NEOGOV

INSIGHT

RECRUIT

Applicant tracking software helps you attract and hire high quality candidates, complete with compliance reporting.

BENEFITS

TRANSFORM HIRING WITH THE LEADING
– *applicant tracking system* –
FOR THE PUBLIC SECTOR

Built to serve the public sector, NEOGOV's applicant tracking system automates the hiring process and meets compliance requirements, reducing time to hire. With easy-to-use job application templates and an applicant self-service portal, Insight makes it easier to find and hire more qualified candidates.

With Insight, HR teams can quickly and easily manage all applicants and access recruitment data throughout the application process. List open positions on your company website and accept online applications, while ensuring ADA/Section 508 Compliance. Ensure compliance with the built-in, auditable, and legally defensible hiring process, complete with reporting on applicants, applicant flow, EEO, adverse impact, and passpoint analysis.

Integrated with NEOGOV's online job board GovernmentJobs.com, Insight allows you to broaden your reach by advertising to job seekers nationwide. Show your agency in the best light with a customized Career Page that lets candidates find your job openings and submit online applications.

CREATED FOR YOU
and your candidates

✓ Public Sector Focus

✓ Compliance & Fairness Automation

✓ Decreases Time to Hire

✓ Automates Recruiting and Hiring

HIGHLIGHTED FEATURES

CANDIDATE SCORING

As candidates apply, Insight pre-screens them using auto-scoring to highlight the best candidates. By showing weighted scores and rankings based on screening protocols, tests, and interviews, Insight helps you narrow candidates down and find the best fit.

- Configurable screening hurdles and weights
- Customize scoring rules to rank candidates
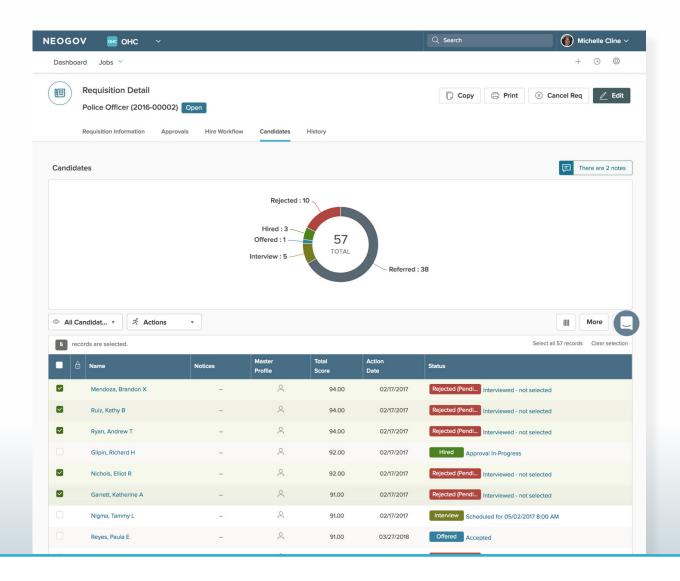- Generate and manage your ranked eligible list

COMPREHENSIVE REPORTING

Insight's easy-to-navigate reports and dashboards help optimize the hiring process by offering data visualization and analysis. With Insight you get more than 90 standard reports, advanced ad-hoc reporting, adverse impact statistics, and dashboards that help you make more informed hiring decisions. Monitor job health and boost job postings to increase your exposure and reach more candidates.

- See real-time applicant flow and job posting health and boost jobs that are not attracting enough candidates
- Perform passpoint analysis to ensure hiring does not result in adverse impact
- Analyze recruitment timelines to identify opportunities to reduce your time to hire

CANDIDATE SELF-SERVICE PORTAL

Maintain transparency and streamline communication for both the applicant and HR with an online self-service portal. Save time by giving applicants the ability to check the status of their application and self-schedule written exams, oral panel interviews, and performance tests.

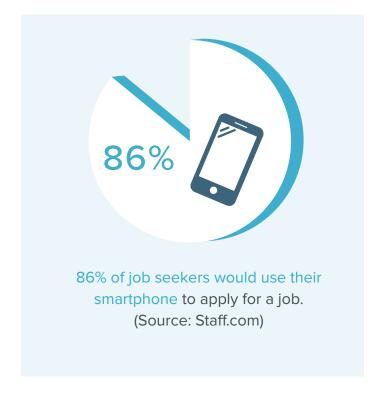- Allow candidates to monitor where they are in the application process
- View all email notifications sent by the employer in the job seeker inbox
- Access complete application history for all jobs the candidate has applied for

> " Besides making everything a lot easier, what I value most is that NEOGOV listens to the users and implements our ideas. "

