Green Key Increases Placements, Saves $200,000 with HiringSolved's AI

Green Key Resources and HiringSolved

Best Advance in AI for Business Impact

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Company Background

Company-at-a-Glance	Green Key Resources
Headquarters	New York, NY
Year Founded	2004
Employees	200+
Global Scale	United States
Customers/Output, etc.	Talent placement for clients in the areas of Accounting & Finance, Healthcare, Information Technology, Pharma and Professional Support, among others
Industry	Staffing, Recruiting and Executive Search
Website	www.greenkeyllc.com

Company Background

HiringSolved

Company-at-a-Glance	HiringSolved
Headquarters	Queen Creek, Arizona
Year Founded	2011
Employees	25
Global Scale	US-based with global users
Customers/Output, etc.	Key Customers: Squarespace, Bissell and AMD Services Offered: A layered recruiting and talent intelligence solution that normalizes the data in a company's ATS/CRM to unify sourcing, qualify candidates and fill talent pipelines more efficiently.
Industry	HR Technology
Website	www.hiringsolved.com

Budget and Timeframe

Number of (HR, Learning, Talent) employees involved with the implementation?	Two
Number of Operations or Subject Matter Expert employees involved with the implementation?	Four
Number of contractors involved with implementation	One
Timeframe to implement	Four months
Start date of the program	Dec. 30, 2020

Overview

Green Key Resources, an industry-leading national staffing firm, was looking to search their internal candidate data quickly and accurately. With their existing ATS, they were limited by a single dataset search and the inability to contextualize search around resumes.

Green Key set a goal of increasing search speed and capabilities to increase placements while saving time and money at their agency. They were also interested in automated candidate matching to ensure that every candidate matches the proper role and their clients' positions are filled as quickly as possible.

To achieve their goals, Green Key created an in-house search solution that ended up not serving the purpose effectively and they were back to square one. By taking on the role of a consultative partner for Green Key, HiringSolved identified the redundant systems and inefficiencies within the existing processes and customized the HiringSolved platform to their needs.

HiringSolved recommended retiring the in-house solution and implementing HiringSolved's industry-leading artificial intelligence to increase search speed and capabilities. The process began with implementing HiringSolved's search capabilities into Green Key's existing data sources on the back-end. This implementation allowed Green Key to start working towards achieving their goals immediately.

After implementing HiringSolved, Green Key retired some of their tools for a more unified sourcing tool in HiringSolved that saved them $200,000 in operational expenses. HiringSolved artificial intelligence and automated candidate searching and matching saved their recruiters 2 to 3 hours per day — exceeding all expectations and goals. Thanks to these transformations, Green Key recruiters could submit more qualified candidates quicker than ever before.

Design

After compiling their goals and their needs, Green Key considered multiple options as the right solution. Before finding HiringSolved, Green Key decided to create an in-house sourcing solution catered directly to their needs. Unfortunately, the in-house solution, while functional, didn't fully support all of Green Key's needs. It was cost-prohibitive and often required too much internal oversight. Green Key began looking for an AI-driven tool to be used alongside their industry-leading staffing team's skills. They thoroughly vetted the market, and HiringSolved stood out due to their reputation as a long-standing expert in the artificial intelligence and machine learning industry.

When HiringSolved and Green Key joined forces, the HiringSolved team led the conversation and strategy to review all available options based on Green Key's needs. They determined that an AI-driven solution, like HiringSolved, would allow their recruiters to get the functionality they needed to succeed. The HiringSolved engineers were able to augment Green Key's existing database with HiringSolved's proprietary AI-powered sourcing functionality and talent intelligence technology before fully implementing the HiringSolved UI to remove the need for maintaining Green Key's in-house solution. After using this personalized system, Green Key decided to begin using HiringSolved's UI and fully implement artificial intelligence into their staffing process.

This implementation provided Green Key with a customized artificial intelligence solution that allowed them to change their staffing process at the needed speed. While the in-house function that Green Key created worked, it didn't move nearly as fast as the team required. When asked about the difference between the in-house solution and HiringSolved's AI functionality, David Singh of Green Key shared, "When you're walking, and you get a bike, you feel good. But when you get a Ferrari, you feel even better."

By customizing HiringSolved to Green Key's needs and providing a transparent and consultative partnership, Green Key got a tool designed entirely for their needs.

