HiredScore
The Recruiter's Assistant

ALCOA

Facilitating Advanced Data Driven Talent Acquisition For Large Enterprise

"HiredScore has become a critical tool for our overall Talent Acquisition initiative to advance data-driven recruiting processes.

Lauren Pease,
US Head of Recruiting Operations, Alcoa

About Alcoa

Founded in 1888, Alcoa (NYSE: AA) pioneered the aluminum industry over 125 years ago, and today has 59,000 employees globally in 30 countries delivering value-add products made of titanium, nickel and aluminum, and produces best-in-class bauxite, alumina and primary aluminum products. A global leader in lightweight metals technology, engineering and manufacturing, Alcoa innovates multi-material solutions that advance the world. Alcoa's technologies enhance transportation, from automotive and commercial transport to air and space travel, and improve industrial and consumer electronics products. Alcoa enables smart buildings, sustainable food and beverage packaging, high-performance defense vehicles across air, land and sea, deeper oil and gas drilling and more efficient power generation.

Alcoa's Challenges

High Volume of Applicants
Industry leading recognition and successful recruitment marketing led to Alcoa's high volume of applicants, which drove the need for an efficient way of prioritizing and reviewing large applicant pools

Absence of Technology
A lack of overall technology to support a move to data driven decision-making made it difficult to promote and measure departmental change

Limited Recruitment Process Clarity
Leaders and decision-makers had limited insights into the characteristics of a successful candidate and the broader recruiting cycle

The HiredScore Solution

Technology-Enabled Change
Provides recruiters with a method for data-driven prioritization of candidates, making the candidate selection process more efficient

Process Improvements
Understanding the factors that lead to offers provides a means for reverse-engineering candidate profiles and the hiring process

Recruiting Data Transparency
Automated data analytics offered by the HiredScore tool provide insights into aspects of successful candidates and a company's recruiting process

Quick & Seamless Integration
The fast and easy integration of HiredScore with existing HR systems ensures minimal HRIS / IT involvement and gets companies launched in weeks

The Result

Improved Recruiter Efficiency

HiredScore gives recruiters an effective method for data-driven prioritization of applicants with no change to their existing workflow

Deep Insights into Internal Processes

Automated insights into the recruiting process (e.g. evaluation of applicant source effectiveness and top candidate characteristics) became vital to the Talent Acquisition team's transformation

Lightning Fast and Hassle-Free Integration

The speed and fully supported integration were particularly beneficial, as HiredScore's expertise in handling HR data, internal integration team, and process management made for an outstanding client experience and on-schedule product launch

World-Class Support

The comprehensive client support and engaging training from the team were key differentiators in working with HiredScore compared to other vendors from launch through today

> *The level of hands-on support and energy from HiredScore ensured a swift and effortless integration and go-live on the part of Alcoa resources. HiredScore's level of expertise and flexibility allowed for a hand-in-glove customization along with personalized strategic insights along the way.*
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> Lauren Pease,
> US Head of Recruiting Operations, Alcoa
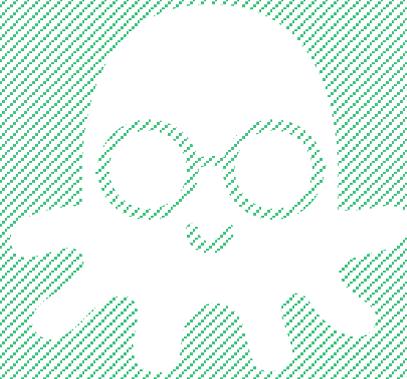
About HiredScore

HiredScore tackles the candidate selection process with big data and workforce intelligence

By leveraging the power of data, HiredScore enables recruiters to instantly identify priority candidates among their applicants. HiredScore's proprietary technology integrates with the major HR systems to provide real-time analysis and prioritization of candidates based on deep data insights and artificial intelligence from thousands of sources beyond the resume, including public data, enterprise data, and adaptive learning.

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www.hiredscore.com