



CONNECT: THE VIRTUAL EXPERIENCE
Tech Solutions

Adapting Campus Recruiting for the New Normal

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Agenda

1. Fixing the broken system
2. Employer success stories
3. Virtual university offerings
4. Practice room announcement

Once-In-A-Generation Opportunity

The past few months have **torn up the old campus recruiting playbook**, forcing companies and schools to quickly transition to virtual experiences. But while much of what has happened to date has been out of your control, **you have a choice in what's to come.**

A System that Was Already Broken

To understand why campus recruiting must change, you only have to look at the way in which today's hiring practices limit the candidate pool:

- Visiting only a handful of schools and university campuses
- Asking for arbitrary GPAs and grades (no longer an option this year)
- Using the resume as a primary screening method despite its lack of true candidate insights

Graduate Hiring Challenges

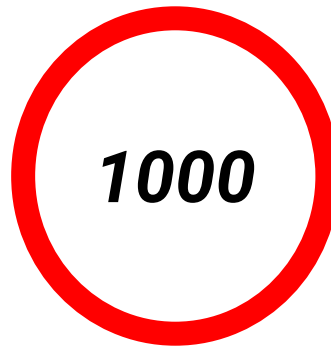
- Wide Applicant-to-Hire Ratio
 - Too many candidates is putting huge stress on the recruiting team and existing processes
- Fall recruiting season likely to be virtual
 - Preparing for virtual recruiting while still providing a personal career path & showcasing company culture
- Career fairs moving virtual
 - Opens opportunity to increase the number of universities they recruit from
- Existing Processes not optimized for current environment

Employer Success Stories - PWC

Problem: Friction Filled Process that took up too much candidate, recruiter and hiring manager time



