

# Deltapath®

connecting your people, networks and companies.



## Deltapath vicruit™ video-enabled talent acquisition solutions

Deltapath solutions for Recruitment Agency and the Human Resources Teams

Video-enabled talent acquisition solutions  
DELTA PATH CLOUD SERVICES

**Office of the Government Chief Information Officer**  
The Government of the Hong Kong Special Administrative Region



**ASC**

# An Award Winning Company

## Deltapath® Wins Best Business Solution Product Award



WINNER  
HK ICT AWARDS 2014



Silver Award  
銀獎

HONG KONG  
ICT AWARDS  
2014 香港資訊及  
通訊科技獎

# Using Video to Win the War for Talent!



When conducting an interview, **seeing a person's expressions, body language, mannerisms** helps tip recruiters off as to a candidate's potential fit in a team.

*But what happens when the best candidate on paper is in a different city ... or even a different country?*



Fortunately, with today's  
**remote collaboration  
technology**, recruiters can  
still conduct **face-to-face  
interviews**.





Beyond being able to visualize candidates, collaboration technology like video conferencing in your **remote recruitment** delivers several other **benefits that you may not have considered.**

# Multiple delivery options



# Human Capital Management

## Video-enabled Processes

### 1. Talent Acquisition

Video interviews help attract skilled workers and talents, and shorten time to hire

### 2. On-Boarding

Video reduces induction period, accelerate training, and shortens time to productivity

### 3. Performance Mgt.

Video enhances human interactions, trust, employee engagement and rapport

### 4. Flexible Working

Video enables ease of implementation, continued productivity and equity of opportunities

### 5. Learning & Development

Video improves interactivity, retention, quality, consistency and optimizes resources

**52%** growth in demand of video-based talent acquisition compared to 2012.

(Source: Aberdeen Research)

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Video-enabled talent acquisition solutions  
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# What is a video-enabled talent acquisition?

Video-enabled talent acquisition combines **collaborative video** and **mobile technologies** in a branded environment - to turn traditional recruiting and candidate processes on their head.



Deployment across browsers and devices

Lifelike video experience anytime, anywhere

# About video-enabled talent acquisitions ...

*“Video interviewing is a blessing for recruiters and organizations that care about **candidate experience**..”*

Jason Buss,  
Talent HQ's creator and editor

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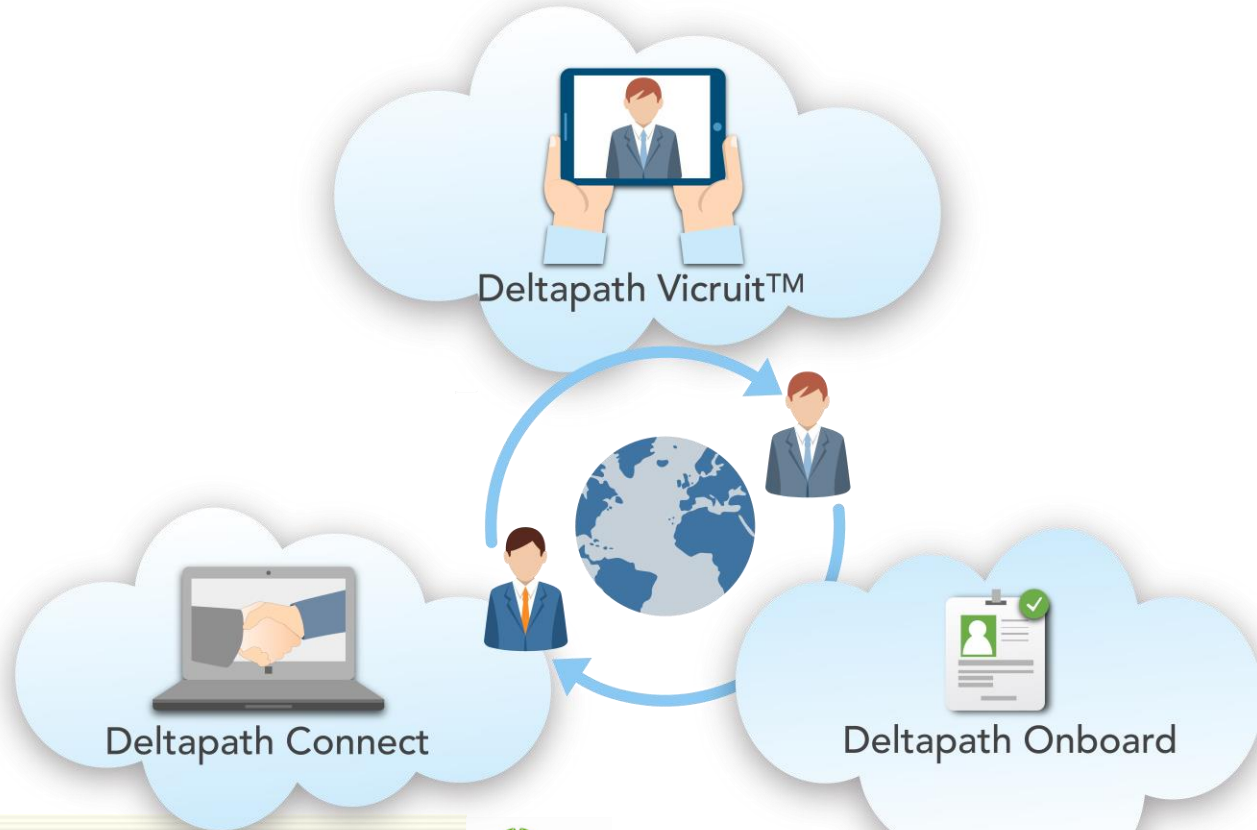
# About video-enabled talent acquisitions

