



Technology to futureproof your tech hiring

.SHL.



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The need to futureproof tech hiring

Attracting and hiring tech talent is no easy feat. Finding the people with the right technical skills, winning them over with an engaging candidate experience and extending offers before your competitors can feel like an insurmountable challenge.

And that's without the unique difficulties created by COVID-19. The world has been forced to work from home: conducting face-to-face technical interviews is almost impossible.

74% of business leaders plan to keep some, if not all, of their business remote.

But how do you accurately screen in a good technologist without a controlled, moderated office interaction?



Source: Gartner, 2020



Consider this..

One bad technical hire can cost your business over \$33,000. Add to this the thousands of hours of lost productivity spent screening unsuitable candidates.

Only **60%** of roles expected to be filled in 2020

Source: iCIMS, 2019



How do you win in a hiring market where **demand greatly outweighs supply**? Slow, ineffective processes will most certainly not improve the chances of candidates choosing you.

Source: Stackoverflow, 2020

It's fair to say that the old way just doesn't stack up. Not for you, not for your business and not for your future tech talent.



It's time to dump the old code, reboot processes and futureproof your tech hiring with AI-powered, experience-driven technology.



Futureproof tech hiring: why automation matters

Automating your tech hiring has many benefits. Freeing up technical resources to focus on their day job, imposing high quality standardization of selection and delivering a seamless candidate experience are just a few of the most salient benefits.

But perhaps the most striking benefit for recruiters is that it can reduce the time to hire by **over 50%**. This creates huge gains in both efficiency and likelihood of recruitment success.



Source: SHL Case Study

To show that contrast in detail, let's look at the traditional 'analog' hiring process, which functions like this:



This analog process typically takes upwards of 60 days and is heavily dependent on your technology teams. That's two months of team productivity lost and two months for top talent to receive offers from your competitors.

How much does analog hiring cost your business?

If you have yet to digitize your hiring process, it is worth running a quick analysis to see just how much it may be costing your business. The graphic to the right is a very conservative estimate of the time spent by your technical team at review stage. The actual cost may be considerably higher:



\$90,000/\$43.21

Annual / per hour Salary of IT resource involved in the analog process



1,000

Number of people evaluated in 2020



1.5 hours

Time required to review initial coding questions and follow-up evaluation



\$64,810

Estimated cost of analog process

Try plugging in your current approach to get a base estimate of just how much this part of your hiring journey is costing you. And remember, that's just one component of the overall hiring process.

Organizations that embrace digital technology take just 15-30 days to secure new talent. This enables them to secure top talent in half the time.

Digital Hiring: Save thousands of hours and make faster offers to the best tech talent



Organizations that use AI are proven to add over 45% suitable candidates to a recruitment pipeline than those that do not.

Source: SHL Case Study

How can artificial intelligence help you identify more technical candidates?

For top-of-the-funnel screening, companies can use a blend of coding simulations and technology skills tests to evaluate coding ability remotely.

These tools seamlessly replace the substantial lift required by recruiters to screen resumes. They also eliminate the need for the technical team to assess capability too early in the process.

AI automation does this part for you, enabling recruiters to provide a highly accurate shortlist of qualified candidates within a week.

Often times, resumes selected in the analog process are drawn from the same old sources which limits candidate diversity. Automation helps to diversify your talent pool, objectively assess every candidate and improve hiring accuracy that typically lacks in the analog process.



Increase diversity by sourcing via non-traditional channels



Only 24% of technology hires are women. 92.9% of responses to a leading developer questionnaire were male.

It is not just a tale of gender. In the US, only 7% of technology specialists are African American and, in the UK, only 4% are BAME. Technology hiring must become more diverse. The technology that underpins the selection process for technical roles can help.

By relying on the same banks of resumes and developer sites and not providing an openly accessible, remotely operated and fair application process, you could be actively decreasing your chances of hiring diverse candidates.

Automation can help broaden that talent pool by enabling you to draw candidates from new sources and then applying powerful AI-scoring to find the most suitable candidates.

Source: CIO. Stack Overflow, 2018. Tech Republic, 2018. PwC, 2017

Using AI technology broadens the talent pool

Artificial intelligence provides insight into the candidate's skill level going beyond the traditional pass-or-fail method which most coding simulations provide.

Incorporating AI in the technical assessment process enables you to evaluate the candidate on three parameters:

- **programming ability**
- **programming practices**
- **functional correctness**

By using AI to grade incomplete code, you can identify candidates who have made just one keystroke error but could still be a great fit for your role.



