Buyer's Checklist

Ten questions you should
ask before picking
a pre-hire platform

Buying a pre-hire platform is a big decision and, like any big decision, **you need to weigh the facts and make sure it's worth the investment**. In this case, the right decision can change the way you do business for the better. So let us help you do some due diligence with this handy checklist.

Here are some important questions you should be taking into consideration as you decide which pre-hire platform is right for you.

Is it a one-stop shop for all your pre-hire needs?

Do you really want to have a multitude of solutions that tackle your various pre-hire needs, or **would you rather just use ONE solution to manage the process from acquire to hire?** In case you're wondering, 78 percent of employers say they prefer to have one overall platform solution from one HR software systems vendor because it is more convenient. Just think of all the hours you can add back to your week—not to mention all the passwords you won't have to turn your desk upside down looking for with one comprehensive end-to-end pre-hire platform that takes care of it all. When you look at it that way, it's not really such a tough choice, is it?

Will the platform offer data and analytics on both the recruiter and the candidate?

There are two sides to every hiring decision, and you need to fully understand both perspectives for the platform to really provide value — you can't focus solely on the candidate or the employer. Most technologies are fragmented in serving the needs of both recruiters and candidates. Will you have easy access to decades of data and analytical insights about recruiter and candidate behavior so you can make better, more strategic decisions? You will need a platform that offers robust analytics and reporting — in fact, nearly 2 in 3 (64 percent of) employers have agreed that they need to have accurate source of hire data to do their job most effectively.

Will the platform be easy to use?

You shouldn't have to sit through days of training or classes and still scratch your head at the end of it. Some vendors will show off all the bells and whistles of their platform, but at the end of the day you want an intuitive platform that you can get off the ground with basic training.

Will it streamline your job and make you more efficient?

Are the systems you are using today all integrated and "talking" to each other? How do you successfully manage the multiple vendors that you leverage today? Do the multiple integrations of your current systems cause problems in your business? Due to the demands of your business, you need a technology that can respond quickly and create efficiencies so that you can do more in less time. You need a platform that's easy to use with a clean, intuitive user interface. And wouldn't it be nice if you could add more time back in your day with a system that streamlines job posting and candidate processing, thereby making your job so much easier? Insist on it.
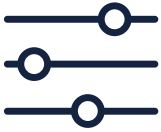
Will it be configurable?

Make sure the software you select can create a workflow that can be configured around your team's process. You need a vendor that understands the value of easy integrations, harnessing the best of what each individual system can provide, but still maintaining simple workflows.

Is it a holistic solution?

Is the pre-hire platform you're considering designed to take a more holistic approach when it comes to candidate experience, recruiter efficiency, and data and analytics? When you have all of this working together, you're addressing the entire system instead of tackling it piece by piece. In fact, CareerBuilder research shows that drop- off can be reduced from 80 percent to just 10 percent when we power the entire process.

Will it help keep you in compliance?

Hiring can be a tricky business, especially with all the regulations pertaining to it. You need an HR software system to keep you compliant with all the regulations so you can free up time to fully concentrate on your role in HR. You need a system you can trust, with a focus on compliance and a proven track record in the marketplace.

Will you get the attention you need during implementation?

Are you working one-on-one with a consultant who can guide you and give you the attention you need? You need to ensure that your questions get answered by an actual human being, instead of getting passed around at a call center.

Will you see adoption?

Even the fanciest of systems is worthless if people don't want to use it. It's important for you to involve all the key stakeholders from your recruitment and leadership team to get buy-in as you roll this system out to the larger group. If they can see the potential and value of the platform, it will make your job that much easier.

Are you guaranteed on-going support?

Installing a platform is one thing, but what happens when you run into an unforeseen issue or just need someone to quickly walk you through a feature? You need to be able to rely on support both during and post-implementation. It's important to have someone with the technical support and know-how who can assist you when you need it. Make sure you can actually pick up the phone and be assured that you will be talking to a helpful human on the other end of the line (and not just be transferred to a call center) who can look into your issues and expertly answer any questions you may have. Just as important, you need people who will be there for you during the journey by offering advice and best practices so you can get the maximum return on your investment.

Get started

Don't waste any more time (or money) — learn more about how Talentstream Recruit can boost your recruitment strategy. You'll be able to cross all of the above considerations off your checklist, and you'll wonder how you ever spent a single day without it.

Request a demo