

2022's Top Trending Technology Tools You Should Have in Your Tech Stack



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TALENT TECH LABS



THE
TEMPOSITIONS
GROUP
OF COMPANIES

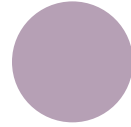


TALLANN RESOURCES

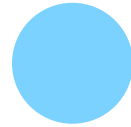
Agenda



**Overview of the ASA Staffing
Tech Center**



Sales Technology



Recruiting Technology



~~Back Office Innovations~~
Social Media



Speed Round

ASA Staffing Tech Center

ASA American Staffing Association

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ASA Staffing Tech Center

The most forward-looking players in the staffing, recruiting, and workforce solutions industry benefit from talent acquisition technology solutions that enhance overall acquisition, increase sales, streamline operations and improve their long-term outlook for success. The ASA Staffing Tech Center is here to help.

THE essential elements OF staffing technology

HARNESS THE POWER OF STAFFING TECHNOLOGY

The Essential Elements of Staffing Technology

The Essential Elements of Staffing Technology is an invaluable resource that outlines emerging technologies from tech providers that help staffing companies succeed.

ASA Staffing Tech PODCAST

ELEVATED DISCUSSION, ACTIONABLE INSIGHTS

Listen to the ASA Staffing Tech Podcast

Tune in to learn from the experiences, successes—and sometimes failures—of innovative leaders who are moving the staffing industry forward into the future.

02. ENGAGE

Candidate Communication >

03. SELECT

Assessments > Background Checks and References >

04. HIRE

HOW DOES YOUR TECH STACK UP?

Member Analysis: Your Customized Tech Stack

How do you identify which services and technologies will have the greatest potential to impact your business? Start with this analysis, free to ASA members.

americanstaffing.net/membersite/home

ASA American Staffing Association

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MyASA

- News Releases
- Fact Sheets & Analysis
- Research
- Articles by Topic
- ASA Publications
- Member Resources

Member Resources

- Best Practices
- Model Contracts
- ASA Staffing Tech Center
- ACA Resources for Staffing
- ASA Awards & Recognition
- Health Care Staffing Resources
- Disability Employment Resources
- Marketing Tools
- The New Language of Staffing

COVID-19
Information & Resources for Staffing Companies

Tour new features!

ASA Staffing Tech Center: Customized Tech Stack

The screenshot displays a web browser window with the URL `americanstaffing.net/asa-staffing-tech-center/tech-stack-analysis-tool/`. The page features a navigation bar with links for 'myASA WORKSPACE', 'RENEW', 'Find Goods & Services', 'Find a Staffing Agency', 'For the Media', 'About ASA', and 'Welcome David Francis'. Below the navigation bar is the ASA logo and a search bar. A dark banner at the top of the page contains the text 'how can you compete?'. The main content area is titled 'Home - ASA Staffing Tech Center' and 'Tech Stack Analysis Tool'. It includes a 'SAVED' button and a 'DISCUSS' button. The form contains the following fields and options:

- Company Name:
- Email:
- Job Title:
- Please indicate your company's revenue (\$millions): *
 - Between 0-50
 - Between 51-250
 - Between 251-100
 - 1000+
- Please indicate your firm's philosophy around technology investments: *
 - Our technology use is limited.

The bottom of the browser window shows the Windows taskbar with the search bar, taskbar icons, and system tray showing the date and time as 5:27 AM on 10/13/2022.

ASA Staffing Tech Center: Customized Tech Stack

Home - ASA Staffing Tech Center

Tech Stack Analysis Tool

SAVED | DISCUSS

Company Name
Fast Co Staffing

Email: david@fast.co Job Title: CEO

Please indicate your company's revenue (\$millions): *

- Between 0-50
- Between 51-250
- Between 251-100
- 1000+

Please indicate your firm's philosophy around technology investments: *

- Our technology use is limited and we are generally conservative when it comes to technology investments.
- We are about average when it comes to technology use and investments.
- We believe technology is a differentiator and are aggressive about technology investments and try to use cutting-edge technology.

What percent of your firm's revenue is derived from each of the following occupational categories (total should sum to 100): *

Light Industrial	<input type="range"/>	15	%
Office Clerical	<input type="range"/>	5	%
Healthcare	<input type="range"/>	0	%
IT	<input type="range"/>	40	%
Marketing & Design	<input type="range"/>	10	%
Engineering	<input type="range"/>	15	%
Finance & Accounting	<input type="range"/>	10	%
Other Professional Occupations	<input type="range"/>	5	%

100%

Submit

Home - ASA Staffing Tech Center

Tech Stack Analysis Tool

SAVED | DISCUSS

RESULTS ANALYSIS OF THIS IS DAVID'S, TESTING THE PRODUCT | [SEE](#)

Supermassive Aggressive Generalist Staffing

Powered by ALPHABET

Download My Report

Email report

Contracts, you are among a handful of the largest, most complex staffing firms in the world. You will need many different technologies to support different business units and regions, and your main challenges will be rationalizing investments, integrating the many tech solutions together, and having a unified data architecture.

Overview

With multiple occupational specialties and bespoke workflows, you'll likely need multiple technology stacks and sourcing channels to support different business units (many of which are likely independently larger than most staffing firms). You will need to manage the need for such specialization against the need for a standard "operating platform" and data structure.

You are a proactive technology adopter, and have the resources to make substantial bets and investments. Your challenge will be making sure you are actually making the right bets, prioritizing correctly, and not just investing in tools for PR's sake. That said, you'll likely be ahead of peers on emerging trends and business models, and the technology that underpins it. You will also be uniquely positioned to advise clients on tech strategy, and may have a leg up in various outsourcing deals given your technological edge.

What to Prioritize

Tech stack rationalization by business unit/geography, integrating solutions and unifying data, digital "storefront" marketplace experience for candidates/clients across occupations

What to Consider

An in-house (or external) venture fund, launching new business models, opportunistically acquiring additive or disruptive technology.

What's next?

Your report has been saved to your myASA page, so you can revisit it any time. You can also update your form submission as needed—simply click here to update this analysis.

Download My Report

Email report

Your Customized Tech Stack

ASA's Essential Elements of Staffing Technology is a resource for ASA members that details the functionality of emerging technologies and companies along the continuum aimed at helping your company succeed.

Select from the verticals below to explore the categories that have the greatest potential to impact your business.

- 01. SOURCE**
 - Job Advertising >
 - Job Boards >
 - Recruiter Marketplaces >
 - Social Networks >
 - Temporary Labor Marketplaces >
- 02. ENGAGE**
 - Candidate Relationship Management >
- 03. SELECT**
 - Assessment >
 - Matching Systems >
 - Social Search >
 - Video Interviewing >
- 04. HIRE**
 - Applicant Tracking >
 - Deployment Systems >
 - Direct Sourcing >
 - Freelance Management >
 - Recruiter Marketplaces >
 - Training Systems >
- 05. GROW**
 - Sales Ops & Analytics >
 - Sales Intelligence >
 - Sales Relationship Management >
 - Sales Technology >

Top Technology for your Tech Stack

Sales Technology

Geographic Data Analytics

Challenge #1: I want to expand into new territories, but I don't know where the most demand is, and if there is enough of a talent pool for us to be successful.