Case Study:

Global eCommerce and Technology Leader

Using AI scoring, SHL's coding simulation identified 45% more suitable programmers for our client than they would have found using traditional coding tests.

45%

+1,600 passed with uncompileable code

+2,080 did not pass all test cases

8,000 passed all test cases

SHL Tech Hiring Solution

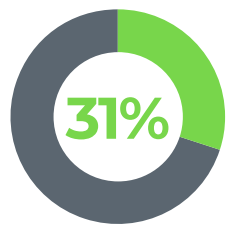
40k candidates

Traditional Simulations

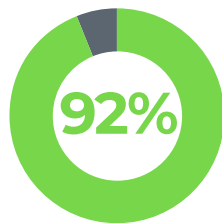
8,000 selected

Futureproof tech hiring: why candidate experience matters

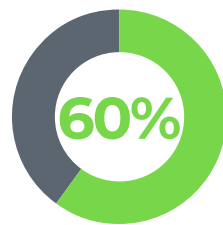
Companies see 80% of their future revenue growth coming from digital products. Globally the market will add over 133m new tech-based roles by 2025. Consider this against a current market backdrop where:



of JAVA developer job offers are rejected



of candidates have multiple offers on the table



of technical roles already go unfilled

The challenge ahead is very clear, as is the need for differentiation to go way beyond an employee value proposition to ensure you:

Do not lose great candidates from your recruitment funnel



Make faster, more compelling offers that increase your chances of acceptance



Find and scale new sourcing pools and channels without further burdening your evaluation teams with unsuitable candidates



It is all about candidate experience, and candidate experience is very much a science.



Source: IDC, 2018. WEF, 2018. Glassdoor. Gartner. iCIMS, 2019

Introducing experience as a science

The flexibility and caliber of the tools you use to assess, the clear positioning and communication of your brand to a very captive audience, and the time to hire are all critical, measurable components of your hiring experience.

The technology that supports it needs to be intuitive, immersive, and engaging. **Candidates expect consumer-grade technology**, especially those whose job it is to create it.



Candidates are **TWO TIMES**



more likely to accept a role when they feel the process has provided a fair opportunity for them to demonstrate their capability and

58% 

are more likely to accept a role if the experience is enjoyable.



The science that underpins your candidate experience has become just as important as the science that sits behind the assessment. SHL has identified three core principles to delivering it successfully:



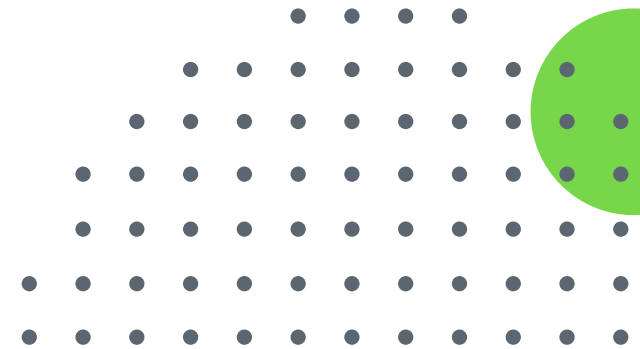
Deliver candidate value with innovative interview technology

'Candidate value' is a must for modern hiring, and tech recruitment is no exception. With generation Z now entering the workforce, the expectation has only grown. Candidates expect information to be available at their fingertips and want to be assessed with the tools they use in the real world.

Live coding interviews enable candidates to demonstrate skills in a live interactive coding environment and interact with your team using digital whiteboards.

What's more, they often come with expert-curated question banks, reducing the need for your teams to spend time devising technical scenarios. You can even add multiple raters and playback previous interviews.

This technology will surely become essential, if it isn't already; in the restrictive COVID era, live coding interviews enable you to provide a robust and personalized interview experience that goes beyond the power of a simple video call.



Keep candidates engaged with multiple interactions from the start



The experience begins with the very first click. While the technology that you use to engage candidates in the assessment stage is critical, so is the technology that you use outside of it.

Candidate experience technology has evolved significantly to match an equally significant evolution in the candidate application process. Long gone are the days when future talent would search out your business and take the time to find rich detail to support their employment decisions.

The digital candidate of 2020 has a vastly different approach to discovering your business



Source: Gartner, 2018

Candidates now learn why they should work for your business during the application process, not before it. Quick application functionality of sites such as LinkedIn limit early stage knowledge gathering, which makes the assessment process your critical window of opportunity to impress them.

With over 68% of candidates believing that a recruitment process reflects how a business treats its employees, it's important that you make a good first impression. Candidates expect interactivity and immersive opportunities to learn about your business from the get-go.

