# Is your recruiting process ready for AI?

Recruiters know how much time and effort goes into finding the right candidates — but do they need to be doing all of the legwork?



**LABORE**

**ALLYO**
Let's get started! In case we lose connection, could you please provide your mobile number?

**TIM**
Yes. 123-456-7890

**ALLYO**
Great! Tell me something about yourself.

**TIM**
My name is Tim. I'm looking for a consulting role in a high growth company where I can use my Masters degree in Software Engineering.

**ALLYO**
Awesome! I might have just the right role for you - would you be interested in our entry level IT Consultant role?

**AllyO**

**Integrating artificial intelligence into the hiring process can transform the recruiting function — handling tasks like scheduling, screening and sourcing.**

### Screen smart

Give candidates immediate answers about the process, and ask them screening questions.

### Automate tasks

Schedule interviews, send follow-ups and communicate next steps automatically.

### Provide insight

Instantaneously analyze candidate data that traditionally requires hours in a spreadsheet.

At AllyO, we've helped many organizations meet the needs of their recruiters by implementing AI to create a better candidate experience. If the following scenarios sound familiar, it's time to consider an upgrade with AI.

### There's simply not enough human resources in HR

When it takes too long to respond to candidates because of application backlogs, top talent often gets snatched up. On average, large organizations report that 75 percent of their recruiters feel overwhelmed. AI tools can take this burden off the recruiter while improving the candidate review and response rate.

### You're desperate for qualified applicants for specialized roles.

Seventy-five percent of recruiters report not having enough qualified candidates in the hiring funnel. But AI tools that use the "text to apply" method can create new channels for your talent, shorten the application process and aid in posting jobs to larger and more diverse forums.

### You have plenty of candidate data but can't make sense of it.

Without a system to standardize and analyze candidate data, you're missing out on extremely valuable insights. AI can help quickly identify patterns of characteristics that indicate top talent and uncover markets your business is having trouble hiring in to give HR a bigger seat at the leadership table.

## You deserve better than the current reality

**80%**
of recruiters' time is **spent on low-value** tasks

Less than
**20%**
of applicants **receive a** response from a recruiter

**85%**
of candidates **would not rate** their hiring experience as positive

# Your AI future is closer than you think

But maybe you're reluctant about the transition, investment and process required to do so. The truth is, you're far more ready than you think to deploy AI as a recruiting tool. At AllyO, we've developed several best practices you can use to get started with AI within weeks.

## Drive your organization around a single key focus metric

AI isn't about solving everything for everyone with one brushstroke. Starting with a metric that defines your organization's success is where you will be most vested and be able to drive multiple stakeholders.

> Knowing our optimal employee fill rate was critical but had often been a challenge that had a significant impact on our store sales. AllyO helped us solve for that.
>
> — Talent Acquisition Manager of National Retail Chain with 1,000+ Stores

## Pick an AI solution provider that isn't fluff

There are a lot of flashy demos — but very few AI solutions that really work as promised. When you're choosing a vendor, go deep with your questions. Do they have real customer deployments where they have solved for a similar metric? How long does it really take to set up? Can the provider not only fix your immediate problem but also impact other problems over time?

> We initially engaged with AllyO to improve our time to hire. Not only did our time to hire improve, but AllyO also provided a solution that solved some of our post-hire churn issues, which enabled our team to focus on more strategic initiatives.
>
> — CHRO of Global Staffing Solutions Provider with 10,000+ Hires

## Experiment to ensure great outcomes, but don't forget the candidate experience

Treat an AI deployment with an iterative approach. Pilot with a small group of diverse and geographically targeted locations and requisitions before full implementation. Don't forget to seek feedback by surveying candidates and recruiters.

> We're in the business of making people happy and comfortable. AllyO was able to give us guidance into how to both make sure our recruiters were being more productive while also improving the candidate experience.
>
> — VP of Talent Acquisition of Global Hospitality Chain with 1,000+ Hotels

## Interested in learning how AllyO can help make your organization's recruiting process more delightful and efficient?

**Contact us today to start a conversation:  allyo.com  |  hello@allyo.com**