**RECRUITER HOURS
SAVED**



**HIRING MANAGER HOURS
SAVED**



INCREASED OFFER RATES

PWC Process Impacts

**Online
application**



Assessment



Assessment



Assessment



**On-site
interview**



PWC PROCESS AFTER HIREVUE

**Online
application**



**Video +
game
assessment**



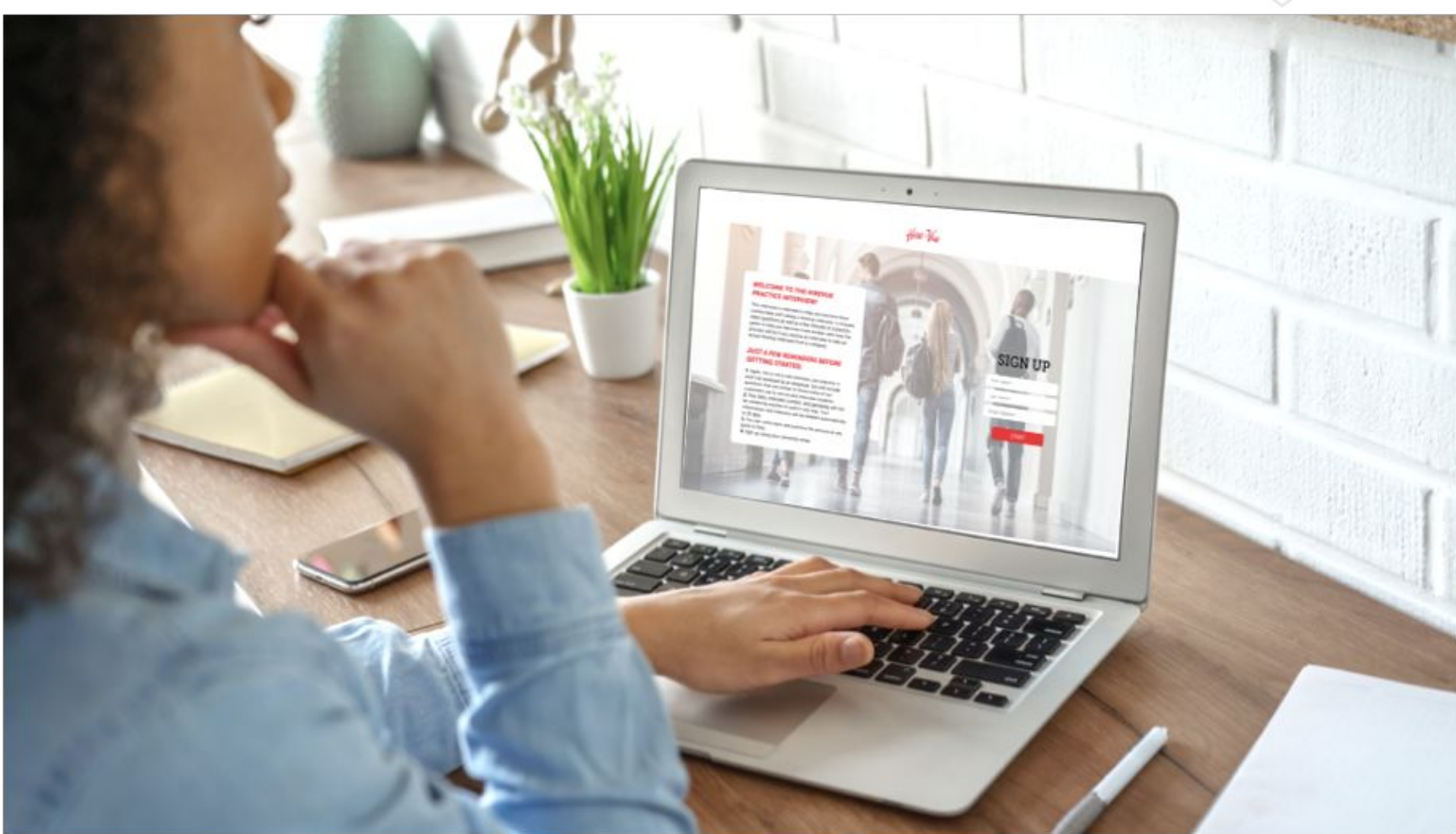
**On-site
interview**



HireVue For Universities & Students



HireVue Practice Interview for Students



HireVue Practice Interview for Students

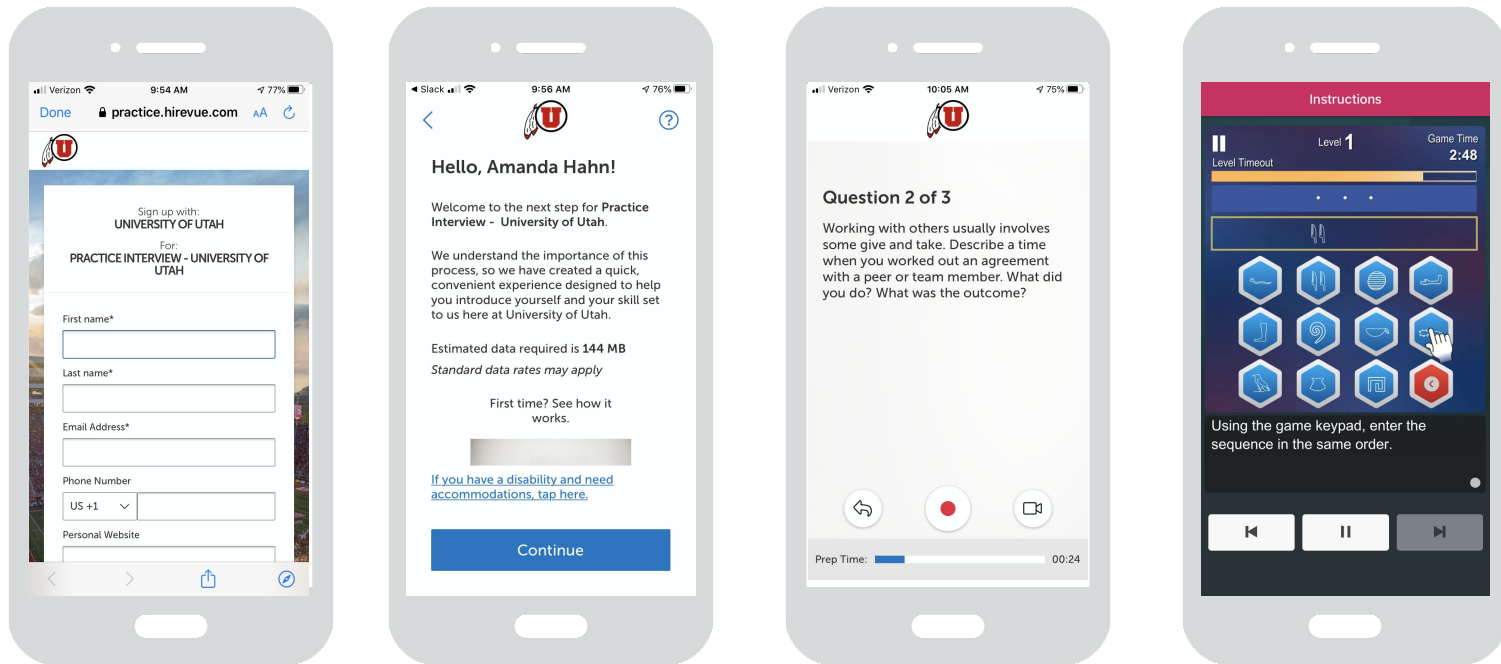
- Goal is to remove technical preparedness barrier and better prepare students for virtual interviewing
- Actual HireVue OnDemand Interview designed to mirror a real interview experience
- Prepopulated with student-appropriate video questions & short gameplay
- Student interview data will not be used or analyzed in any way

