Agenda

Setting the stage

A look at AI adoption in staffing

Meet virtual recruiter Jamie

AI platform for end to end recruiting at scale

AI success in staffing

Advice from successful adopters

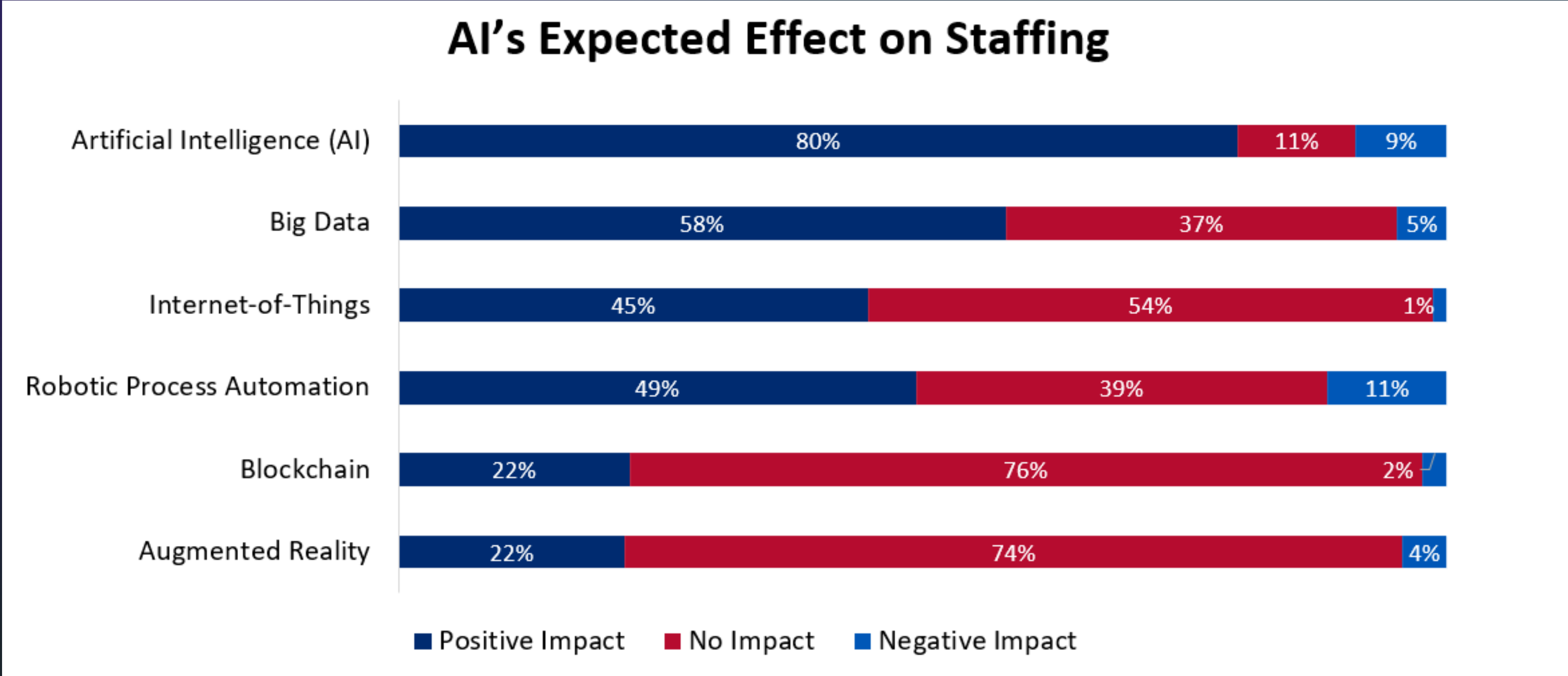## Preparing for the AI revolution

The evolving role of recruiters

AI is expected to transform staffing operations

CONVERZAI

Artificial Intelligence is the simulation of human intelligence processes by machines