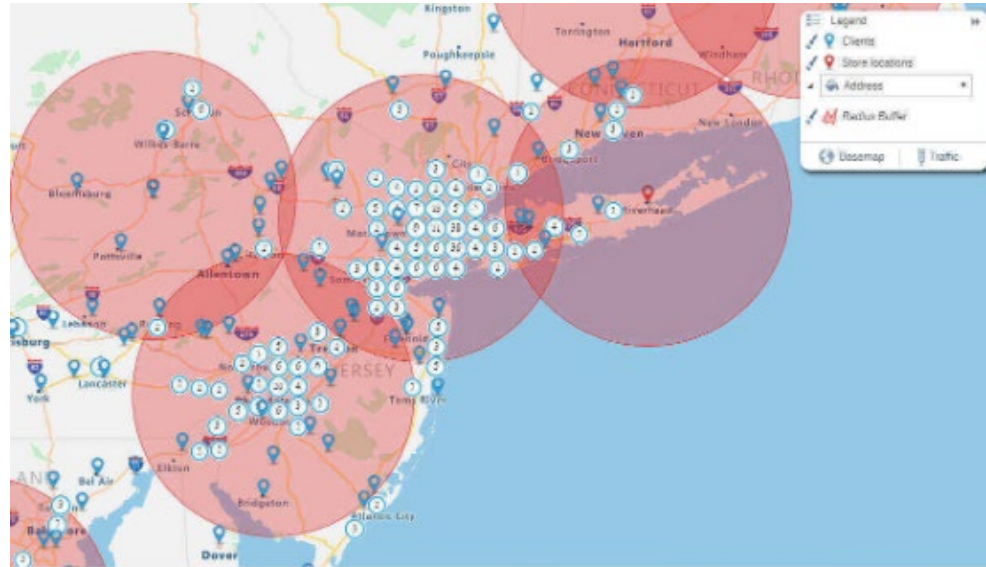
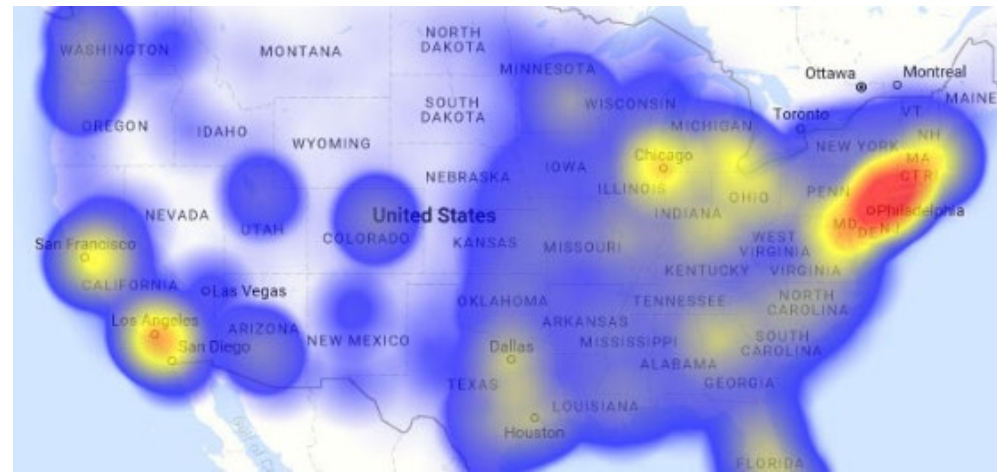
Challenge #2: I have multiple salespeople and need to divide up sales territories, but don't know the most equitable way to do it.

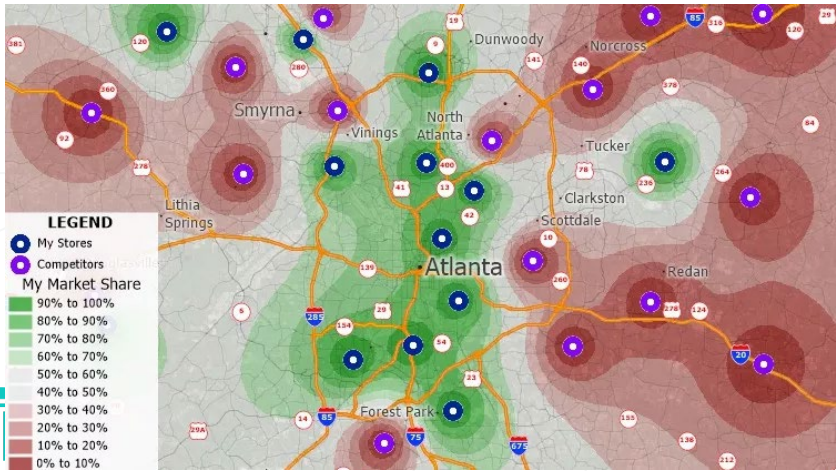
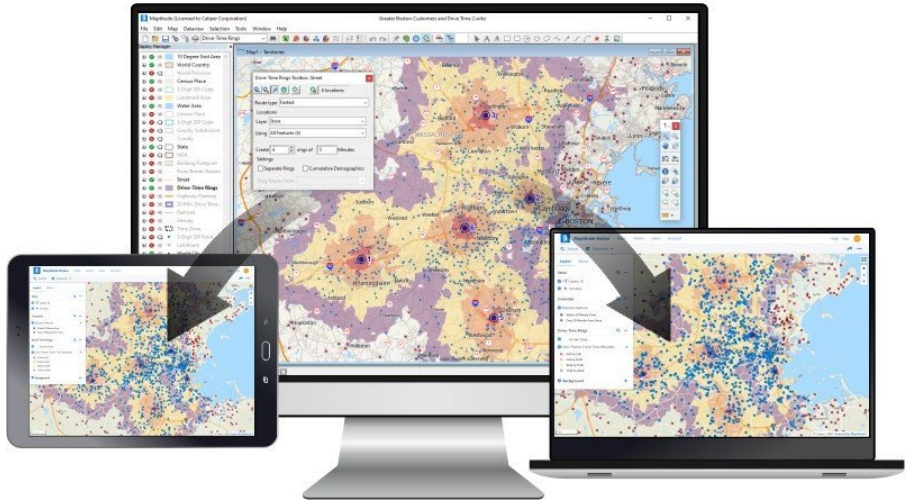
Real World Applications

- Analyze potential new markets and skill sets
- Equitably divide sales territories
- Target sales and recruiting efforts
- Present valuable market data to prospects and clients
- Analyze potential new markets for prospects, candidates, and competition
- Determine optimal areas for branch location/relocation
- Assist clients in analyzing potential new locations, recruiting avenues

eSpatial

- Heat and Bubble Mapping
- Territory Management
- Data Layering
- Upload tool for real time updates via Salesforce.com, ZoomInfo, Excel, ZOHO, BI tools, etc.





Sales Engagement

Challenge: My sales team needs a more structured process, but my ATS/CRM doesn't provide the structure I need (or is too complicated to gain high adoption).



BLOOBIRDS



Sales engagement

- ✓ Dialer with local presence and call recording.
- ✓ Native integration for Aircall and JustCall.
- ✓ Email productivity (*Gmail and Outlook integration*)
- ✓ LinkedIn message and lead capture Plugin
- ✓ Automatic cadence
- ✓ Native support for both Account Based and Lead Based Sales
- ✓ Real time engagement signals (*web & mail*)
- ✓ Native integrations Hubspot, Salesforce and Dynamics 365
- ✓ Zapier connector and REST API for other CRMs & MAPs
- ✓ Reporting and management tools
- ✓ **EXTRA!** + visual cadence
- ✓ **EXTRA!** + cohort analysis for conversions



Playbook and content management

- ✓ Target markets, target personas, scenarios
- ✓ Profiling questions and qualifying questions
- ✓ Rating model
- ✓ Recommendation engine for pitch-snippets, template-snippets and questions
- ✓ Content management
- ✓ Built-in prospecting and sales processes
- ✓ Conversational experience for data gathering
- ✓ Strategic analysis: Go To Market Metrics

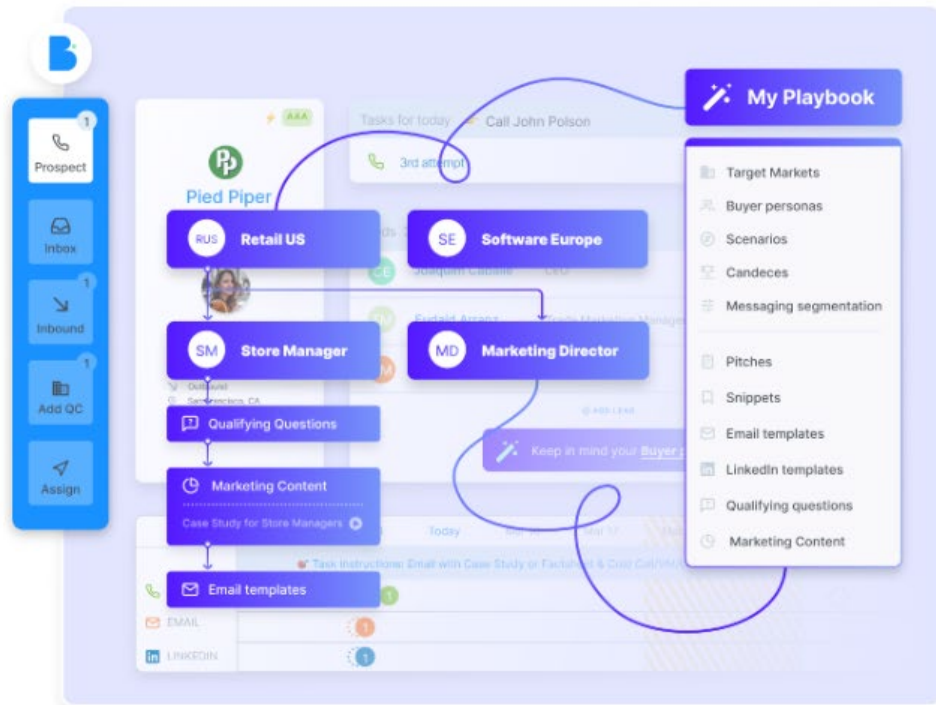


♥ Sales Managers


Built-In Sales Playbook

Your GTM Strategy, processes, value prop, pitch, etc. are not in a Powerpoint anymore. They are now live and actionable in Bloopbirds. What's the output? Precision and better insights.