Measurable Benefits

HiringSolved's AI and talent intelligence sourcing capabilities allowed Green Key to streamline multiple manual processes, including normalizing and unifying data, automating resume reviewing procedures, augmenting search speed and accuracy, and supporting automated candidate matching.

In just three weeks, HiringSolved was able to help Green Key retire their in-house searching solution to unify their searching capabilities and improve them with AI. This implementation alone saved Green Key $200,000 in ongoing costs in maintenance.

Within the first two months of using HiringSolved, Green Key reported a 33% shorter time to submit candidates. On an individual basis, HiringSolved was able to save users 2 to 3 hours per day. When asked about HiringSolved's AI search functionality, Green Key's David Singh shared that before HiringSolved, it often took 10 minutes or more per search to find accurate results. HiringSolved can perform a more thorough search in a fraction of the time, returning more accurate candidates in just 4 seconds.
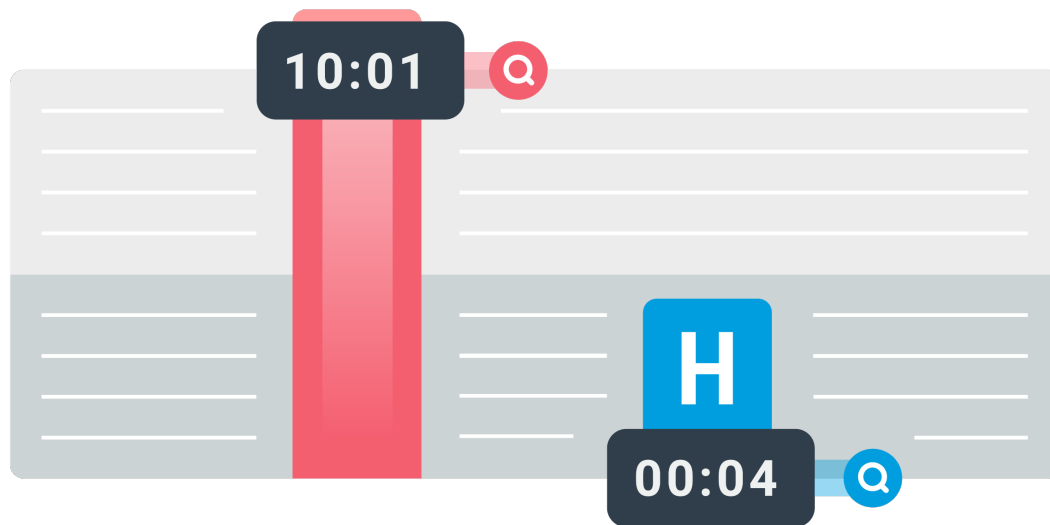
Figure 1: Search Time Before and After HiringSolved

Illustration provided by Green Key Resources and HiringSolved

Alongside these budget and time savings, Green Key can improve the candidate experience by responding to applicants and candidates quicker. With increased search speeds and multiple hours in the day given back to recruiters, the Green Key staff can spend more time building quality relationships with candidates and clients alike.

By effectively implementing HiringSolved based on their needs, Green Key transformed their recruiting process for the better.

Overall

Overall, by implementing artificial intelligence, Green Key could transform their recruiting process completely. They were able to place more candidates quicker, retire some of their more ineffective tools for a more unified sourcing tool in HiringSolved that saved them $200,000 in operational expenses and save their recruiters 2 to 3 hours per day.

Throughout this process, Green Key needed a vendor who was ready to be a consultative partner. Implementing artificial intelligence is no small feat and Green Key needed the proper support to run the system smoothly. After a few instances of working with mediocre vendors, HiringSolved had to prove their technical capabilities and stellar consultation and support.

When Green Key needed to be more efficient and scalable to reduce the amount of hard work that goes into a simplified process, artificial intelligence and HiringSolved helped them do exactly that.

Moving forward, Green Key will be continuing to augment their recruiting process by turning to HiringSolved as the first step of their strategy. HiringSolved's Boolean search abilities will become a critical part of the workflow allowing Green Key to create a more precise search.

Green Key's David Singh shared that, "Before HiringSolved, we felt like a recruiting firm that didn't have the tools to do recruiting. [HiringSolved] is taking us to Level 10." After implementing HiringSolved, Green Key will continue to serve their clients with industry-leading recruiting skills while saving time and money with artificial intelligence.

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