Streamline processes by automating repetitive tasks

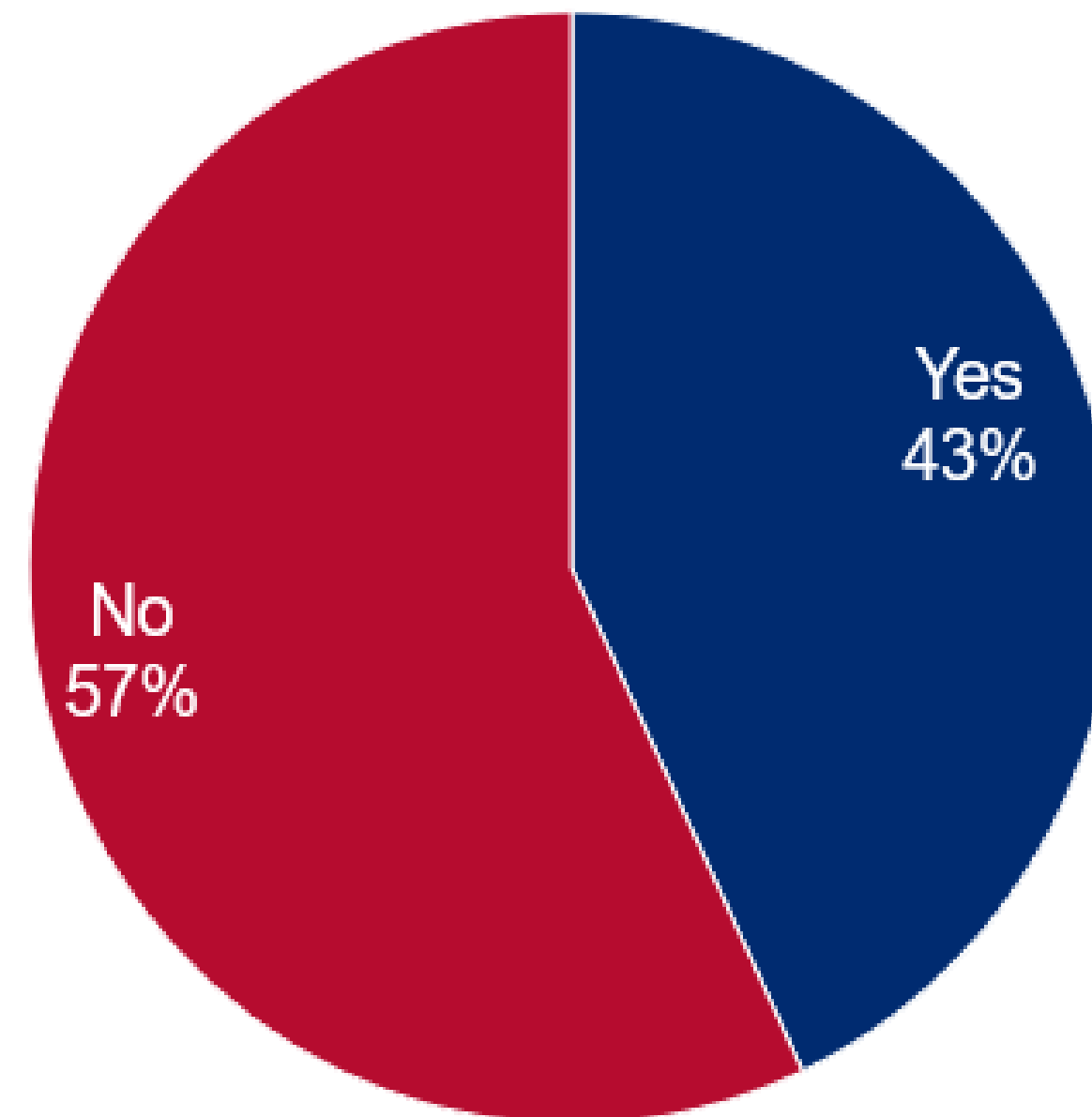Identify top candidates more efficiently and improve processes

Better support customers and candidates

AI's Expected Effect on Staffing

	Positive Impact	No Impact	Negative Impact
Artificial Intelligence (AI)	80%	11%	9%
Big Data	58%	37%	5%
Internet-of-Things	45%	54%	1%
Robotic Process Automation	49%	39%	11%
Blockchain	22%	76%	2%
Augmented Reality	22%	74%	4%

