



Creating a Revolutionized Hiring Process

www.careersALK12Education.org



Alabama State Department
of Education

Mona Coan



Key Points



WHAT IS HIRETRUE



BENEFITS OF
HIRETRUE



CANDIDATE
EXPERIENCE



ENHANCING
RECRUITMENT
OPPORTUNITIES



STATISTICAL FACTS

What is HireTrue



New job board platform for Public & Charter Schools across Alabama



Replacing “Teach in Alabama” (SearchSoft/PowerSchool)



Streamlined hiring process



Ease of use for both employers and candidates

New Platform Name



Formally known as “Teach in Alabama”
(SearchSoft)



New Identifier
Careers in Alabama K12 Education



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HireTrue Features & Benefits

Modern,
User
Friendly,
and
Intuitive



Incorporates all districts and schools into a central location with one application for all positions



Meet candidates where they are with an online application and efficient mobile communication



Use data to create recruiting strategies, highlights strengths, and identify areas of opportunity.

Simplifying the Screening Process

- Create custom questions sets for position based on their specific requirements
- Know that your candidate pool meets your requirements before looking at your first application
- Hiring Managers can focus on qualified candidates and reduce overall resume review time.

Identify
Qualified
Candidates

Custom
Question
Sets

Reduce
Processing
Time

Reporting and Analytic Capabilities



Expansive standard reporting and dashboarding suite as well as custom data export tools



Real time data and exporting capabilities provide up to date data right when you need it



Identify trends and learn over time to drive continuous quality improvement and predictive value




Talent Selection & Management

- Identify soft skills, personality traits, experience, and job interest matching with the HireTrue behavioral assessment
- Categorize profiles by skill sets, experience, and more using watch lists and advanced search functionality

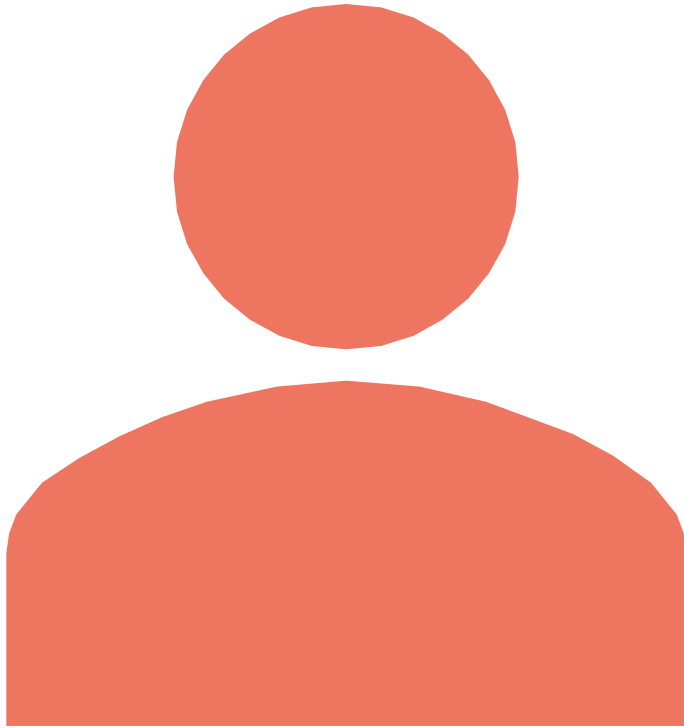
Candidate Experience






Candidate Experience

- All jobs in one place
- Simplified Job Alert creation
- Easy application process
- Mobile-friendly interface
- Candidate Support & Help Section
- Various Communication methods





Enhancing
Recruitment
Opportunities

Expanding the Recruitment Process



- Increasing the Talent Search Pool
- Benefits of leveraging hiring strategies
 - Indeed
 - LinkedIn
- Keep job posting in the forefront
 - Pipeline Tool

Statistical Data







HireTrue Metrics

Application
Volume: 3,679

Unique Candidate
Volume: 1,357

Number of Jobs
Posted: 998

10
DAYS





Referral Source	Application Volume
Careers in AL K12 Education	1,816
School Website	815
Employee Referral	349
Indeed	309
Event or Job Fair	209
Other	114
Facebook	28
LinkedIn	21
Glassdoor	16
YouTube	2
Total	3,679

Other Features

Integration options with existing systems

Customer Support Channels



More **enhancements** are still
to come to support our
school systems across the
state more efficiently and
effectively.

Questions

?

?

Answers

?



Please take
a moment
and provide
us with your
feedback!



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Job Board

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