## Candidate Experience

- ✓ Respectful of candidate's time, catch busy candidates on the go anytime, anywhere.
- ✓ acknowledge commitments outside the recruiting process
- ✓ candidate can easily acquire a truer sense of the organization.



# Deltapath vicruit™ video-enabled talent acquisition solutions



30% of organizations plan to invest **in the next 12 months** in video for recruitment.

22% of organizations plan to deploy video-enabled talent acquisition by spring 2016.



27% of organizations use video-enabled talent acquisition. **47%** of which uses 2-way video interviews.

Source: Aberdeen Research

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# The trouble with traditional hiring practices

**Average Time to Hire a New Position**

**45**  
Days



- ✓ Receive candidates applications
- ✓ Short listings
- ✓ Conduct phone interviews
- ✓ Conduct face-to-face interviews
- ✓ Conduct final interviews
- ✓ Make a job offer

# The trouble with traditional hiring practices



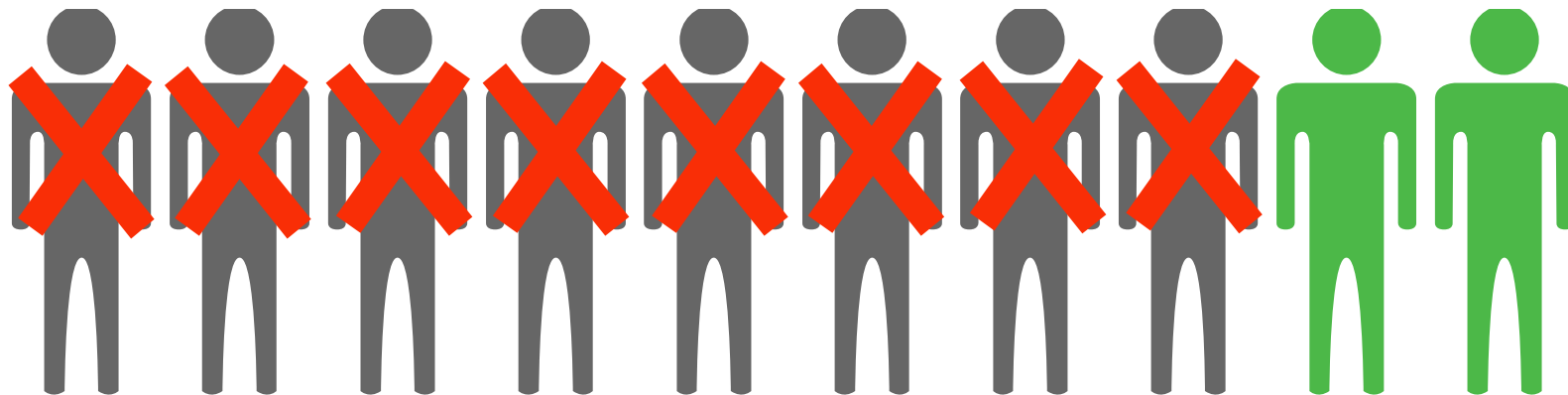
*One in four companies said **bad hiring** costs them more than **USD\$50,000** per candidate*

