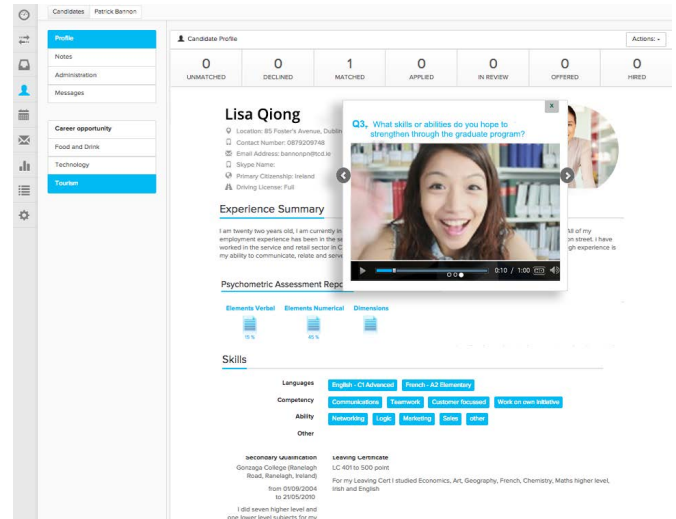


Health & Social Care Northern Ireland

Video Interview Case Study



Deployed The Hire Lab automated video interviewing solution to empower staff, improve candidate experience and reduce recruitment costs during challenging times.



About the Group

There are a total of 6 Health and Social Care (HSC) Trusts in Northern Ireland who provide integrated health and social care services across Northern Ireland.

Transforming interviewing & shortlisting

The Hire Lab's automated video interviewing and feedback platform has enabled the Group to reduce the manual process of their interviewing & shortlisting, cut direct costs of facilitating group interviews, protect the candidate experience and shorten the time to hire.

The Group experienced candidate participation of over **98%**

Minimising the impact of COVID

During the COVID19 crisis, the Group realised they wouldn't be able to carry out their traditional hiring process which included panel based interviews where candidates were interviewed in person by a select team of interviewers on behalf of the Group.

The Hire Lab provides key to digitize hiring

The Group recognised that it needed to use the latest technology to make it as easy as possible for candidates when they were selected for interview with the Group. The Hire Lab's unique candidate portal which adapts to each candidate's needs and handholds them through the hiring process was chosen as the Trusts system of choice.

"The candidate portal makes the whole experience of participating in an interview with us modern and interactive. Candidates can now practise in the interview area and when ready, carry out the interview in their own time - simply and easily."

"The portal was really useful for me to see what I needed to do, get tips and guides and when it came to the interview, it was really easy to use."

Sajosh, New Employee
Southern Trust

Simplifying Hiring Manager Experience

The Hire Lab worked with the Group to ensure that the rollout was straightforward right from the start. The system is designed to be as user-friendly and accessible as possible.

The Hire Lab recruitment system provides functionality for hiring teams to automate and streamline their hiring process

"Candidates expect an extra level of service and if we can surprise and delight them through our branding, support & a highly personalised candidate experience during the hiring process - we'll not only attract the right candidates, but retain our great hires."

Recruiters and Hiring Managers have full flexibility in how they would like to structure their automated interviews - from choosing the volume of questions, time allocations and and can harness automation to further decrease the administration burden recruitment typically generates.

The Task Manager functionality means collaboration across hiring teams is simple and easy & 360' candidate profiles encourages faster shortlisting decisions.

The candidate facing portal ensures candidates can self-service the interview process which results in faster hiring times and a reduction in candidate drop offs.

"Introducing the Hire Lab's Interviewing technology has really benefited both staff and candidates. With COVID impacting how we would typically interview and shortlist candidates, using the Hire Lab has allowed us to ensure recruitment not only continues but actually thrives. Moving interviewing online and making it interactive & digital - allows us to run it contact-less and give the candidate a really positive experience".

*Karen McConville - Service Improvement Manager
South Eastern HSC Trust*

Delivering results

The recruitment system has delivered significant results. From initially going live with one Trust within the Group - it has since been rolled out across all the Group;

" The Hire Lab system has allowed us to refine our hiring process across our multi locations. We have moved away from using costly venues with panel groups - to one end to end solution thats all online and accessible to all from anywhere. Everything from the interview invites, setup of the interview process, to automatically receiving the completed interviews for easy shortlisting is now simple and hasslefree - confident the candidate portal is providing an engaging and warm experience. The results of 98% of our candidates completing the videos are fantastic and shows this works."

"All our metrics and KPIs are available in real-time from our dashboard and the task manager ensures everyone involved across the hiring team is kept updated and involved.

The results have been significant. Beyond our ability to streamline our recruitment , we have seen a great increase in the engagement from Hiring Managers in being involved in the hiring process. Our time to hire rates are decreasing and we are fully GDPR compliant automatically. "

"The feedback has been really positive. Beyond our ability to deliver a really positive candidate experience - we have also been able to shorten our time to hire rates and hiring manager engagement."

Interested in learning how the Hire Lab can assist your organisation?

The Hire Lab offers you the freedom to automate & streamline your full hiring process, from Job Requisition, through Application to Onboarding of the candidate. It is designed to engage recruiting managers ensuring faster recruitment whilst delivering a personalised experience to every candidate. Catching candidates' attention, reaching out to them, and getting them to actually respond is a tricky process. The Hire Lab is a next generation hiring platform that automates the hiring & onboarding process delivering considerable cost savings, faster recruitment and a better calibre hire whilst enabling positive experiences for candidates and recruiting managers. It integrate with 3rd party systems allowing for the automation of a lot of manual effort surrounding the onboarding of new starters. It offers various digital hiring tools from online assessments to video interviewing to ensure recruitment can thrive during these challenging times.

To talk through your recruitment transformation needs, please contact
Lorraine Scroope, co-founder of the Hire Lab direct on
mobile: 07415723719 or email: lorraine@thehirelab.com

Read more at www.thehirelab.com