[Learn more ->](#)




- 1 Prospect
- Inbox
- 1 Inbound
- 1 Add QC
- Assign



Pied Piper

ON PROSPECTION



IG Isabel Garcia

- Outbound
- San Francisco, CA
- 2 attempts
- Last attempt April 7, 2021

Tasks for today Call John Polson

3rd attempt

Leads 3

CE	Joaquim Caballe	CEO	CONTACT	...
TM	Eudald Arranz	Trade Marketing Manager	CONTACT	...
SM	John Polson	Sales Manager	ON PROSPECTION	...

ADD LEAD

Keep in mind your **Buyer personas**

	Mar 13	Mar 14	Today	Mar 16	Mar 17	Mar 18	Mar 19	Mar 20
CALL		1 1						1
EMAIL		1						
LINKEDIN			1					

Gamification

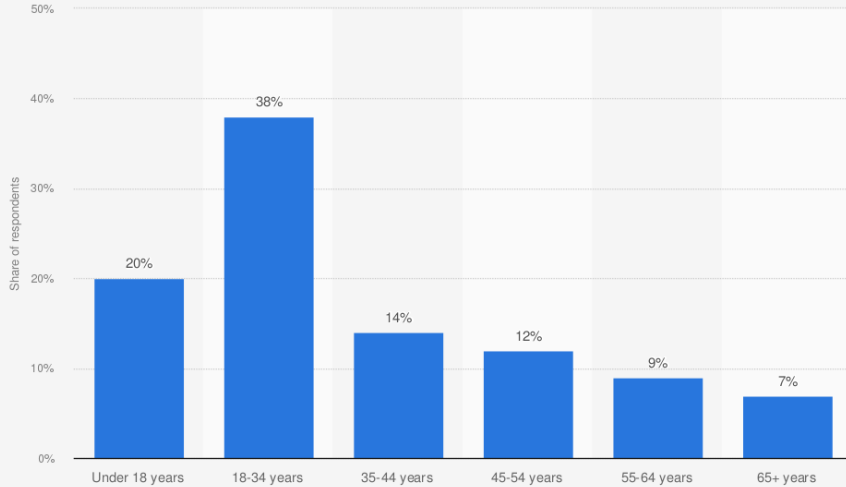
Challenge #1: KPIs and commission are great for achieving minimum goals, but I'm looking for more ways to drive performance that are fun, engaging, and sustainable.

Challenge #2: More and more of my team is working remote, but I want to maintain a strong culture, interaction, and sense of belonging.

Video Games are big - real big

- Over 200 mm video gamers in the US
- 70% of gamers are 18+
- 38% are 18-34
- 60% of Americans play video games daily
- Mobile game revenue will exceed \$100b in 2023
- Console revenue \$73b in 2022
- Future Employees are learning through Gamification - Dreambox

Distribution of video gamers in the United States in 2021, by age group













Sources
Entertainment Software Association; Ipsos
© Statista 2022

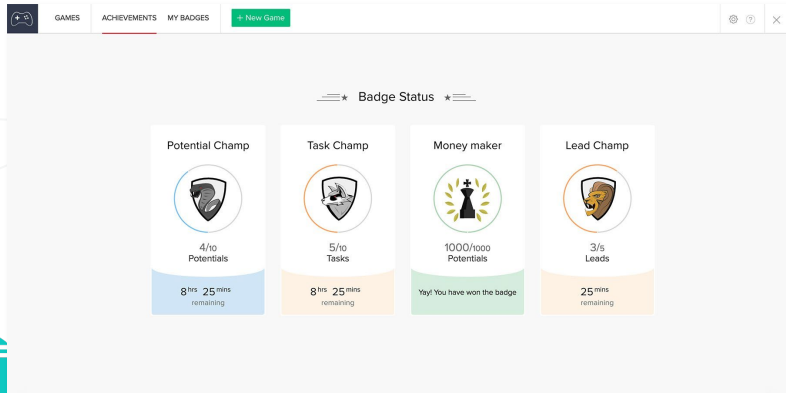
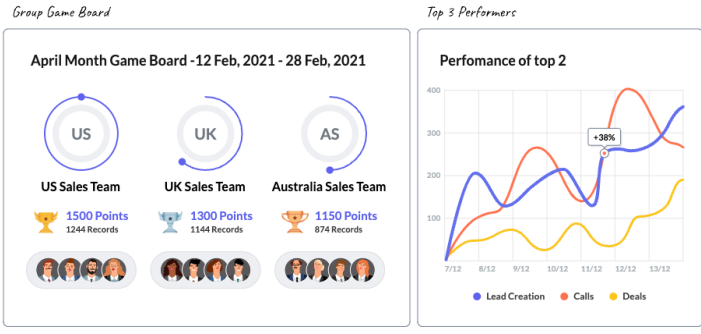
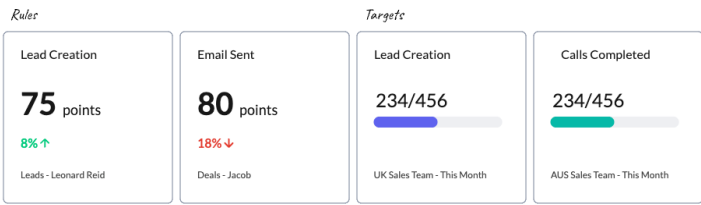
Additional Information:
United States; Ipsos, February 2021; 4,000 respondents

What is Gamification?

Gamification is about taking something that is not a game and applying game mechanics to increase user engagement, happiness and loyalty.

Game Dynamics		Competition	Collaboration	Community	Collection	Achievement	Surprise	Progress (emotional)	Exploration
Game Mechanics	 Points					●		●	
	 Levels	●			●	●		●	
	 Missions (individual & team)	●		●		●	●		●
	 Badges			●	●	●	●	●	●
	 Leaderboards (individual & team)	●	●	●		●			
	 Unlocks					●	●		●
	 Events Feed	●	●	●				●	●
	 Notifications			●				●	
	 Quiz	●		●		●		●	
	 Progress (visual)					●		●	

Source: BI Worldwide

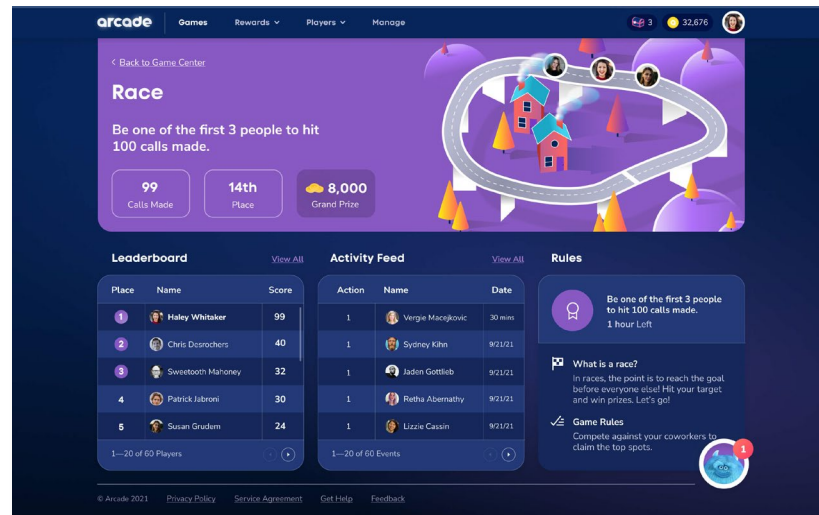
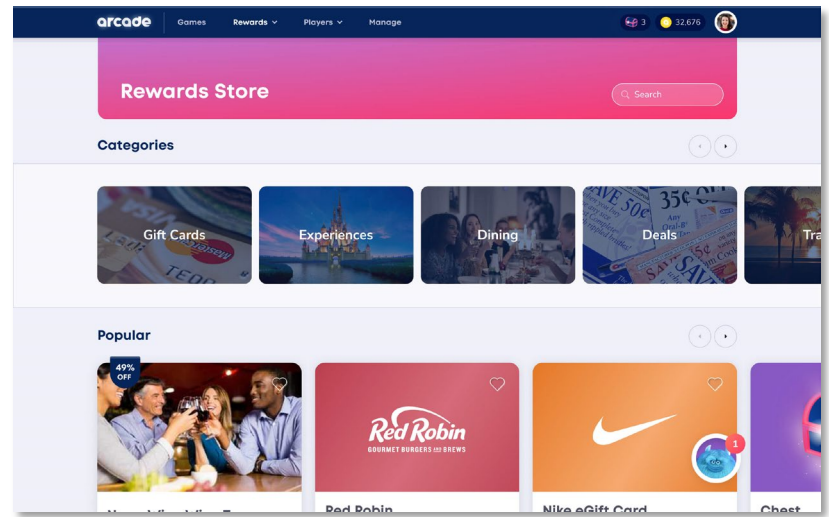