# The trouble with traditional hiring practices

80%

employee turnover

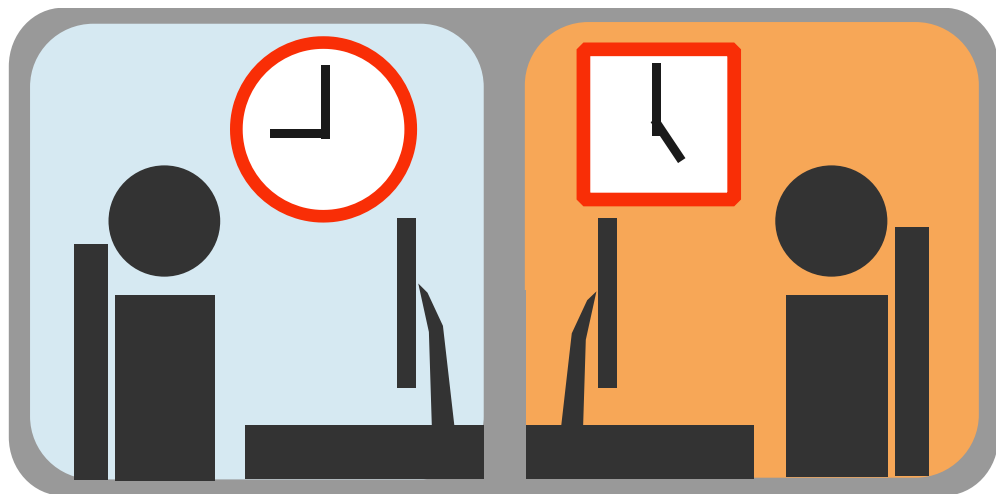
A Harvard study shows that **80%** of employee turnover can be attributed to mistakes in hiring process





# Benefits of two-way video interviewing

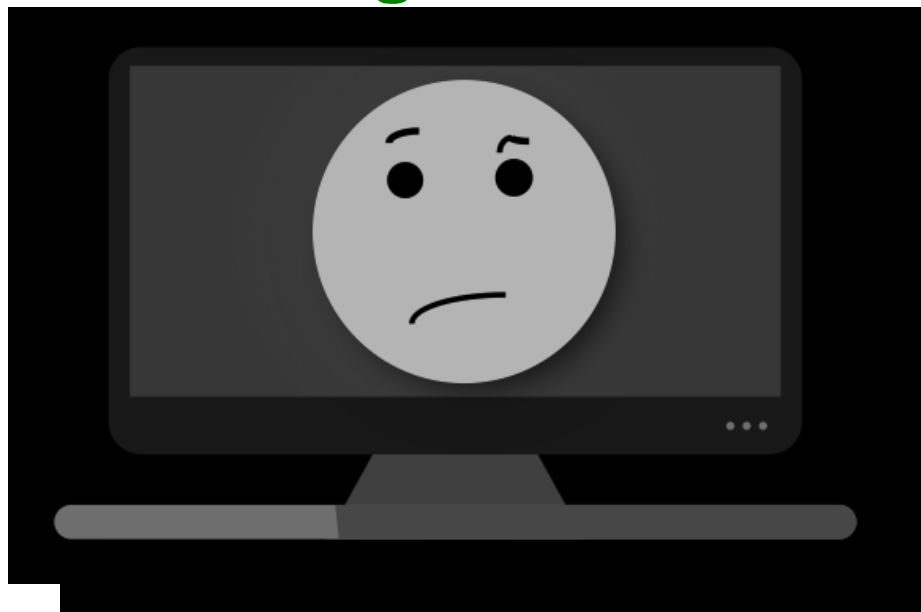
## Convenient



Allows for face-to-face interviews without the hassles of scheduling and travel even in different time zone.