JANET FAGER
Kankakee Community College

NEOGOV OHC

Dashboard   Jobs

Requisition Detail
Police Officer (2016-00002) Open

Requisition Information   Approvals   Hire Workflow   Candidates   History

Candidates

There are 2 notes

Rejected : 10
Hired : 3
Offered : 1
Interview : 5
Referred : 38

57 TOTAL

All Candidat...   Actions

5 records are selected.   Select all 57 records   Clear selection

		Name	Notices	Master Profile	Total Score	Action Date	Status	
☑		Mendoza, Brandon X	--	👤	94.00	02/17/2017	Rejected (Pendi...	Interviewed - not selected
☑		Ruiz, Kathy B	--	👤	94.00	02/17/2017	Rejected (Pendi...	Interviewed - not selected
☑		Ryan, Andrew T	--	👤	94.00	02/17/2017	Rejected (Pendi...	Interviewed - not selected
☐		Gilpin, Richard H	--	👤	92.00	02/17/2017	Hired	Approval In-Progress
☑		Nichols, Elliot R	--	👤	92.00	02/17/2017	Rejected (Pendi...	Interviewed - not selected
☑		Garrett, Katherine A	--	👤	91.00	02/17/2017	Rejected (Pendi...	Interviewed - not selected
☐		Nigma, Tammy L	--	👤	91.00	02/17/2017	Interview	Scheduled for 05/02/2017 8:00 AM
☐		Reyes, Paula E	--	👤	91.00	03/27/2018	Offered	Accepted

MODERNIZING FOR TODAY'S APPLICANT

Enhance both the applicant and staff experience by eliminating paper and automating processes. In today's age of technology, Insight helps your organization stay up-to-date.

✓ Integrate job postings with GovernmentJobs.com

✓ Configure online job application forms

✓ Ask job-specific supplemental questions to better screen applicants

✓ Avoid incomplete applications with required fields

86%

86% of job seekers would use their smartphone to apply for a job. (Source: Staff.com)

IN

Integration:
BACKGROUND CHECKS

Accelerate the hiring process by integrating Insight with one of NEOGOV's recommended background check partners.

Insight's background check integration shortens time to hire, provides accurate information about candidates, and ensures compliance with public sector hiring laws. Set up processes online to decrease the amount of time spent routing paperwork manually. Shorten the time required to complete background checks by up to 35% and see a cost savings of up to 15% per candidate.

Give candidates and hiring managers visibility into the status of applications as they move through the background check process.

The system is built to meet compliance requirements for EEOC and FCRA. Generate more accurate background reports and field fewer candidate disputes. Our integration partners report a 10x lower dispute rate compared to manual background checks.

- Shorter time to hire
- Lower risk of noncompliance
- Visibility for HR, hiring managers, and candidate

VENDORS INCLUDE

AccuSource   Alliance₂₀₂₀   assurehire

Checkr   ChoiceScreening   CIC CREDIT

ESR EMPLOYMENT SCREENING RESOURCES®   FIRSTCHECK APPLICANT SCREENING   GUARDIAN ALLIANCE TECHNOLOGIES

OPEN online   QUICKSEARCH COMPLETE SOLUTIONS FOR BACKGROUND SCREENING & DRUG TESTING   ScreeningOne®

VerifiedFirst   *...and more!*

IMPLEMENTATION

IN

DISCOVERY

3 Weeks

KICK OFF
Discovery sets the stage for the implementation by scoping the work needed, creating the timeline, and establishing expectations. Project resources are also assigned, including staff assignments and project management materials.

PHASES 1 & 2 INITIATION

4-8 Weeks

ADMIN TRAINING
Customers start learning the Insight system through a combination of self-paced training modules, demonstrations from the implementation consultant and practicing in a training environment.

PROCESS MATCHING
Existing recruitment processes are mapped onto the Insight system and customers are given the ability to select and configure functionality that meets their needs.

PHASES 3 & 4 PRODUCTION

2-3 Weeks

PRODUCTION ENVIRONMENT SETUP
Implementation Consultants guide customers through setting up the proper system configurations in their production environment. Class spec, department and user imports are also completed during this time.

TESTING & REVIEW
System validation (testing) and full production review are done before the customer signs off on the Insight system for going live.

TRAIN
Ensure successful adoption through end user training for HR Users and Managers. Leverage the online resources available from NEOGOV to conduct training sessions.

Add-On Service: Remote training for end users available for purchase.

POST-IMPLEMENTATION

Ongoing

Transitional support is set up for the live system. Implementation Consultants conduct 30-day and 60-day check-ins to provide additional assistance.

Time to implement subject to change for agencies with more than 2,500 employees.