

16 Staffing Tools to Increase Productivity and Placements



Presented by

SPARK HIRE 

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Productivity looks different for everyone. You may feel most productive on Monday mornings, while your co-worker does their best work after lunch. This means trending productivity tips, such as taking 15-minute yoga breaks throughout the day or doing your most dreaded task first only hold true for certain people.

Productivity is even more complex in the staffing industry. Your productivity depends on various moving parts in the staffing process continuously and smoothly moving forward. The best tools must be used at the right time to connect with the right candidates for the right roles.

To power-up your productivity and placements, we've made a list of our favorite tools for every stage of the recruiting process:



Candidate Sourcing



Idibu, an intelligent candidate sourcing platform, allows staffing pros to multi-post their openings across various platforms to increase productivity. The company has over 1,500 job board integrations, globally. Additionally, Idibu is integrated with Facebook, LinkedIn, Twitter, and privately integrates with customer websites.

"With our CRM platform integration, staffing pros can click on their Idibu tab on Bullhorn and do everything – in under two minutes," Steve Walker, Founder and CEO shared with us.

Once applications begin pouring in, staffing pros can make quick decisions and immediately contact candidates with the traffic light feature. Just one button allows you to accept, deny, or put a candidate on hold – all while immediately sending a personal, pre-written follow-up email.

Walker explained the traffic light button is one of his favorite features.

"It's easy to immediately make a decision, press a button, and automatically move on and keep the candidates engaged," he said. "You can whittle down a strong list of candidates just using the traffic light. Once you move people to the shortlist, then go through and spend time speaking to candidates."

textkernel

Machine intelligence is changing the way staffing pros filter through candidates. Textkernel's technology offers multilingual CV parsing and semantic search tools. The software takes every CV you receive and automatically converts it into a searchable and completed candidate profile in your ATS.

This saves you time from manually entering each CV in your system. It also provides candidates with a fast, mobile-friendly application process, which increases conversion rates.

Manpower is just one of Textkernel's many customers seeing the tool's powerful capabilities. According to their [case study](#), Manpower selected Textkernel's semantic technology to help recruiters with their day-to-day work.

"Textkernel's semantic search and matching technology allow Manpower to match candidates with jobs, as well as vacancies with profiles to help them make better, faster placements," Textkernel states in the case study.



The Scout platform connects staffing pros to open positions employers posted through their ATS. Scout's AI-driven platform digs into staffing pros' backgrounds and successes to understand the types of positions they're most likely to fill.

It then delivers targeted job openings straight from a client's ATS to suggest openings in the staffing pro's wheelhouse. Within the Scout platform, users submit qualified candidates and easily communicate with clients.

Scout enables you to spend your time sourcing top talent intentionally. It gives you the ability to focus in and find high-quality candidates for specific positions.

For one search firm, Scout was the final lifeline as the company's financials were drained. One [anonymous recruiter](#), however, was undaunted. She used Scout as a way to develop new business by researching positions that did not have many submissions so she could add her high-quality candidates.

"If there are lots of candidates already in the queue, I don't even try," she explained. "I find the positions no one else seems to be working on and I dig in and do my research to get the high-quality candidates."

With this strategic approach, the recruiter secured four placements in the first month alone. This helped rebuild the search firm and they're now working successfully with clients they want to work with.

LOGICMELON 

LogicMelon processes over 4.5 million job applications every month. The company is leading the way in recruitment solutions by helping staffing pros like you increase productivity with job postings and candidate sourcing all the way to performance reporting.

When it comes to sourcing, LogicMelon gives you an edge over the competition by enhancing CV searching and candidate matching. This means you have the power to speed up the process by automating your workflow. Additionally, you'll increase placements with improved and specific data.

For Proactive.IT Appointments, the company's productivity and placement increase came straight from LogicMelon's efficiency-boosting capabilities.

"This increase in efficiency has undoubtedly improved our success as a business and I don't think we could live without it," Chris Arnold, Delivery Manager at Proactive.IT Appointments shared in a [case study](#).

Analytics

cube19

Cube19 is a growth analytics platform that puts the power of data into staffing pros' hands so they can make fact-based decisions.

