

## SMARTER HIRING THROUGH ASSESSMENTS

A Tech-Forward Approach Streamlines Hiring at Scale

### Client

A long-term Source2 partner in the utility services sector, hiring thousands of field technicians annually across 48 states.

### Improvement Opportunities

- Streamlining candidate screening by reducing manual processes
- Providing field leadership with more efficient interview support
- Increasing candidate commitment to enhance training consistency
- Aligning hiring standards across all regions for a unified approach
- Expanding candidate engagement beyond standard business hours
- Strengthening candidate-job alignment to boost retention

### Solution

- Source2 identified Harver as a best-in-class assessment platform
- Developed and funded direct partnership with Harver to enhance recruiting outcomes
- Integrated AI-powered assessments tailored to the client's workforce
- Used I/O psychologist-backed criteria to define success profiles
- Streamlined hiring via full integration with Workday
- Shared tools and insights with client at no additional investment on their end
- Delivered under a retention-based pricing model aligned with long-term results

### Results & Outcomes

- 54% of assessments completed outside of standard business hours
- Higher training class fill rates with better-fit hires
- Consistent evaluation criteria across all districts
- Harver achieved Workday certification through Source2-led implementation
- Results reflect how Adaptive Recruiting Solutions empower clients with flexible, scalable tools that fit their unique operational needs



Client Case Study – Assessments

*“We implemented Harver’s assessment and one-way video interview for technician roles and have been very pleased with the results. The pilot improved retention and created consistency with a required job preview for all candidates. Our recruiting team has also saved countless hours that would have been spent scheduling and rescheduling phone screens and interviews.”*

– Director of Recruiting

### Key Takeaways

- The Harver Assessment has driven 17% year-over-year retention improvements
- 19,000+ hours projected annual time savings
- \$1.0M+ in cost savings established through improved efficiencies and retention
- Candidate review time reduced to under 30 minutes

**Let’s Identify the Right Talent Through Hiring Assessments.**

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