- Employs points and badges
- Individual and Team competition
- Robust, customizable dashboards
- Fully integrated into ZOHO CRM and other ZOHO products



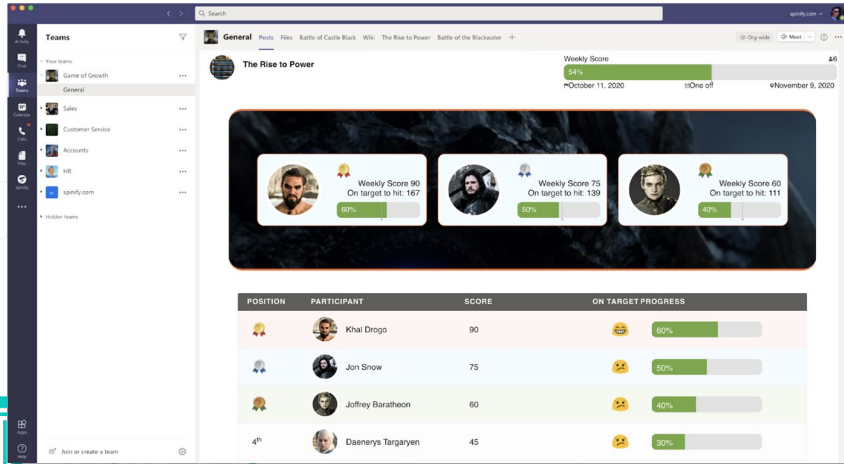


- Variety of different games to choose from
- Individual and Team contests
- Coins can be earned - redeemed for prizes
- Integration with Salesforce, MS Teams, Slack, and others





- Points, Badges, and Level-Ups
- Leaderboard mode for TV's and monitors
- Mobile App
- Robust integration list including Bullhorn, JobAdder, MS Teams, Hubspot, and Power BI



Top Technology for your Tech Stack

Recruiting Technology

Agenda

What are we covering today?

- Mobile app strategy
 - App vs no app
 - Texting
- AI-based matching
 - Tools
 - Regs
- Change Management Tech
- Staffing Analytics
- Interview intelligence
- Onboarding / offboarding
- Geofencing

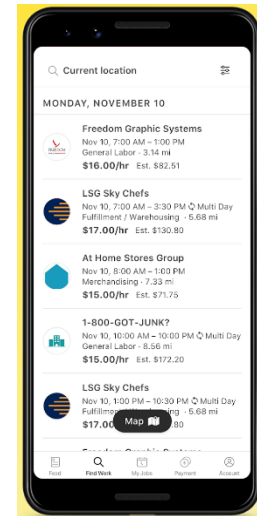
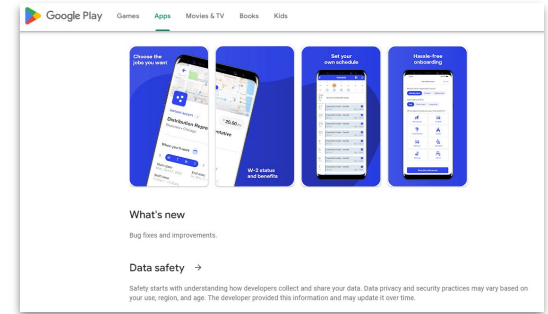
Technology can level the playing field



Mobile App Strategies

Methods of Mobile Delivery

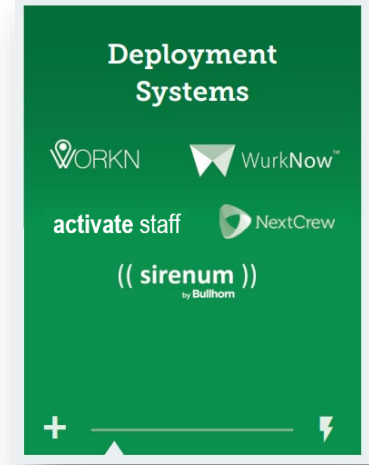
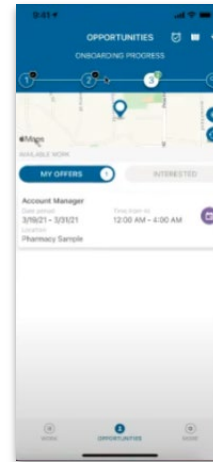
- **Mobile phone application**
 - Self-developed / proprietary
 - Deployment platform
- **Progressive Web Apps (PWA)**
 - A website that looks / feels like an “app” but doesn’t require an install
- **SMS-based interaction**
 - Chatbot
 - 1:many texting



Mobile App Strategies: Deployment Systems

Deployment Systems

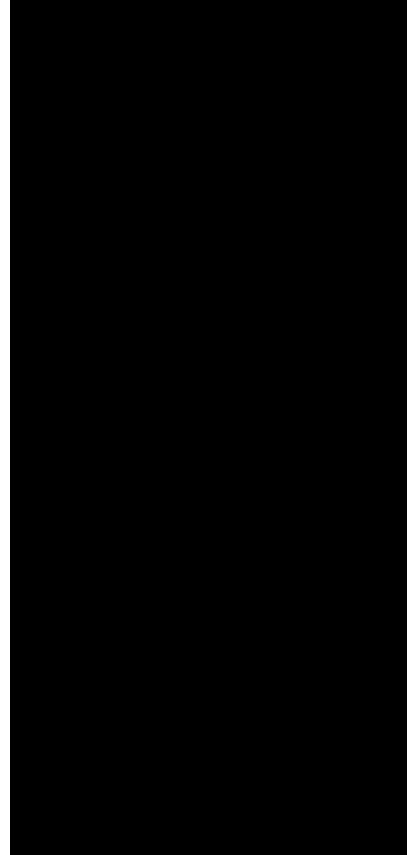
- **Core Features:** Downloadable app, opt-in shift management / self-selection, on-demand job distro, in-app comms & real-time workforce management, direct client enablement.
- **Pros:** Differentiated experience, higher fill rates and better candidate utilization, marketplace dynamics, significantly cheaper than building custom.
- **Cons:** Less control on roadmap / customization, optimized for certain occupational segments (shift-based, hourly). Can be difficult to fully operationalize and ROI can be elusive if not implemented / rolled out effectively.
- **Final Thoughts:** Great play for staffing firms interested in benefits of marketplace / on-demand technology but don't want to develop in-house.

A screenshot of a web-based workforce management dashboard. It features a table with columns for 'WORK ID', 'Worker', 'Skill needed', 'Status', 'Start Date', 'Check-in', 'Check-Out', 'Break', 'Scheduled for', 'Time worked', 'Amount', and 'Rating'. Each row represents a worker's schedule for a specific date. The 'Check-in' and 'Check-Out' columns have dropdown menus. The 'Break' column has a button to set a break. The 'Scheduled for' column has a dropdown menu. The 'Time worked' column shows the duration of the shift. The 'Amount' column shows the pay rate. The 'Rating' column shows a star rating. There are 'Verify All' and 'Verify' buttons for each row. The dashboard also includes a search bar and various filters at the top.

Mobile App Strategies: PWA

Progressive Web Applications

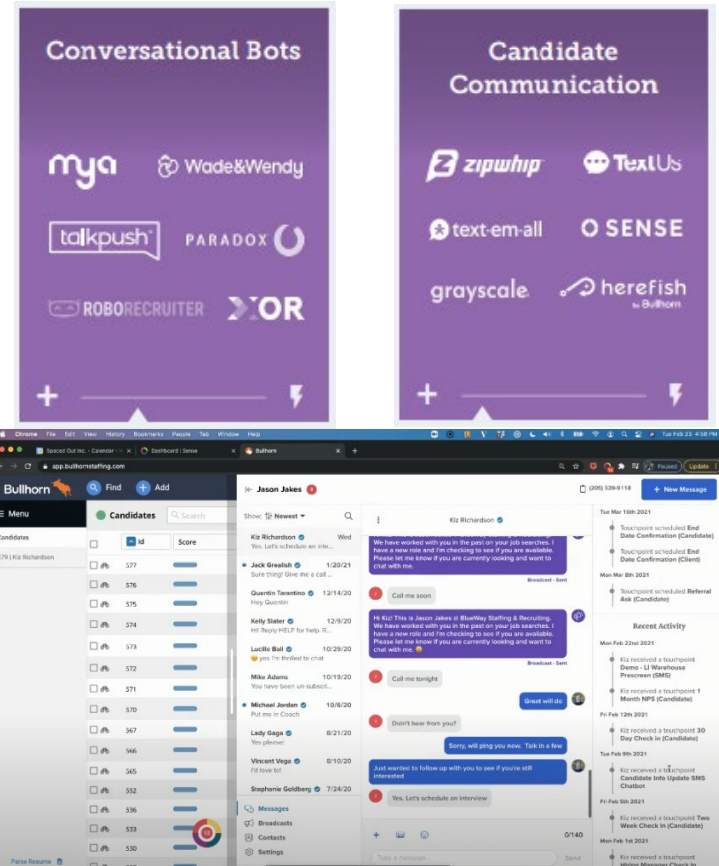
- **Core Features:** Look, feel, & functionality of an app without requiring a download.
- **Pros:** Lighter development lift, maintenance, device conformity, compliance, & no revenue share.
- **Cons:** Still requires custom development, potentially less “cool factor” / credibility than having something on the app store.
- **Final Thoughts:** Great, accessible middle ground for deploying candidate or client facing mobile functionality without having to build a full-fledged mobile app that complies to multiple app stores.