Share of staffing firms reporting expected effects of selected technological trends (N=372)
Source: North America Staffing Company Survey 2023, Staffing Industry Analysts

Task targeted AI has seen rapid adoption

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Over the last year, have you used any form of AI in your staffing job? (N=18,411)

Yes
43%

No
57%

Source: SIA 2024 Internal Staff Survey

Source: 2024 Internal Staff Survey, Staffing Industry Analysts

Readily available Generative AI tools deliver instant efficiency boosts

| Write job descriptions and candidate messages | Generate interview questions tailored to specific jobs | Create training material and social media content |

Readily actionable AI use cases for staffing

CONVERZAI

Copilot

Bard

CHAT GPT

Jasper

Recruiters

Write job descriptions and candidate messages

Generate interview questions

Summarize screening calls

Create training material and social media content

Sales

Identify target accounts and key decision makers

Create prospecting messaging

Generate sales scripts based on customer profiles

Training and onboarding

Customer Success

Create educational content like tutorials and knowledge bases

Monitor KPIs for trends that require action

Analyze customer feedback collected through surveys, emails, or social media

Marketing

Content generation for blogs, emails, presentations, and social posts

Campaign tracking and analysis

Market research

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Establish clear objectives

Help business leaders identify opportunities and define goals

Train employees

Provide best practices and use cases

Monitor success and collect feedback
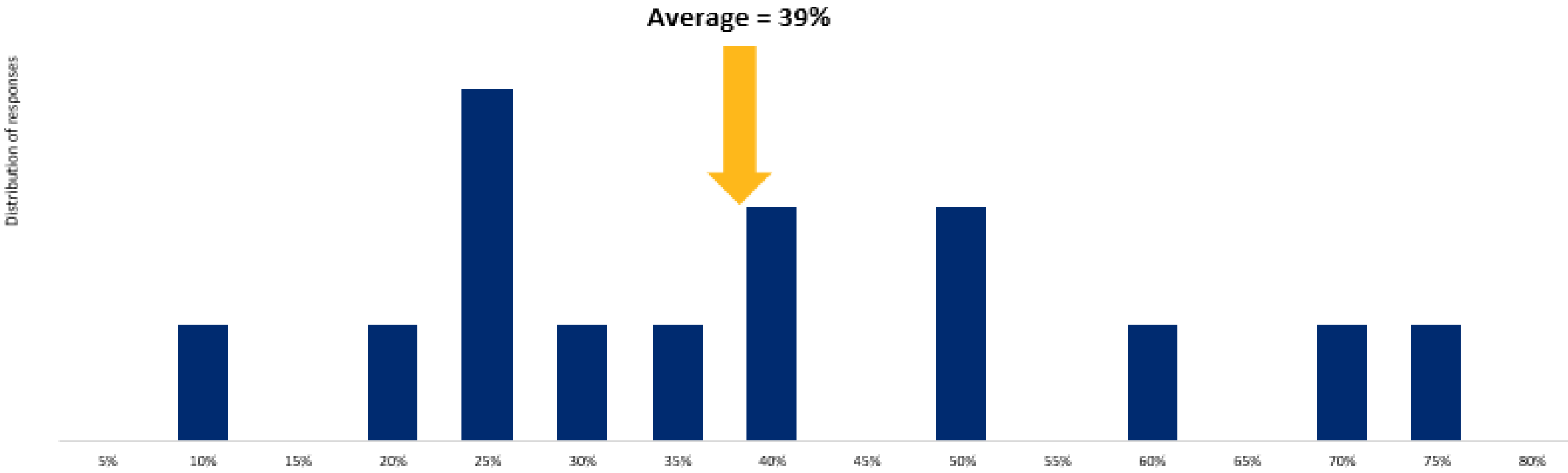
Leverage employee feedback to improve

Data privacy and security

Ensure sensitive information is handled securely and in compliance with relevant regulations