Realistic job and culture previews can help: videos showing the day in the life of being a developer in your organization, hearing from previous tech

recruits, stories about your digital transformation, and insights from your technology leaders are all incredibly powerful devices that should be embedded throughout.

Minority candidate pools especially want to know what working in your organization looks like, so it is important that you showcase your organization with multimedia content throughout the experience.

An interactive experience design draws candidates into your funnel, and it helps keep them in it. While coding simulations and interview technology help to create that interaction, a fully immersive, configurable candidate experience ensures that candidates go that one stage further.

Source: Career Builder, 2018.

Make time your ally with a fast, focused experience

Speed is everything; getting talent into the funnel quickly and to the point of offer is perhaps the greatest challenge faced by technology hiring.

But time – once your greatest competitor – can be turned into your ally with a fast, focused and automated process.

Think back to the earlier comparison between analog and digital hiring.

Analog
minimum 60
days

Digital
average 15-30
days

Digitization can win you back those hours of lost productivity; it can ensure specialist resources spend time with the right talent; and – most importantly – it can streamline candidates through the process and more than halve the time to offer.



Automating tech hiring is a necessity to getting time on your side and gaining that critical competitive advantage. But to achieve automation, we must embrace technology just as much as the technology talent we are recruiting for.

That is why at SHL, we have invested in a new technology hiring solution to make the transition to digital as seamless and rewarding as possible for our customers.



Futureproof your tech hiring with SHL

SHL uses AI-powered, advanced coding assessment technology to reliably inform hiring decisions and remove the burden on your technologists, all while delivering an automated experience that will draw more candidates to your funnel and keep them there.

It's as easy as following these four simple steps.



One

Automate assessment and remotely discover technical ability



Two

Deliver the candidate experience that makes you stand out



Three

Make hiring decisions with actionable, dependable insights



Four

Look to the future, not just this point in time

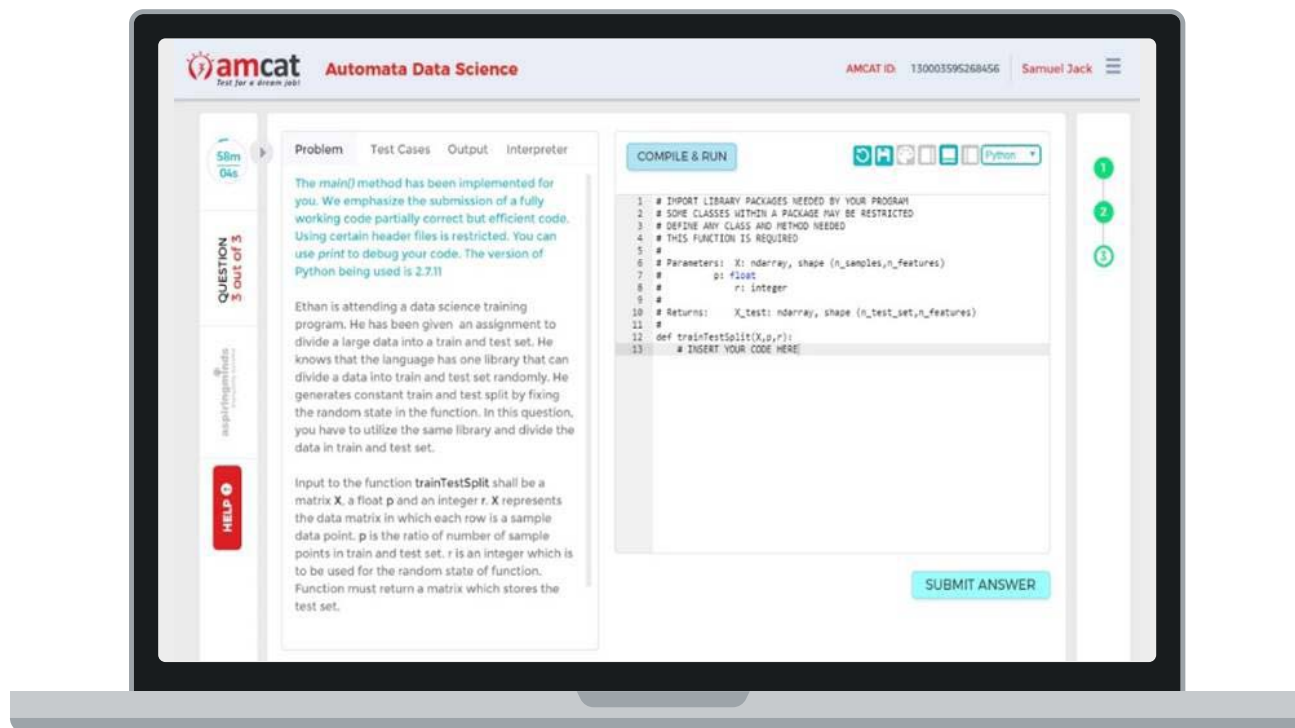


One

Automate assessment and remotely discover technical ability with SHL

SHL's coding simulations are some of the world's most powerful, supported by a real-world IDE that delivers an intuitive, engaging and securely proctored programming experience in over 50 coding languages.