# Benefits of two-way video interviewing

## Revealing



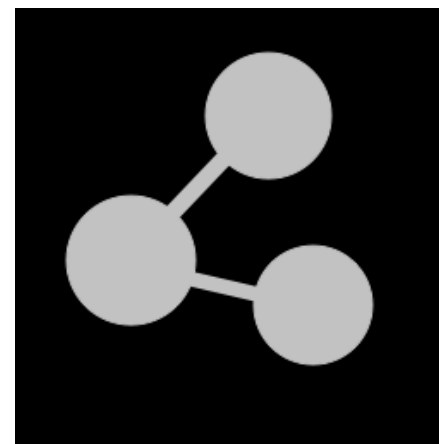
Enables employers to pick up a candidate's important non-verbal cues

# Benefits of two-way video interviewing

## Recordable and Sharable

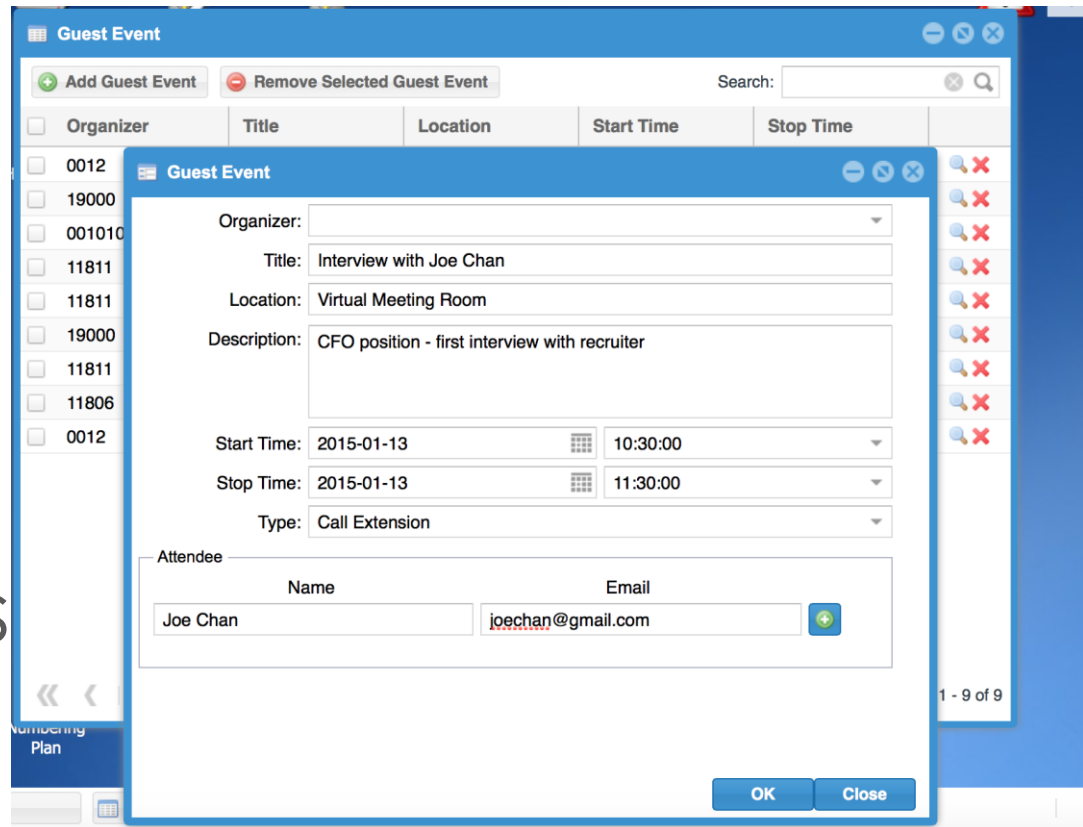


Employers can record interviews for later playback and accessed by other colleagues involved in hiring