Mobile App Strategies: Chatbots & Texting

Chatbots & Texting

- **Core Features:** Conversational interface in between agency and candidate.
- **Pros:** Cost effective, pricing based on consumption and no need for custom development. Higher engagement/response vs. email.
- **Cons:** Less “functional” than a mobile application, and less candidate / client “capture and buy-in” vs. a mobile app.
- **Final Thoughts:** This is a core functional capability that every staffing firm should have in its toolbox.



AI-based Matching

The Business Case

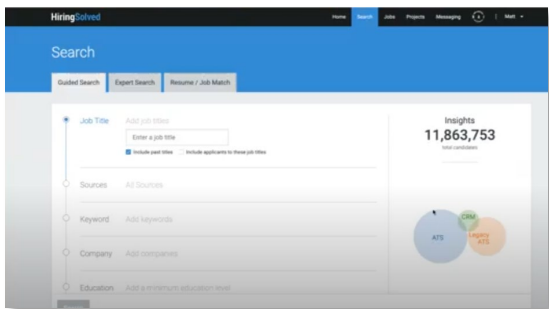
- **Efficiently working through inbound applicants**
- **Discovering undiscovered “hidden gems” in the applicant pool**
- **Rediscovery and reutilization of existing candidates**
- **Final Thoughts:** Great, accessible middle ground for deploying candidate or client facing mobile functionality without having to build a full-fledged mobile app that complies to multiple app stores.



AI-based Matching: Examples

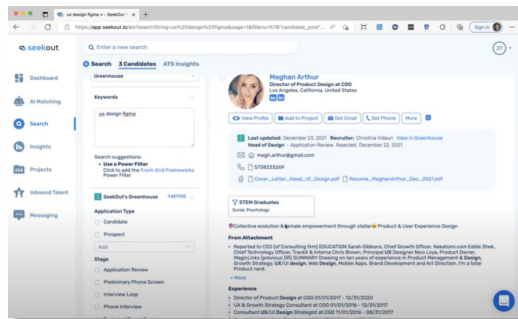
HiringSolved

- Guided search & match
- Resume to job match (multi-req matching)
- Voice assistance
- DEI Inference



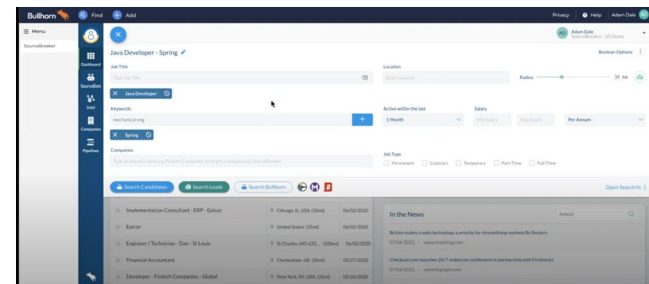
HireEz | Seekout

- External sourcing-focused (LI on steroids)
- External & internal search
- Advanced market analytics
- Contact info & data refresh
- DEI Inference



Sourcebreaker

- Bullhorn native integration post acquisition
- Can be used for internal match and business development
- Everything you'd need, nothing you don't



AI Regulations

Current State

- Senators write letter to EEOC in 2020
- Called on EEOC to determine its oversight and capabilities relating to technology and AI in hiring processes.

United States Senate
Washington, D.C. 20510

December 8, 2020

The Honorable Janet Dhillon
Chair
Equal Employment Opportunity Commission
131 M Street N.E.
Washington, D.C. 20507

Hiring technologies include a range of tools used in the employee selection process to manage and screen candidates after they apply for a job.³ They include new modes of assessment, such as gamified assessments or video interviews that use machine-learning models to evaluate candidates, as well as other instruments, such as general intelligence or personality tests, coupled within modern applicant tracking systems.⁴

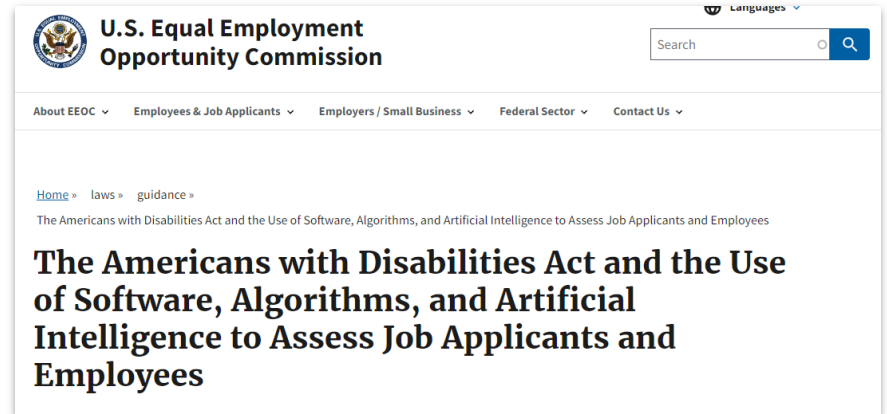
While hiring technologies can sometimes reduce the role of individual hiring managers' biases, they can also reproduce and deepen systemic patterns of discrimination reflected in today's workforce data.⁵ Today, Black and Latino workers are experiencing significantly higher

Today, far too little is known about the design, use, and effects of hiring technologies. Job applicants and employers depend on the Commission to conduct robust research and oversight of the industry and provide appropriate guidance. It is essential that these hiring processes advance equity in hiring, rather than erect artificial and discriminatory barriers to employment. Accordingly, we request information about the Commission's authority and capacity to conduct the necessary research and oversight to ensure equitable hiring throughout the economic recovery and beyond.

AI Regulations

Current State

- EEOC responded with guidance for ADA compliance in May 2022
- Employers encouraged to disclose use of AI and traits being measured, to ensure reasonable accommodations
- Examples given of how otherwise predictive / validated assessments could affect individual disabled applicants



AI Regulations

Current State

- **2019** - Illinois passes AI Video Interview Act
- **2020** - Maryland law on facial recognition technology in hiring goes into effect
- **2023** - NYC law goes into effect prohibiting use of “automated employment decision tools” in hiring unless an audit has been performed.
 - Logistical parts of law still need to be clarified - e.g. “10 day notice requirement” and what constitutes a compliant audit and who is responsible / can provide (vendor or client)

AI Regulations

Best Practices

- No national framework for AI in hiring specifically (yet). Current approach (jurisdiction by jurisdiction) unfavorable for a variety of reasons.
- Overarching national framework is Title VII, which applies to all employment selection criteria (AI-based or not).
- Recognition from regulators that technology has an important role to play in fair, equitable and scalable hiring processes.
- Tools closer to requirements of the job more defensible
- Employers should audit all selection processes on annual basis at a minimum

AI Regulations

Emerging Ecosystem Category for AI Compliance

AI and Algorithm Audit Platforms

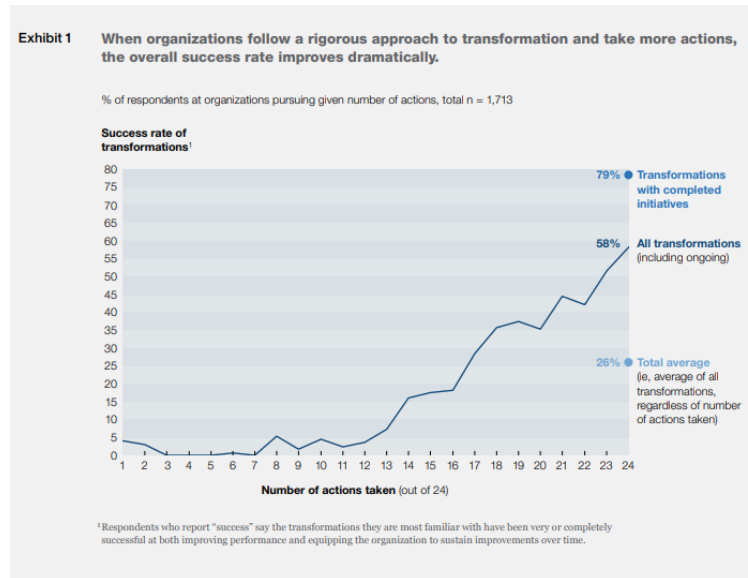
New category of solution emerging that audits AI-based systems and detects and measures model drift, bias, and impact.