In a customer testimonial, Tim Barber, Director at JBM Consulting admitted Cube19 has been instrumental to the company's growth. "The clarity across the business around expectations for performance combined with the ability to analyze our outputs lets us spend our time focusing on growth. It is an essential tool," Barber shared.

Cube19 helps customers, like JBM Consulting, increase productivity and placements by identifying barriers of growth so staffing pros can make quick yet accurate decisions.

 INSIGHTSQUARED

InsightSquared provides visibility into your firm's performance with detailed reports. Each report delivers visibility into the entire firm's performance. Analysis is easy with access to a library of readymade best-practice reports and data anyone can understand.

"InsightSquared has given Aurec much more than better reporting. It's given us new ways of looking at our business," Craig Bowater, Founder of Aurec Group, shared in a testimonial.

OnRecruit

OnRecruit measures the candidate journey from the first touchpoint until placement. The company often works with staffing firms with more than 20 internal employees.

We spoke with Rene Boiler, co-founder and CEO of OnRecruit, to discuss how the tool helps staffing firms increase productivity.

"OnRecruit ensures staffing pros understand which quality candidates in their existing database are most likely to be 'on the move' or looking for a new role. This information enables them to fill more jobs with candidates from their own database, decreasing time to placement and cost per placement," Boiler explained.

All of this knowledge combined allows you to allocate the right budget to specific channels to attract the right amount of candidates, enabling you to fill more jobs faster.

SENSE

The amount of effort you put into manual follow-ups is overwhelming. Unfortunately, all this hard work doesn't always lead to loyalty from candidates or increased placements. Sense's engagement platform decreases your manual input, while increasing the candidate experience through the automation and personalization of communication.

From interview reminders to tips and first day check-ins, Sense automates the entire candidate outreach experience. Smart workflows personalize and trigger email and text messages at the right moments for maximum impact, with engaging video and rich media content. Messages come straight from your team, further personalizing the candidate experience to not only increase new placements but also redeployment.

Staffing Referrals

Staffing Referrals is a digital referral platform that helps your team quickly spread the word about open roles without the mundane administrative tasks. As a result, they have more time to spend building meaningful relationships with candidates to increase the number of quality placements.

CCS Construction Staffing saw these benefits firsthand. "Staffing Referrals simplified our program from top to bottom by automating our referral outreach," said Matt Telmanik, president of CCS in a [case study](#). "A lot of the labor and temp employees we work with didn't know about our referral program, and Staffing Referrals really helped us promote and publicize it."

And it shows – after just three months of using Staffing Referrals, CCS boosted their referral placements 27%.

Candidate Engagement



Herefish makes it easy for staffing firms to streamline processes and communicate more effectively. The platform's automation capabilities free staffing pros from repetitive and routine tasks. For example, Lindsay Shirk, Communications Specialist at HireVengeance, shared in a [case study](#), how Herefish's email builder and surveys increase both productivity and placements.

"The email builder and addition of surveys was probably the top reason we went with Herefish. It meant consistent engagement. Knowing that there's an email going out to this person at this time, instead of just hoping. It meant guaranteed engagement at certain milestones."

Herefish's automation capabilities through email, texting, and surveys allow for frequent engagement without the addition of tasks for staffing pros. While quick and easy for your team, personalized communication makes candidates feel like a unique part of the candidate pool.



FlashRecruit Live Chat connects qualified candidates to recruiters everywhere they post their jobs. This includes career sites, job boards, social media, and even email campaigns. Instant communication via chatbots increases productivity and encourages job applicants to continue through the application process.

"It is a different way to communicate with candidates. Not everyone likes calling or emailing, but live chats make everything easier," Danielle B., HealthTrust Workforce Solutions, shared in a FlashRecruit testimonial.



Over 400 staffing firms use TextUs to accelerate their productivity in recruiting, sourcing, and onboarding candidates. With automated texting capabilities, your team can group broadcast job openings to hundreds of candidates at one time. They also use the tool to schedule interviews faster and track every text message in their ATS for seamless reporting.

TextUs isn't just useful for large staffing firms, though. Scot Gray, Founder and CEO at Locums, Inc., shared in a case study his experience working with TextUs as a small business.