What's more, we use the first and only AI model to score incomplete code on logical correctness and quality. Simply put, we do not screen out exceptional candidates based on one minor error.



This grows your funnel with suitable and more diverse talent and provides a more rewarding experience for every candidate.

To make the process even more robust, we also provide a broad range of technology skills tests to comprehensively evaluate technical concepts and knowledge in over 250 disciplines, including Front End, DevOps, Full-stack, Back End, Data Science and more.



What AI-scoring does

Grades programs that are partially correct.

Grades programs that have minor errors and may not compile.

Scaleable question independent model.



How it works

Supervised meta language model evaluates.

Fixes minor errors and relaxes compilation rules.

Uses distance from good set of codes to grade the code.



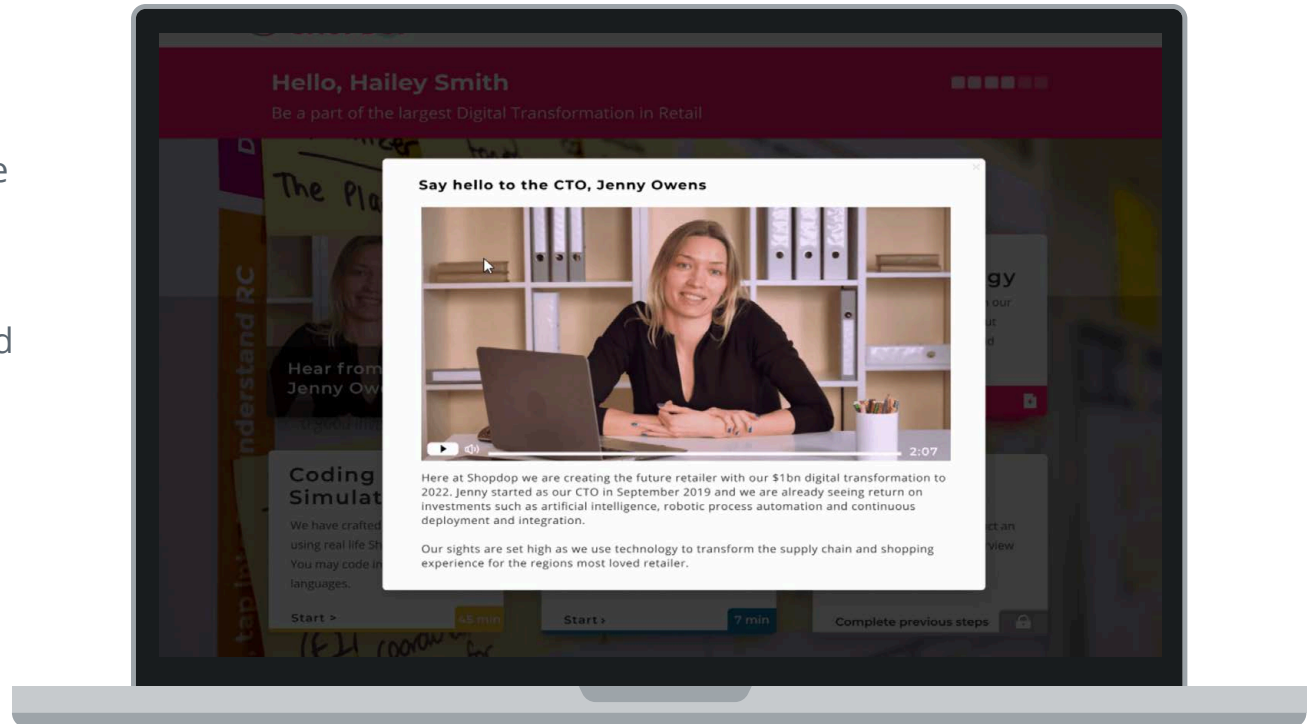
Two

Deliver the candidate experience that makes you stand out

Our highly interactive **live coding interview technology** comes with interactive whiteboards and allows for multiple users, so you can create a highly collaborative environment.

Our interview technology removes scheduling nightmares and the need for face-to-face meetings. You can even playback the interview in full for additional insight.

