3690

**New technology** suggestions have been viewed over **3690 times**

# CONNECT WITH US



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Resource Solutions' dedicated Innovation team provides market intelligence, research, insights and trend reporting to all clients globally. For further information, please contact a member of the Innovation team directly:

**Faye Walshe, Director of Innovation**  
[faye.walshe@resourcesolutions.com](mailto:faye.walshe@resourcesolutions.com)

**Tom Lakin, Innovation Manager**  
[tom.lakin@resourcesolutions.com](mailto:tom.lakin@resourcesolutions.com)

For enquiries about recruitment outsourcing solutions for your business contact:

Debs Keogh, Associate Director - Strategic Client Development

[debs.keogh@resourcesolutions.com](mailto:debs.keogh@resourcesolutions.com)

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