Change Management & Digital Adoption

Most Important Work Happens AFTER a Tool is Purchased

- Correct implementation
- Communication, capability building & change activities
- User training, upskilling & change management
- Change activities make or break the success of a technology investment

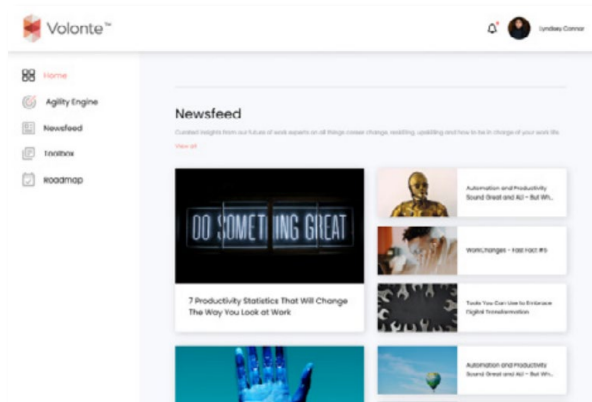
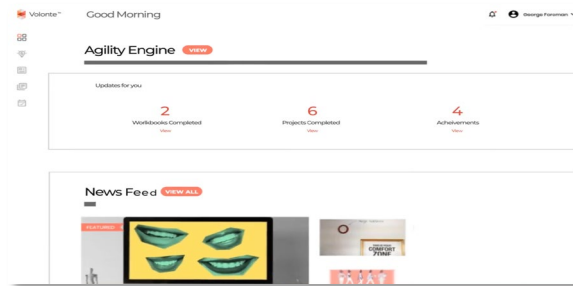


Source: McKinsey, "How to Beat the Transformation Odds"

Change Management & Digital Adoption

Volonte.co

- Systematically manage & track change initiatives and activities
- Disseminate learning & upskill employees
- Empower the right users across the organization to become adopters and advocates & foster collaboration
- Make your tech investments successful



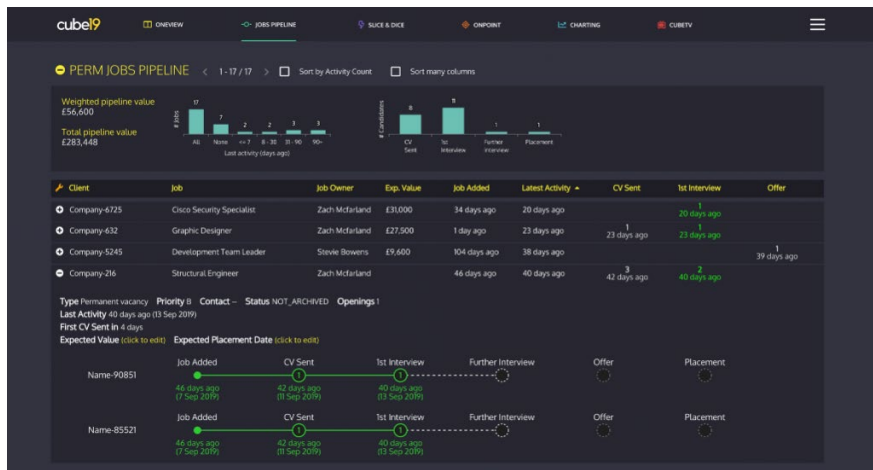
Staffing Analytics

Why Analytics?

- ATS primarily systems of record. Not necessarily designed for optimal workflow management or user-accessible reporting.
- Highlighted by the physical “whiteboard” in most staffing firm sales pits.
- Movement from “KPIs” to “help me do my job better”
- Aha moment was seeing recruiters log in and manage their day via an “analytics dashboard”

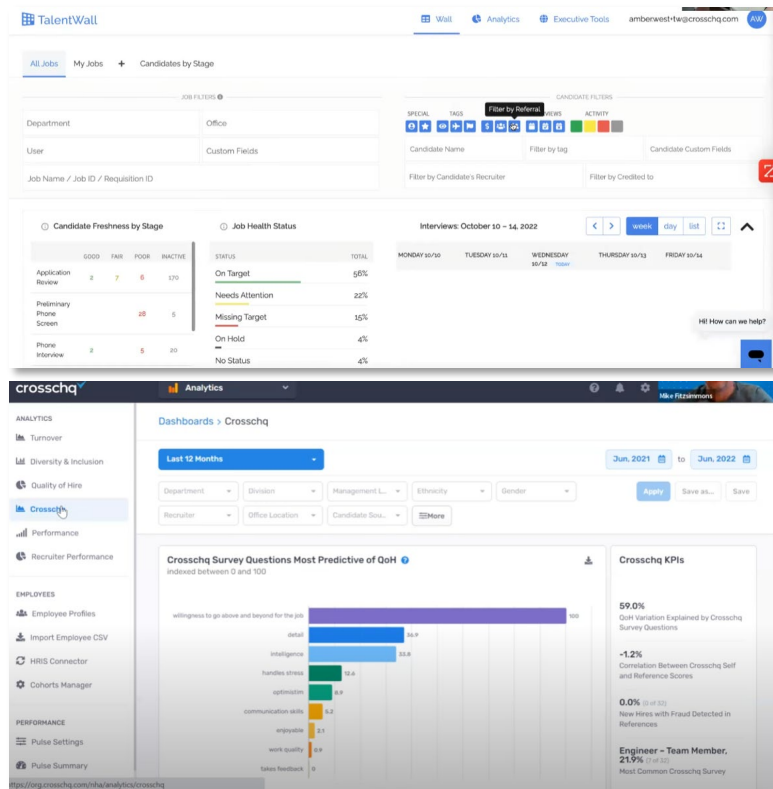
Actionable Analytics

Cube19



Acquired by Bullhorn

TalentWall (CrossChq)



Interview Intelligence

Managing Interviews at Scale

- Recruiting is selling (particularly in competitive talent markets)
- Better conversations = better results
- Who is having the most calls? Are my recruiters / sourcers having consistent conversations and selling the way we want them to? Who is most effective and what do they do differently?

Interview Intelligence

BrightHire

Ben Sesser
Account Executive (Demo) - No Department

IN CALL (973) 768-7544 INTERVIEW ASSISTANT

Startup Sales | **Discovery** | Close | Gift / Persistence

New Budget | Like/Dialke | Failure | Questions

30:15 **Discovery**

30:17 note

30:19 Teddy left a thumbs up

30:21 @ben@brighthouse.ai dig in to this

30:40 Add notes or mention others with @

Cancel Recording | End Interview

Philip Yamartino
to AE - Sales

21:40:11:00

Philip Yamartino 80%

Bonnie Bassel 80%

Teddy Chestnut 80%

Notes:

- 23:43 Read his attempt at creativity and personalization
- 24:18 he's very empathetic
- 26:18 We focus on building long term
- 27:04 long worded, but super thorough
- 28:00 I'd feel confident putting him on leadership and having him lead
- 28:00 clearly impressed
- 30:00 Role play
- 30:00 doesn't totally get our product yet
- 30:00 bringing light into his pitch in a nice
- 31:00 Teddy left a tip
- 31:00 he's a bit
- 31:00 clearly knows the product, did his homework there
- 31:00 good job, explaining structure
- 31:00 Sammie was OK, not great
- 31:00 look out a lot of an attempt at start but didn't use coordination

Interview transcript text:

Yeah, absolutely. So I mapped out for the role play a little bit about how I would approach them too. But you know, I think it comes down to really understanding the motivations behind, you know, the different people you're talking to a thing manager is going to be different than ahead of sales which is different than a chief people officer. They're all looking at, you know, the big goal is making the company successful through talent and really engineering a nice strong culture and most cases that's important. But the levers that that each individual within that structure are pulling are different because as you get closer to the front line as you start to worry more about direct performance of individual employees and as you sort of go up you want to look at, you know, the bigger picture when it comes to culture and diversity and inclusion and engagement. You know it's some sense even branding because your people make your company so I think you know if it's me with this product, I want to understand that from someone like taking to exactly what you mean they're having brands that their goals and how the interview process that they have set up right now directly affects them what they're looking at and what they're driving towards because as a hiring manager, it's 100% going to be how many open roles do you have? How are you feeling your stack? And how are you getting your growth? You're a chief people officer, it's probably much more on the macro. You know, we see looking big picture at the right type of people is our speed to hire, connect? And are we able to scale our hiring process to meet the needs that you or it is it talking me that the business needs. Do I have a really solid idea I have a clear dashboard to tell me that with the quality where we're looking behind for a certain department and what we're looking to hire to light a fire under certain books, yeah, that's how I would think about it.

Teddy Chestnut 22:24
in the interest of time, I'd love to do shift over to some of the work that you did on your sequence. Tell me about it. What research need sets it. How did you prepare for that? How did you come up with the content for what you put together?

