

Staffing Hub



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How to Scale Faster with Automation: Real-World Examples on Perfecting Your Tech Stack

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CEO & Co-Founder @ Staffing Future



**How to Scale Faster with
Automation: Real-World
Examples on Perfecting Your
Tech Stack**

Automation isn't laziness

When processes rely on humans...

- The message is inconsistent, and the brand is missing
- Workflows have no reporting and don't evolve from data
- Effort is huge and error is abundant
- Too much is put on the candidate, in a candidate-driven market
- The business isn't scalable- there is no formula for success



Real World Example

01

Companies require candidates to enter information that takes a lot of time, yet they still qualify candidates manually and see large drop offs at each stage of the process.

They rely on candidates to be proactive and don't follow traditional business-to-consumer practices.





JANITORS - \$16/hr

Volt Workforce Solutions - Irvine, CA

[Apply on Company Site](#)

Jobs starting ASAP! Are you looking to work for a large and stable company with over 100 property communities throughout Orange County? If so, we want to talk to you. These positions would be working at one set location but offer job stability because of how many properties they have.

Volt Workforce Solutions (Irvine Branch) is hiring for experienced Apartment Porter / Janitors to start as soon as this week and next week!

We have over 10+ immediate positions available in Irvine, Tustin and Newport Beach. All positions are on the 1st shift from 8am - 5pm or 9am - 6pm depending on the property location. All positions will require some weekends. Depending on the property it may require that you work Friday - Monday, Tuesday-Saturday, Sunday-Thursday or Thursday-Monday. Pay is \$16/hr for all positions.

Duties for Porters & Janitors:

**TYPICAL STAFFING
APPLICATION
PROCESS: CLICK 1**

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Duties for Porters & Janitors:

- Janitorial duties
- Clean common areas
- Take out trash
- Maintain restrooms
- Sweeping
- Groundskeeping

Requirements

- 1 - 2 years recent janitorial, housekeeping or porter experience
- Must be able to pass a background check and drug test

TO APPLY:

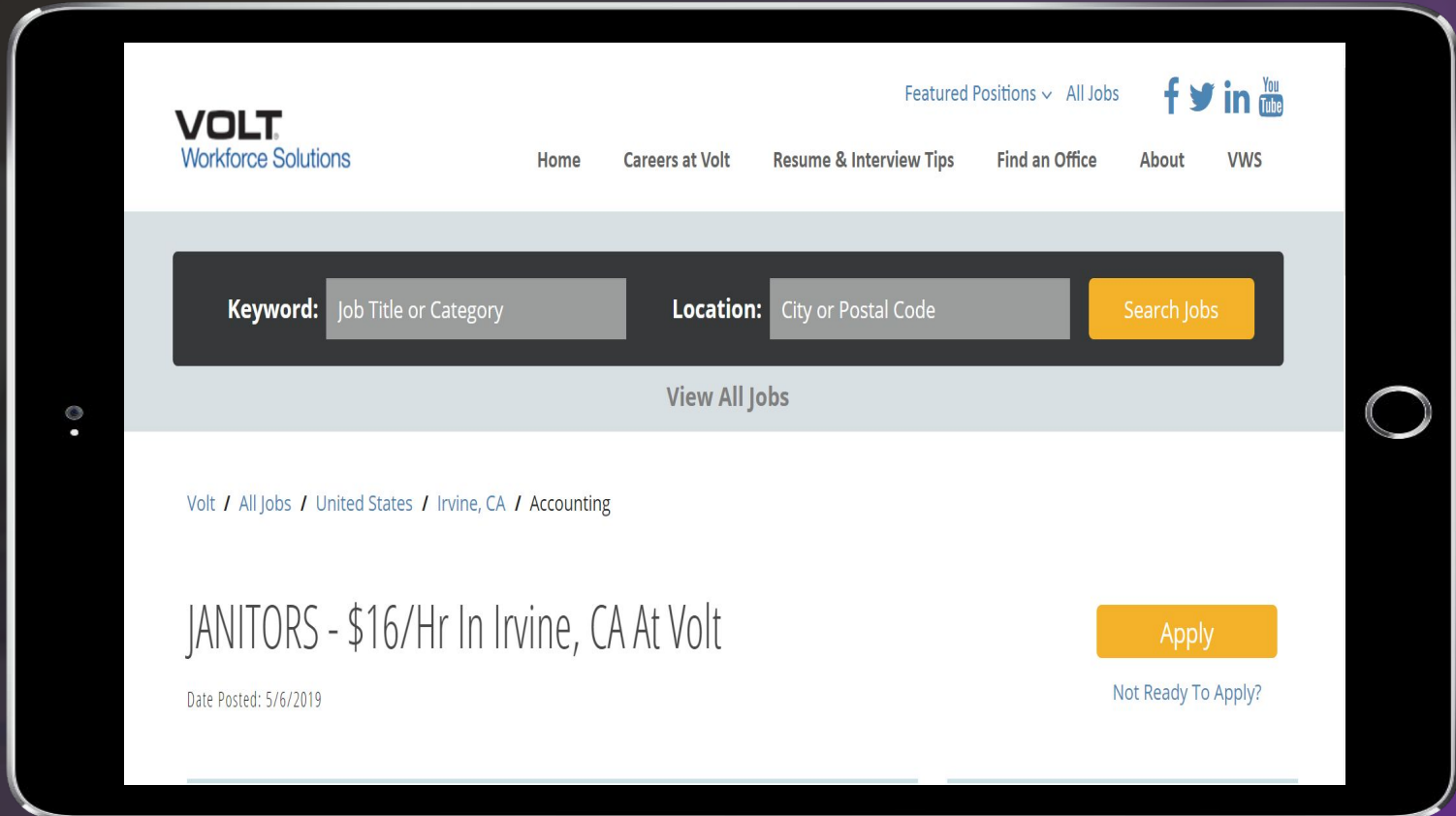
Submit resume to posting and/or walk in TODAY, MONDAY MAY 6TH anytime from 9am - 2:30pm. Positions starting ASAP - as soon as the next day!

