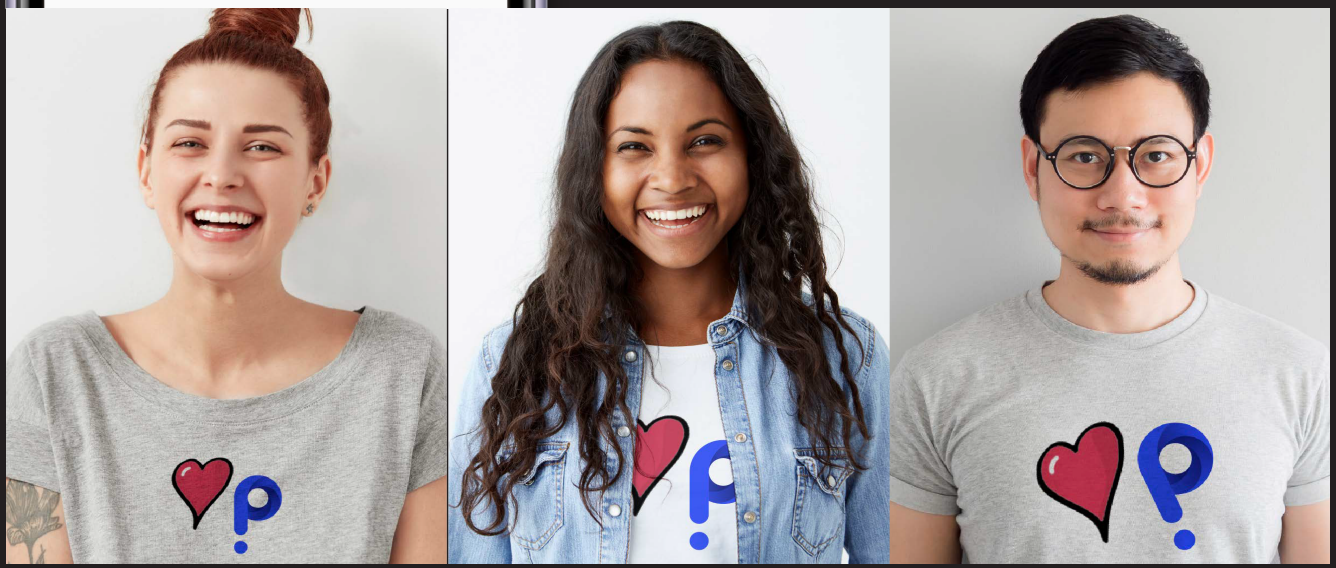
Graduate Recruiting

It's easy to **interview everyone** when Ai does it for you.



Find Better People Faster

www.predictivehire.com

More than any other hiring cohort your graduate pool:

- will share and talk about their experience
- will care about how inclusive and fair your recruitment process is
- will respond to technology in the process.

But what % of students use zoom to talk to their friends or want to play a game to get a job?
Chat or conversational intelligence is human, intuitive and mirrors how grads engage in the real world.

Why it works for grads:

- It talks to them on technology they trust and use every day
- It engages them in the process asking real, relatable questions
- It doesn't intimidate, or exclude or confuse
- It is blind to gender and race and therefore fairer
- It assesses for all those qualities you care so much about when hiring young talent – humility, grit, curiosity, critical thinking

Chat vs Video vs games the facts

- 95% of graduates in advanced economies own a mobile phone.
- Research from Google has shown that Generation Z prefers texting to all other forms of communication, including messaging apps and meeting in-person.