Senior Product Manager

Candidates | **Topics** | Playlists | Guides

Handling Ambiguity

- 6 Highlights
- Resolving Disputes 5
- Strengths & Weaknesses 7
- Collaboration 7
- Management 5
- Looking for next 6

Handling Ambiguity

Greg Segal & Teddy Chestnut - First Phone Screen
Yesterday

Handling Ambiguity

Allie Flieder & Teddy Chestnut - First Phone Screen
Mar 22, 2021

Handling Ambiguity

Matt Pringle & Teddy Chestnut - First Phone Screen
Mar 21, 2021

326 Candidates

Candidate Talk Time by Gender

Candidate Talk Time by Race

before insights about quality and equity from the heart - an essential dashboard for a commitment to equity

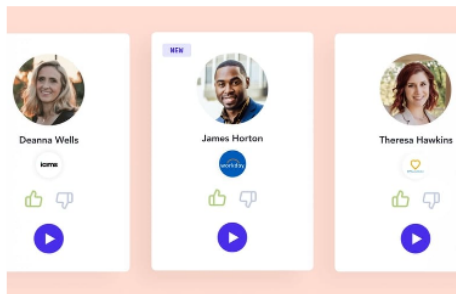
143 Interviews

Consistency of Interviews

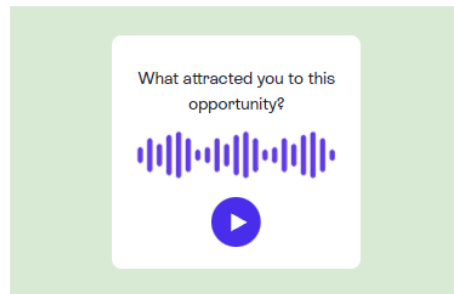
Product, Engineering, Marketing, Sales, Customer Success

Speaking of Interviews...

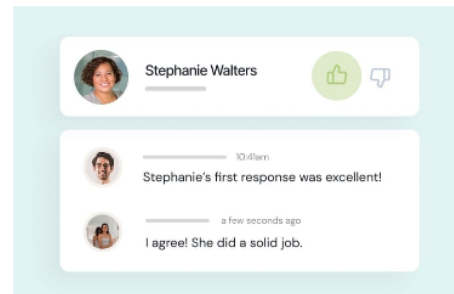
Qualifi – Back to Basics... But it works



1. Record questions and Invite your candidates



2. Candidates typically respond over the phone within 1 day



3. Review and share with your team

Top Technology for your Tech Stack

Social Media

Influencers



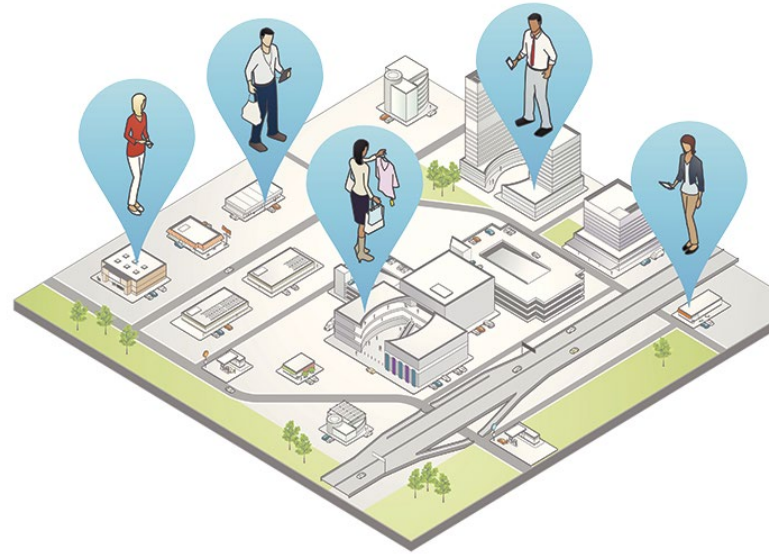
Geofencing

GPS data to target ads

Targeted “Spray and pray” approach

Conferences, events, competitor HQ

Timecards



Top Technology for your Tech Stack

Speed Round



StaffUpApp

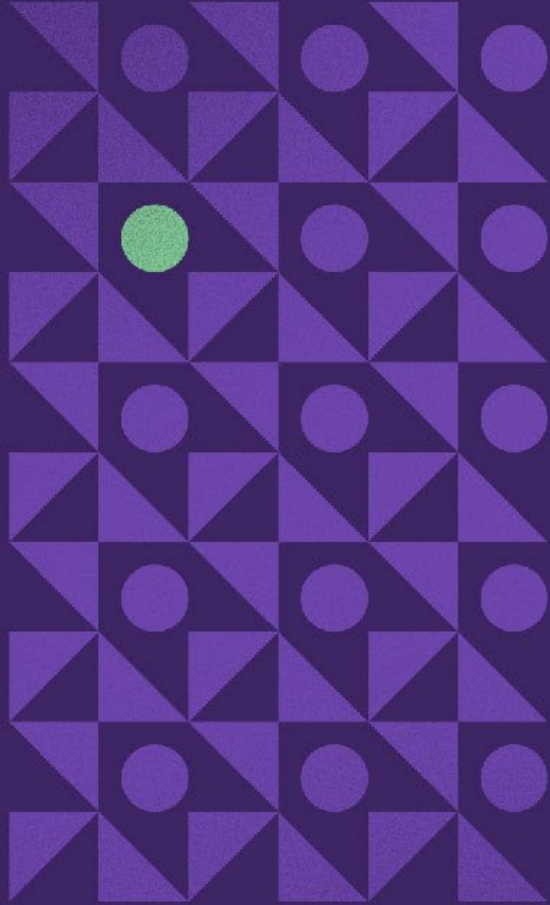
The Mobile Staffing Platform

Problem(s):

- Disconnected tech stacks
- Outdated candidate engagement tools
- Inefficient onboarding, scheduling and timekeeping processes
- Slow time-to-fill, candidate drop-off, poor candidate/client experience

Solution:

We've created a branded mobile staffing platform with in-app proprietary onboarding, timekeeping, scheduling and communication tools for a complete and seamless candidate and client journey



MONSTER

Data Solutions



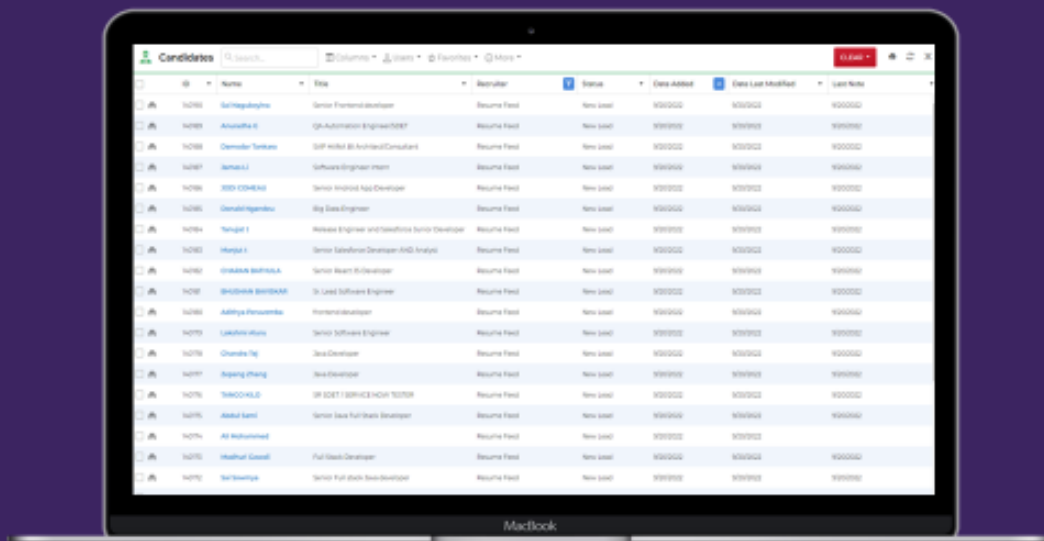
Monster Data Feed

Problem:

It's time-consuming to identify new, active candidates that are a fit for your jobs. Sourcing manually is more costly and reactive.

Solution:

Monster's Data Feed allows you to automatically receive a fresh list of new candidates that match jobs you are trying to fill on a regular basis – allowing you to be proactive and engage with candidates before your competitors.