Consider paid options, access controls, and data anonymization to protect data

Advanced AI is expected to replace recruiting processes

To what extent do you anticipate that AI will have replaced current activities involved in the full recruiting cycle within three years?
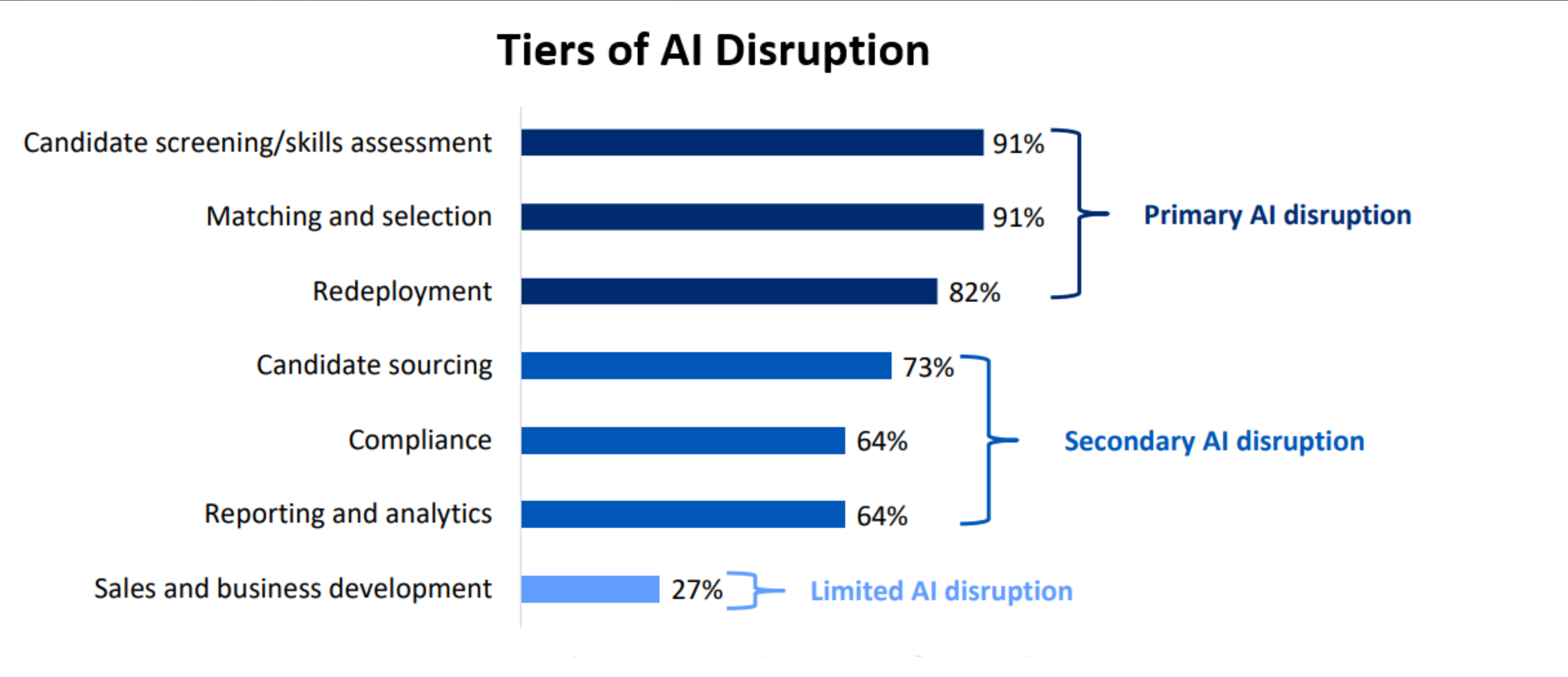
Average = 39%

Distribution of responses

5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80%

Source: SIA

Source: 2023 The Coming Disruption: How The Staffing Industry Can Prepare for the AI Revolution, Staffing Industry Analysts

AI disrupts staffing's key bottlenecks

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Primary AI disruption benefits revenue generating processes

Automated candidate screening and assessment

Rapid and accurate candidate matching and escalation

Various AI technologies available to address staffing pain points

Tiers of AI Disruption

Category	Value
Candidate screening/skills assessment	91%
Matching and selection	91%
Redeployment	82%
Candidate sourcing	73%
Compliance	64%
Reporting and analytics	64%
Sales and business development	27%