"...TextUs has allowed us to contact more people with a smaller workforce," Gray shared. "Streamlining the process and increasing our fill rates. TextUs has increased communication and responses, leading to more confirmed candidates and expediting the sourcing process."

Recruitment Productivity



Ebsta is a Bullhorn and Salesforce integration super tool. It makes your team more powerful by connecting Bullhorn and Salesforce to the tools they're already using to connect with candidates and clients, such as LinkedIn, job boards, Outlook, and Word.

Paul Heslop, founder at Elliott Browne International, said in a recent testimonial, "Ebsta has turned consultants that spent all their time on LinkedIn into CRM super users. In a short space of time, we have seen a 300% rise in candidates shortlisted against jobs."



TestGenius is an online pre-employment testing suite, equipped with a library of tests available for thousands of job titles. Staffing pros receive the results of tests the minute testing is completed. This allows you them to quickly make an informed decision on candidates based on their skill level.

Each test is self-administered and self-scoring with the same quality as installed software tests. Candidates are in control as they take tests from anywhere in the world on their own time.



SkillSurvey isn't just automating the process of checking references or moving the inefficient and time-consuming telephone process online. With SkillSurvey Reference, staffing pros find the right questions to uncover detailed feedback about each candidate's soft skills and behavioral competencies which indicate success in future roles.

The entire reference-check process is mobile-optimized and can be done via text message or email to help ensure more references are reached in less time.

"We understand that it's not a one-size-fits-all world and that what works for one organization may not work for everyone," Grace Tomczak, Skill Survey's business development representative, told us. "That's why our solution is fully customizable, and why we offer several workflows within SkillSurvey Reference. With hundreds of job-specific surveys to choose from, our scientific, data-driven Pre-Hire 360® workflow helps you evaluate and assess candidates' soft skills and core competencies so your clients can make better informed hiring decisions."



Here at Spark Hire, we believe in the power of productivity. When candidates complete client-ready one-way interviews you're instantly equipped with a professional, efficient, and consistent presentation to clients. With a [candidate showcase](#), you know when clients review it, and get feedback, any time of day or night. The flexibility and mobility of video interviewing means clients review, give feedback on, and schedule in-person interviews with your candidates faster. Gathering client feedback especially helps your firm improve the quality and quantity of your placements.

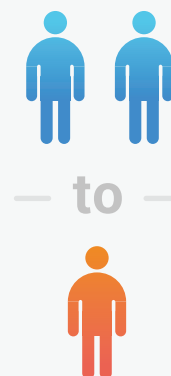
Take Agility HR, for example. They were struggling to provide their busy executive clients with great time savings while providing the perfect candidate.

"Spark Hire is our differentiator," Jennifer Vaughan, Account Executive, shared in a [case study](#) with our team. "Our clients have reacted very positively to our video interviews, because they have the ability to review them on their own time. Hiring Managers ask for this tool. Clients that have been working with us for a while and use video interviewing through us, really see the value. They've especially taken to rating their candidates directly on the platform. We are



300%

now billing 300% more than we were at this very time last year. Our submit to hire ratios have also improved. Before we started conducting video interviews, our submit to hire ratio was 3:1. Now, for every two candidates submitted, one is hired."



Agility HR, along with 600+ other staffing firms, do this through our [video interviewing capabilities](#). Our video interviewing solution helps you give clients more insight on candidates earlier in the process. This makes your

candidates more tangible empowering clients to make quicker decisions which results in higher conversion rates (e.g. submission to in-person interview).

No matter which tools you choose to implement, their benefits should expand beyond just improving your efficiency. The best tools for your recruiting process are those that create a better staffing experience for your clients and candidates, too. Test the client and candidate experience as you improve your process. This ensures the changes you make promote the modern, and efficient signature of your firm.

Make More Placements Faster with Video Interviews



Hundreds of staffing firms trust Spark Hire to help them...

- Get candidates in front of clients quicker
- Make candidates more tangible to clients
- Improve how candidates are marketed to clients
- Speed up their recruiting cycle

Learn how you can experience similar results through a quick demo with a Spark Hire product expert.

[Request a Demo](#)