Monster's Data Feed

How It Works:

1. Define your candidate criteria -- role, location and/or skills
 - Example: Developers in Boston, MA with Java Expertise
2. Every day, we will find active and unique candidates in Monster's database that match your requirements
3. Upload matching candidates into your ATS or hiring system

The Recruiter column shows the source, which is the Resume Feed

The Status column shows that the candidate is a New Lead

ID	Name	Title	Recruiter	Status	Date Added	Date Last Modified	Last Note
140960	Sal Niguboyina	Senior Frontend developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140961	Anuratha C	QA Automation Engineer/SDET	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140962	Demodar Tankari	SAP HANA BI Architect/Consultant	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140967	James Li	Software Engineer Intern	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140966	JEDI CORREAU	Senior Android App Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140965	Donald Legendre	Big Data Engineer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140964	Tarajit K	Release Engineer and Salesforce Junior Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140965	Manjiv T	Senior Salesforce Developer AND Analyst	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140962	CHANDAN BATHALA	Senior React JS Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140961	SRINIVAS SRIVASAM	Sr. Lead Software Engineer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140960	Aditya Panambra	Frontend developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140779	Lakshmi Abani	Senior Software Engineer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140769	Chandni Nj	Java Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140777	Deqing Zhang	Java Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140776	TRACCO KILD	SR SDET / SERVICE NOW TESTER	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140765	Abdul Sami	Senior Java Full Stack Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140764	Ali Muhammad		Resume Feed	New Lead	9/29/2022	9/29/2022	
140763	Madhuri Goveil	Full Stack Developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022
140762	Sal Senereya	Senior Full stack Java developer	Resume Feed	New Lead	9/29/2022	9/29/2022	9/29/2022

JobAdder

ATS Mobile App

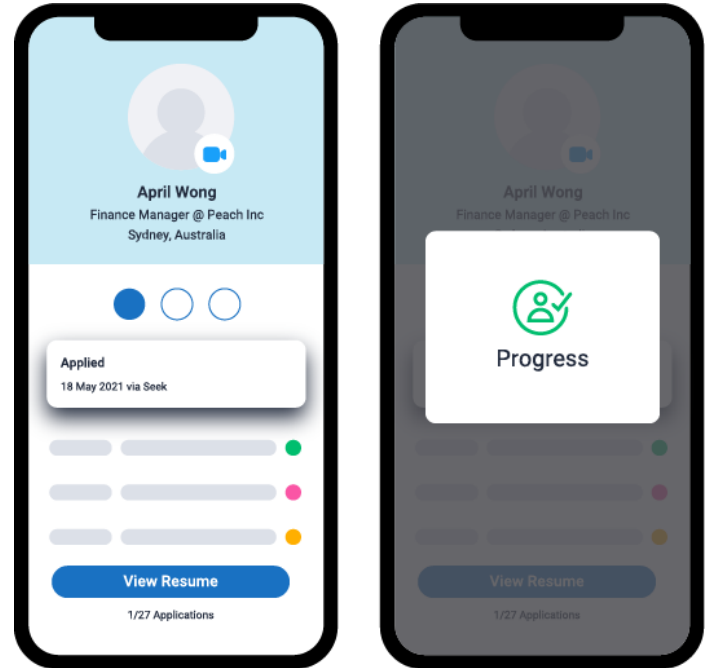
Problem

Recruiters need the ability to find and hire top talent on-the-go.

Solution

Recruit from anywhere, anytime, with the JobAdder ATS mobile app.

Easily swipe to progress candidates, set smart reminders, add voice-to-text notes, do real-time scheduling, team collaboration, and much more.





AVIONTÉ

Staffing & Recruiting Software

THE PROBLEM

Staffing needs a way to infuse communications and notifications throughout the talent lifecycle to drive engagement, retention, and loyalty.


OUR SOLUTION


Avionté PIXEL helps automate repetitive, low-value tasks so staffing can focus on impactful talent interactions.






APPLICANT


 Pixel (DEV)
Online

 What's the highest level of education you have completed?
5:16 PM

BS
5:16 PM ✓

Pixel (DEV)
 How many years of experience do you have with Cyber Security?
5:16 PM

2
5:16 PM ✓

Pixel (DEV)
 How soon after an offer can you start?
5:16 PM

2 wee

HOW CONVERZAI IS HELPING RECRUITERS

Conversations with candidates through our Voice platform typically last anywhere between 6 to 21 mins.

Problem:

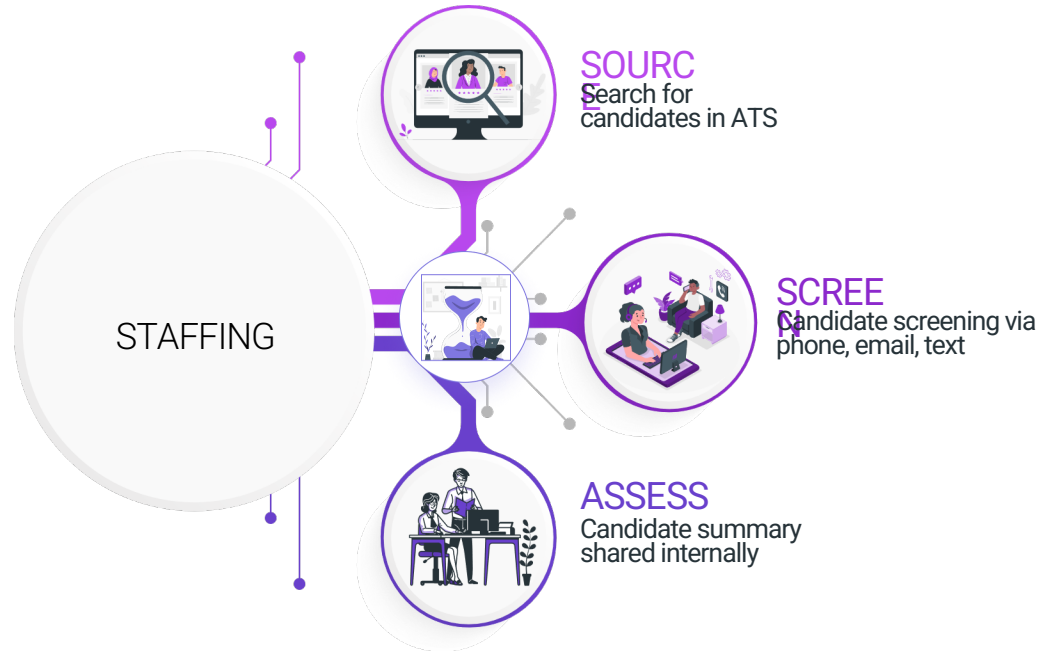
- Boosting topline with your existing team
- Ghosting and poor candidate experiences

Solution:

CONVERZAI

The **Voice AI Platform** for
Scaling Candidate Engagement

The platform automatically sources candidates from the ATS, engages and follows up with candidates on multiple jobs concurrently and delivers deep insights in seconds.



CONVERZAI



Certification Management Module

Challenge

Due to unprecedented events like the COVID-19 pandemic, businesses are being required to maximize administrative operations to maintain both workplace safety and regulatory compliance; managing digital certifications, licenses, and applicable documents.

Solution

The Greenshades Certification Management module allows companies to comply with city, state, and federal guidelines involving vaccinations, licenses, and certifications. Delivering all the functionality needed to create, manage, and maintain employee credentials of any kind.

Greenshades



Sense Discover

Problem: Nearly half of recruiters' time is spent on cold, ineffective outreach because they are not able to identify the right candidates for the right jobs without manual work and countless hours.

Solution: Reduce friction in the application funnel, increase placements, and improve margins by integrating job-matching with automated engagement.



The Problem:

Agencies need to meet the evolving needs of candidates

The Solution:

ActivateStaff's seamless mobile scheduling experience

Problem:

- **Can't find fillable reqs**
- **Not sure what a competitive wage would be**
- **No idea what skills should be included**
- **Can't see who is competing for the same talent**

Solution:

- **See hundreds of job postings in a given market and industry**
- **Understand how difficult a req will be to fill nationally and in your market**
- **Become an expert on the supply of talent for any job**
- **Know what pay rate is required**
- **Discover the demand for any job in any market**



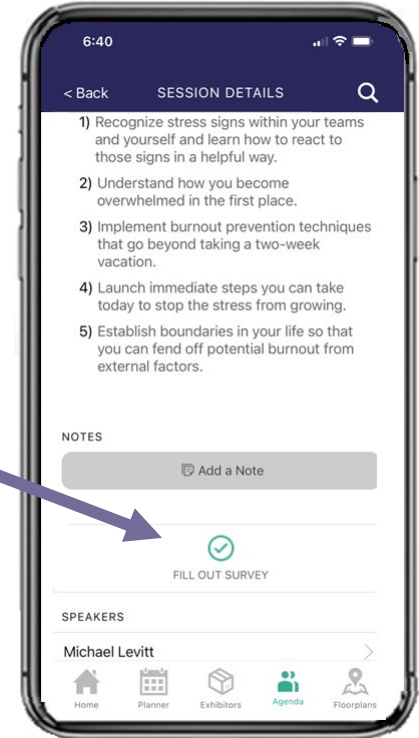
2022's Top Trending Technology Tools You Should Have in Your Tech Stack



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