Open rates:

- **90%** for text messages.
- **18%** for email
- **36%** of companies are using or are planning to use conversational AI solutions in 2020 compared to 7% in 2019. (Aptitude Research)

With conversational Ai, companies are not picking between humans and technology. ***They get both.***

This is how conversational intelligence makes your graduates feel

On being interviewed by chat

“ *"...an **innovative way of interviewing candidates**.*

“ *Really happy with the way **this was open ended questions so we could discuss our experiences** rather than just it being a test that doesn't give us a chance to share our whole work experiences but just tests specific abilities so thank you for that!*

“ *That was **really easy and chill**. I like this kind of format. It is alot less stressful.*

“ *Honestly a **very stress-free process** that enabled me to take my time and gather my thoughts and experiences without feeling pressured, leaving me happy that I delivered my best with the responses.*

“ *I have not seen this style of assessment before for a graduate application and I think it is **really effective** and **highly recommend** it!*

“ *This was such a **fun and unconventional** way of doing a questionnaire! It's different and fresh! **Love it!***

“ *I liked how the layout **looks like a chat** on social media or texting – **it made it seem more conversational.***

On receiving *‘for their eyes only’* personalised feedback and coaching within minutes of finishing their chat

“ *__I felt very understood__ that the machine learning __could recognize the points__ I was trying to get across with my responses. __I'm really happy with PredictiveHire!__*

“ *__It made me understand myself__ to a greater detail and it __made me feel overwhelmed with the positive feedback.__*

“ *The analysis was accurate and I appreciated the coaching tips. __Hurray for artificial intelligence.__*

“ *__Increased my self confidence.__*

“ *Right on the money! __It was so accurate!__*

“ *It’s really __quite amazing__ that you’re able to extract these insights from people’s responses.*

“ *__The insights were really spot on!__*

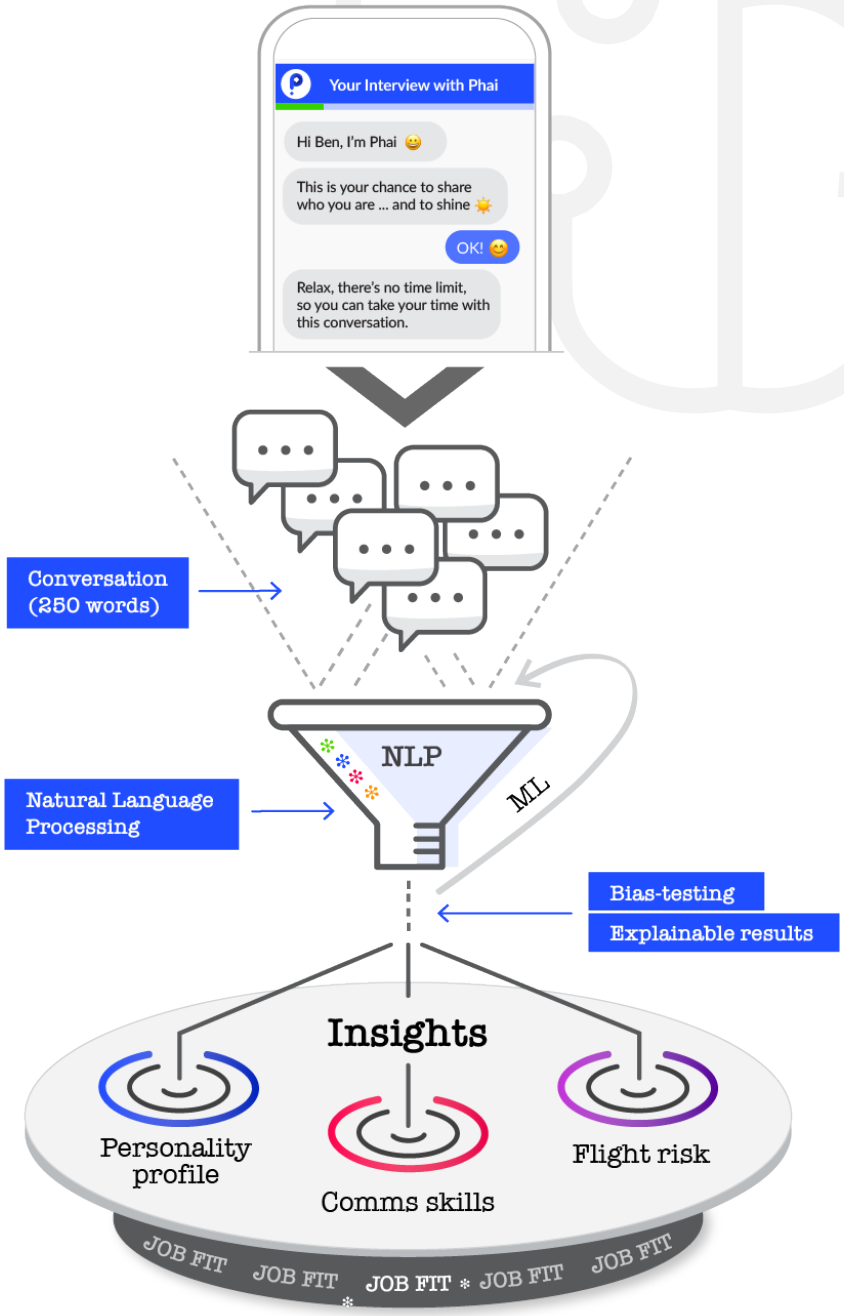
“ *This was fantastic it __gave me critical awareness in the areas__ I need to improve but also highlighted what were my strengths. Thank you.*