And we can make your organization truly stand out by providing opportunities to learn about your technology roles, organization and tech stack with an interactive multimedia experience.



SHL's coding interviews also include a data bank of high quality questions designed by IT experts as opposed to crowdsourced.



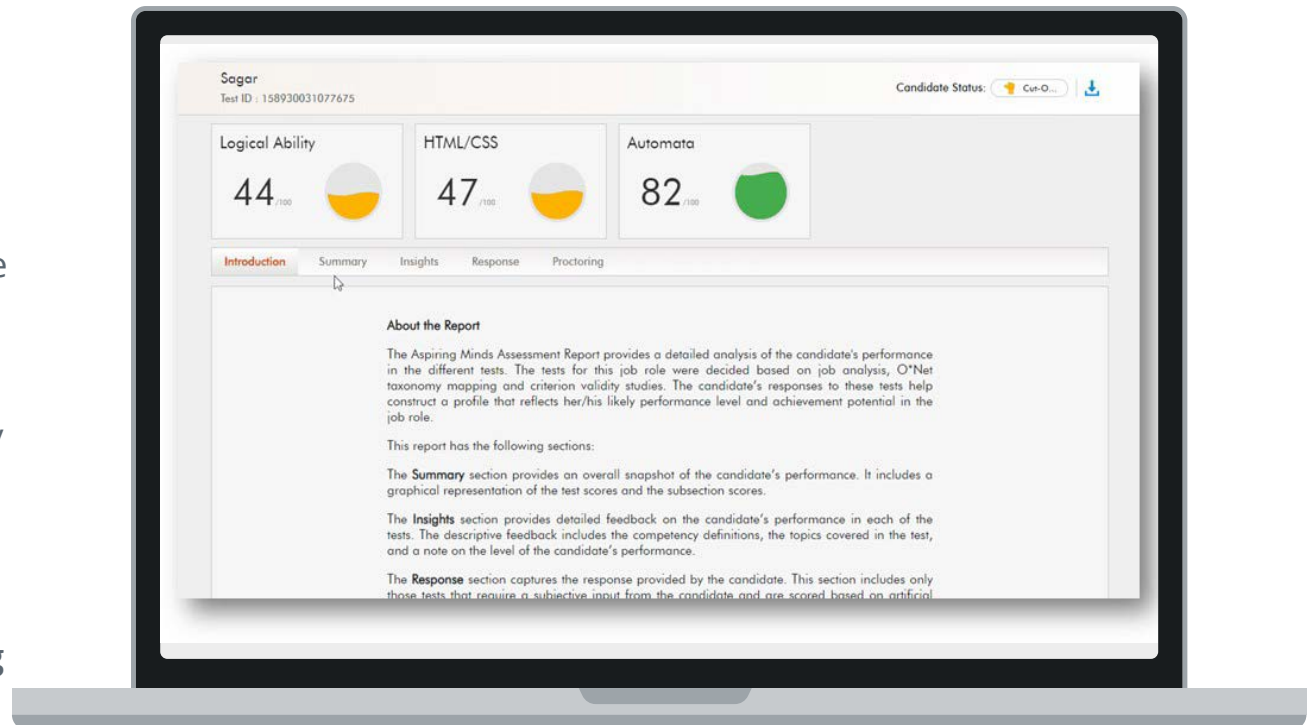
Three

Make hiring decisions with actionable, dependable insights

Take the guesswork out of your decision-making with rigorous candidate scoring on each module of your assessment program. Review the submitted code and number of test cases passed along with response times and detailed compilation statistics to shortlist the very best candidates.

All reports can be instantly shared with the hiring team and seamlessly integrated with your ATS provider.

SHL takes pride in ensuring our results are also of the highest integrity. Our **advanced proctoring capabilities** enable us to run plagiarism checks throughout and can include powerful multi-face detection software.





Four

Look to the future, not just this moment

Finally, in the dynamic world of work it is important not to just focus on measuring the skills necessary for success now but also to consider cultural fit, ability to learn new technologies and the candidate's capacity to function as an integral part of your team.

Our deep people science provides answers for every stage of your new tech recruit's career and at every point of your ongoing acquisition journey.

Personality, motivation and remote working assessments are just some of the many powerful tools SHL can add to your solution to ensure you are hiring the right people both for today and for the future.

Tech hiring that truly is futureproof.

Explore more?

shl.com/tech-hiring-solution





shl.com

SHL brings powerful and transparent AI technology, data science, and objectivity to help companies attract, develop, and grow the workforce they need to succeed in the digital era.

We empower talent strategies to unlock the full potential of your greatest asset—people.