- Candidate screening/skills assessment, Matching and selection, Redeployment — **Primary AI disruption**
- Candidate sourcing, Compliance, Reporting and analytics — **Secondary AI disruption**
- Sales and business development — **Limited AI disruption**

Share of staffing firms reporting expected effects of selected technological trends (N=372)
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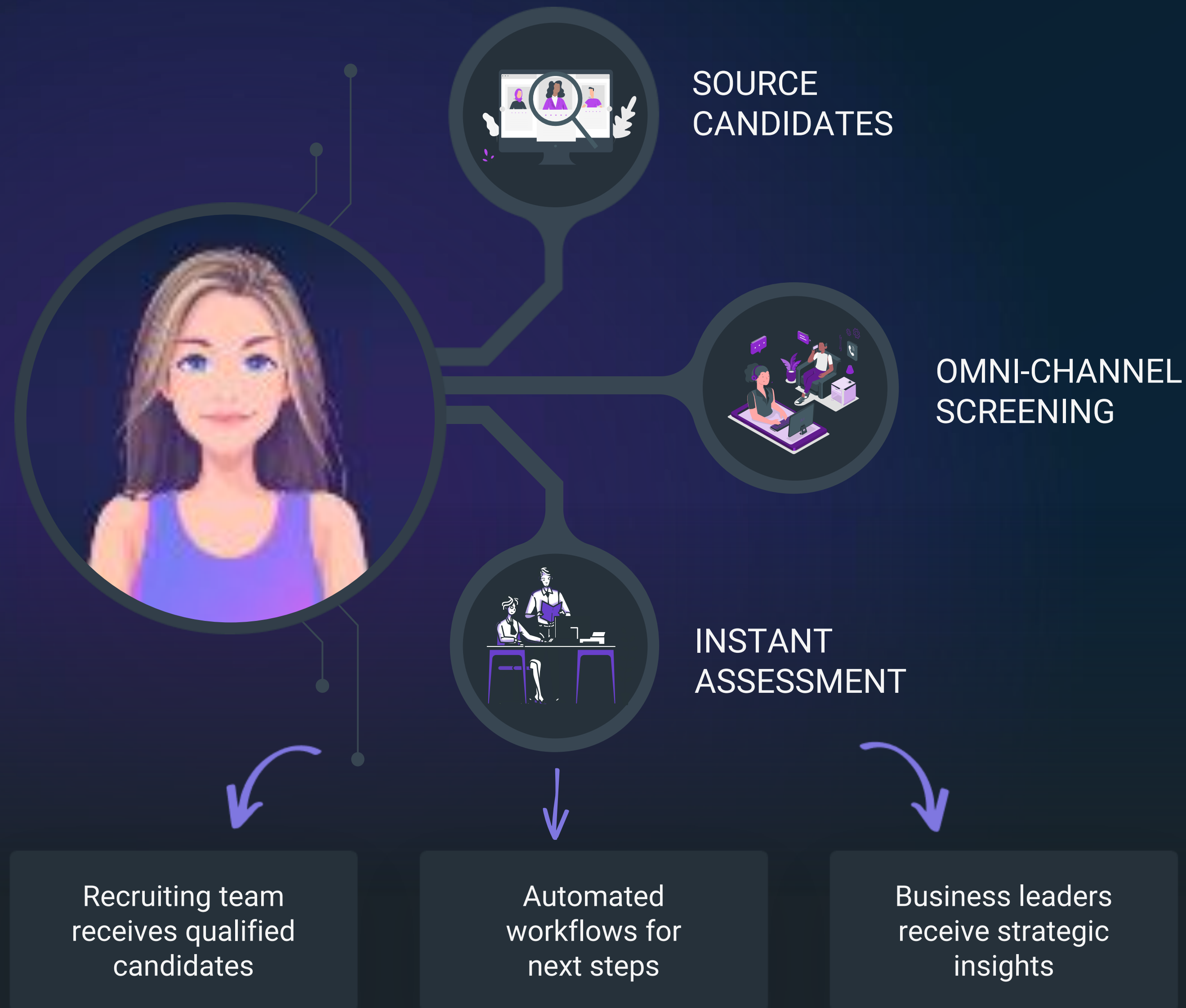
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Meet Jamie the AI-powered virtual recruiter