“ *__Very insightful__ and I found it to be correct. Amazing that this was gained from just a few question and answers!*

“ *__Wow! This is so me. Thank you__ for your honest feedback and suggestions. Will take them on board.*

Smart. Simple. Intuitive. Human.

The power of conversational intelligence



Explainable Ai & backed by published research

Predicting Personality Using Answers to Open-Ended Interview Questions

Peer review validated research detailing how PredictiveHire uses structured text-based interviews, natural language processing, and machine learning to identify personality traits https://ieeexplore.ieee.org/document/9121971 .c

Predicting job-hopping likelihood using answers to open-ended interview questions

Research on 45,899 candidates detailing how PredictiveHire found a correlation between one's language use to a self-rated assessment by the individual on the job-hopping motive scale. https://arxiv.org/abs/2007.11189

Why chat interviews are so compelling for graduates

☑ **Fair**
Blind screening at its best using Ai with the same structured interview for every Candidate, with no demographic or personal data assessed.

☑ **Inclusive**
Tested and validated as accessible to a range of cohorts including those with English as a second language and Aboriginal & Torres Strait island descent.

☑ **Engaging and relatable**
Text is central to our everyday lives. Texting, emailing, writing, all of this is done in natural language, and the revolution in natural language processing is changing the way organisations can make use of text. Using text data as the assessment data is especially compelling when you consider the facts about texting in our everyday lives.

☑ **Relevant**
5-7 behavioural interview questions that relate directly to the role and organisation candidates are applying for. No putting shapes in buckets, no abstract reasoning, putting candidates at ease and in the right frame of mind for applying for your graduate program.

☑ **Hyper personalised learning**
Every candidate receives a personalised insights profile with personality highlights and a coaching tip for their job search, building graduate self-awareness and confidence. The underlying data science that generates these insights has been peer reviewed and published in international journals.

= Trust = high completion rates = your employer brand gets stronger
= ***you attract better talent***

Conversational Ai leaves other assessment tools behind

	Candidate Trust	Explainability	Accuracy & Relevance	Fairness & Inclusivity
Conversational AI	✓	✓	✓	✓
Video AI	✗	✗	✗	✗
Gamified assessment	✗	✗	✗	✗
Traditional Psychometric assessment	✗	✗	✗	✗

How does it work in practice

1. Personalised Ai driven Interview

- All candidates receive an online interview link
- Five to seven behavioural interview questions are asked – each designed to suit relevant job
- Candidates provide feedback on their experience

2. Shortlisting made easy

- Candidates are scored and ranked - recruiters receive a 'yes no maybe' recommendation
- Candidates are also given their own personalised feedback and coaching tips

3. Live Interview

- Plan assessment centres and interviews with ease
- Built-in intelligence to deliver scoring calibration and make faster hiring decisions
- Record keeping done for you, no more spreadsheets and make faster hiring decisions

Trusted for their graduate recruitment by ...