FREE

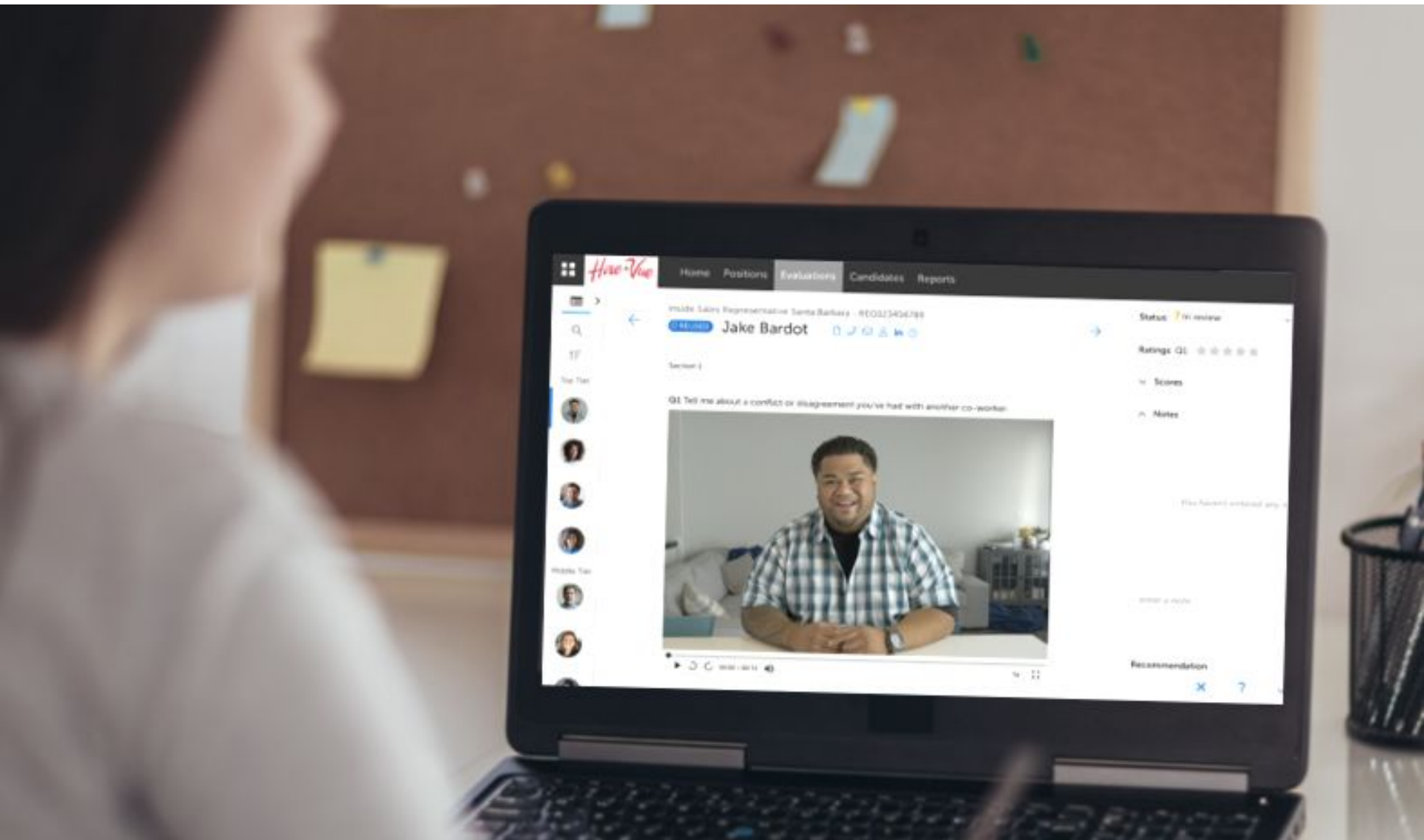
**for any University or College
to use and post to their
Career Services website**



Practice Interview Experience



HireVue Practice Interviews & Coaching



HireVue Practice Interviews & Coaching

- All of the benefits of student practice interview with the ability for Career Services staff to access student interviews to provide coaching on interview performance
- Access can also be provided to student, alumni, or employer mentor coaches to provide interview feedback to students
- Full Video Interviewing Solution - can be deployed in as little as 2 weeks
- Includes pre-configured content but Career Services staff and others can create unlimited custom interviews

FREE

**for any Historically Black
College and University**



Additional HireVue University Offerings



Additional University Offerings

- Virtual Events / Virtual Employer Events
- Admissions -- Undergraduate and Graduate
- Hiring for Faculty & Staff



HireVue Practice Interview for Students

<https://www.hirevue.com/university>



PRODUCTS + WHY HIREVUE + CUSTOMERS + RESOURCES + COMPANY + LOGIN

GET STARTED



HIREVUE FOR UNIVERSITIES

Expand and modernize your approach with virtual tools for campus.

HireVue for universities »

SHIFTING TO VIRTUAL RECRUITMENT WITH VIDEO INTERVIEWS

The old campus recruiting playbook was torn up in 2020, forcing companies and schools to quickly transition to virtual experiences. But while much of what has happened to date has been out of your control, you have a choice in what's to come.

Break down barriers within the current campus recruitment process, encouraging a more diverse, inclusive applicant pool.



**PREPARE YOUR
STUDENTS**



**REIMAGINE CAMPUS
EVENTS**



CAST A WIDER NET

Broaden admissions opportunity



PROMOTE DIVERSITY

See people. not paper



CONNECT: THE VIRTUAL EXPERIENCE

TECH SOLUTIONS

THANK YOU
for attending this session!

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