CONVERZAI

SOURCE CANDIDATES

OMNI-CHANNEL SCREENING

INSTANT ASSESSMENT

Recruiting team receives qualified candidates

Automated workflows for next steps

Business leaders receive strategic insights

⚡ **Speed**

∞ **Scale**

Thousands of recruiting conversations concurrently

6 – 20 minute screenings

Humanlike and dynamic screening conversations completed with Voice AI

70% connection rate

Phone, email, and text channels drive to screening conversations

5 days to deploy

Proven value across Commercial, IT, Healthcare, and other segments

Meet Jamie the virtual recruiter

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Virtual recruiter

Conversation Closure

Voice AI Candidate Screening

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Revenue
Topline boost at a higher profit margin

Time to hire
Accelerate connection, qualification, and placement

Investment optimization
More time for recruiters and increased value of ad spend

Candidate experience
Transparent, consistent, and always available

Candidate database
Maximize database value with up-to-date candidate records

TalentBurst

CONVERZAI

Recruiting process transformation for all staffing verticals

>$11.1M Revenue impact	**40%** YoY placement increase	**160** Weekly candidate submissions

★ ★ ★ ★ ★

"The Voice AI platform screened 5000 applicants in under three days. That's 5000 warm leads that could be converted into submittals and starts — and we didn't have to go out and look for them."

"One of the areas we thought that could use serious help from technology is delivery. If you can increase the speed of connecting with talent in combination with the candidate quality we already have, it will help our team and our clients."

"Everyone is happy with the results. In a short period of time, it has given us the edge we were looking for."

Baljit Gill
Founder and COO

idr

CONVERZA I

Recruiting process transformation in IT staffing

>$1.5M	112k	16k	15 to 1
Revenue impact	Candidates engaged	Interested candidates identified	Submission to hire ratio

★ ★ ★ ★ ★

"We're leveraging Voice AI for lead generation, especially with the ability to recruit in new markets nationally. We have seen the recruiters leveraging Voice AI improve their submittal volume while maintaining our 15 to 1 submission-to-hire ratio."

"I was surprised. At the time we had 50,000 candidates engaged with Voice AI and we had just 11 say that they weren't interested in pursuing the conversation. I've been impressed with the quality of conversations, and I think that's a really big deal."

Will Hayes
COO, IDR Inc

Staffing Solutions
HOFMANN®

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Leveraging Voice AI to Enhance Client and Candidate Experiences

> 2x	~ 2x	0%	6 mins
Prescreens conducted	Increased length of assignment	Ghosting rate	Time from application to interview, down from 72 hours

★★★★★

Advice for staffing leaders

- Prove the concept, win over your ambassadors, then scale fast

- Implement a feedback loop to understand AI's impact on candidate experience

"Our client was in desperate need of a lot of candidates. Several positions opened and we needed to fill them quickly. ConverzAI's Voice AI platform gave us the tools to do that, even in a time crunch."

Romy Lindner
Director of Project Management

CONVERZ**AI**

Exec support
Lead vision for technology and celebrate early wins

Smooth operators
Business operations leader drives change management

Easy implementation
New and disruptive technology needs to work quickly

A fast start & plan for scale
Move rapidly to capture AI value across teams

Ensure consent
Review privacy policy, T&Cs, and consent status

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AI

Works thousands of jobs and database searches concurrently

Calls, texts, and emails new candidates within seconds of application

Conducts phone prescreen to determine eligibility, skills, and preferences

Sends onboarding paperwork and monitors completion

Attaches qualified candidates to job

Processes employee inquiries, such as check stub requests, pay questions, employment verifications, etc.

Recruiters

Leverage AI to scale recruiting efforts

Develops candidate relationships to build pools of candidates ready for placement

Spends most of the day interacting with massive and pre-qualified talent network

Friendly and engaging

Like to get to know candidates

Makes recruiting look effortless and fun

Follows up regularly with assigned employees

Referrals is a top placement source

AI will enable Relationship Managers

Q&A
Let's do this!

Request a Demo →

CONVERZAI