Multi-sector: Private, Not–for-Profit and Government clients

Kraft

human services .gov.au

medibank

Australian Taxation Office

MAJOR TRANSPORT INFRASTRUCTURE AUTHORITY

Technical stuff

- **Integrates into Applicant Tracking Systems,** e.g.Taleo (Oracle), SuccessFactors (SAP) and Workday. There is no need to swap out systems.
- **Security system undergoing certification for ISO 27001,** penetration tests occur annually.
- **PredictiveHire uses proprietary algorithms and data science,** based on millions of data points from hundreds-of-thousands candidate interviews.
- **Algorithm fairness tests exist** at every stage of data processing.
- **GDPR compliant**

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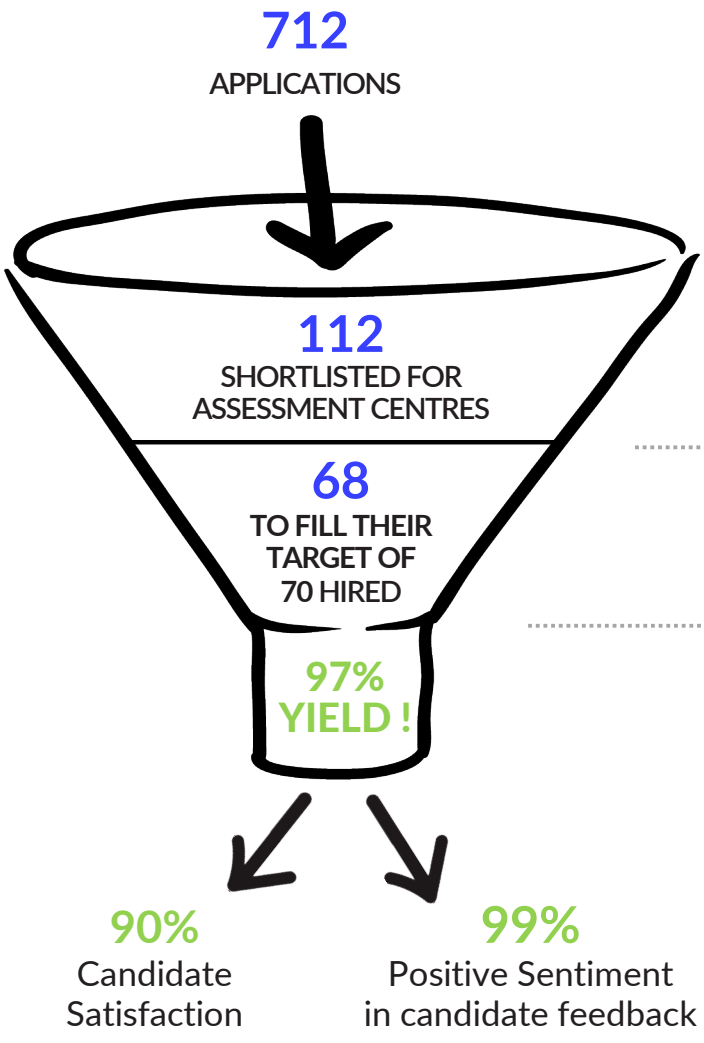
Case Study: Federal Government department uses PredictiveHire's Conversational AI for HR Graduate Recruitment

One of Australia's largest Federal Government departments engaged PredictiveHire to drive efficiency & quality in their National HR Graduate Program.
They cared deeply about the quality of their hires – hiring 68 candidates out of >700 applicants.
Beyond the PredictiveHire assessment, successful applicants progressed to an assessment centre, with an average PH score of 0.80/1.0 ensuring only the highest quality of applicants were selected from and resulting in a 97% yield.

Predictive Validity in use ..

PH score	0.80 HIRED	VS	0.60 DECLINED
Language fluency	1.4 HIRED	VS	1.1 DECLINED
Verbal reasoning	1.6 HIRED	VS	1.0 DECLINED



118 hours saved in screening

Client relied 100% on PredictiveHire scores to shortlist – no time lost, no time spent

All successful candidates had a PredictiveHire score of 80% or higher.