# Let's Meet!

- Create Access Code
- Automatic e-mail alerts with calendar invites



The screenshot shows a 'Guest Event' management interface. At the top, there are buttons for 'Add Guest Event' and 'Remove Selected Guest Event', along with a search bar. Below this is a table listing events with columns for Organizer, Title, Location, Start Time, and Stop Time. A modal window is open, displaying the details for a specific event:

- Organizer:** [Dropdown menu]
- Title:** Interview with Joe Chan
- Location:** Virtual Meeting Room
- Description:** CFO position - first interview with recruiter
- Start Time:** 2015-01-13 10:30:00
- Stop Time:** 2015-01-13 11:30:00
- Type:** Call Extension

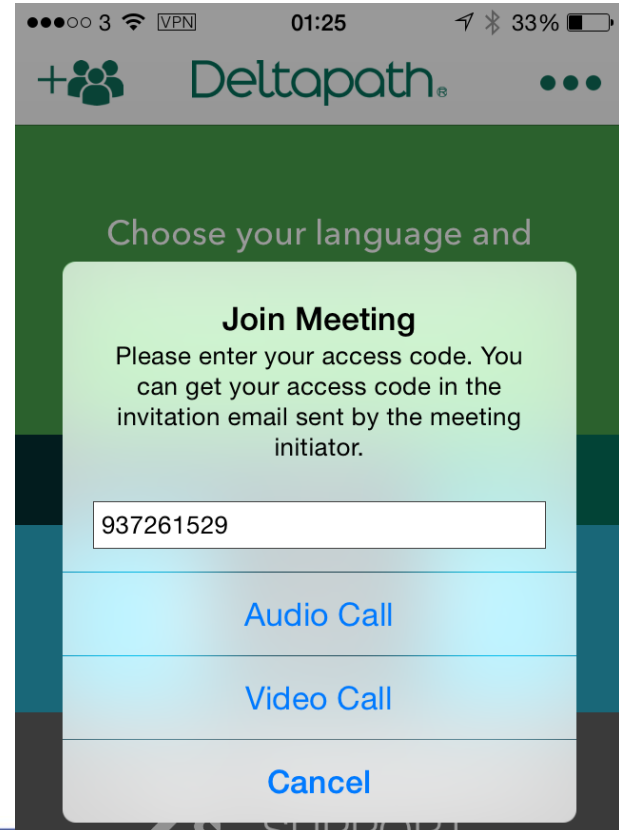
Below the event details is an 'Attendee' section with a table for adding participants:

Name	Email
Joe Chan	joechan@gmail.com

At the bottom of the modal, there are 'OK' and 'Close' buttons. The background interface shows a list of events with checkboxes and a 'Numbering Plan' button.

# Candidate Calls You at Scheduled Time

- Download your company's mobile app
- Enter a secure access code
- Connect with interviewer at scheduled time



# Benefits of two-way video interviewing

## Economical

Employers can save as  
much as 67% on the travel  
costs associated with  
hiring

# Consideration

- Cost Effective
- Ease of Use
- Compliance and Security
- Innovative technology

# Savings!

- No traveling time required.
- Reduce waiting time.
- Reduce time required in initial screening interview.
- Connect with geographically distributed recruiter and hiring managers
- Reduce the need to fly a candidate on-site.



# Ease of Use

- Interviewers and interviewees can connect from anywhere demonstrating to candidates an appreciation for the otherwise burdensome logistics of interviewing
- Live interviews can be recorded and attached to a candidate profile, making it easier for absent stakeholders to review the interview
- Participants are able to enter and exit the process without downloading anything, bypassing any technological hurdles historically encountered.

# Recruitment process is more efficient with Deltapath vicruit™ video-enabled talent acquisition solutions