Volt Irvine Branch
111 Pacifica Suite 110
Irvine, CA 92618
949-282-1010

Apply Now

TYPICAL STAFFING APPLICATION PROCESS: CLICK 2

TYPICAL STAFFING APPLICATION PROCESS: CLICK 3





Upload Resume/CV

Information

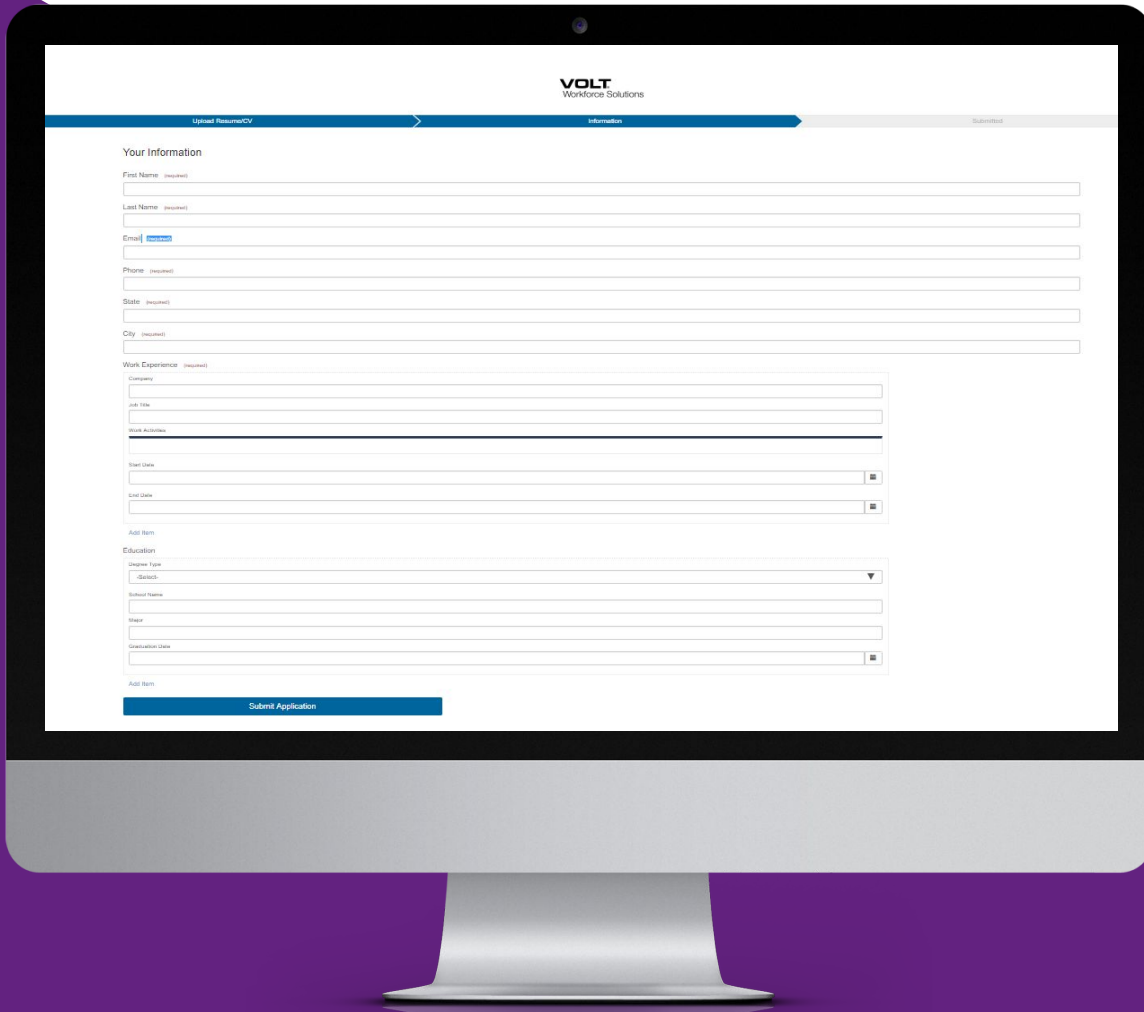
Submitted

We accept .DOCX, .DOC, .RTF, .TXT, .PDF up to 1.5 MB.

 Browse for File
 Choose Resume from CareerBuilder
 Choose file from Dropbox
 Choose file from Google Drive
 Copy and Paste your Resume/CV
 Apply without a Resume

Include a cover letter

**TYPICAL STAFFING
APPLICATION
PROCESS: CLICK 4**



**TYPICAL STAFFING
APPLICATION
PROCESS: CLICK 5**


**DATA SUBMISSION:
CLICK 6**


6 clicks, 14 required fields, no qualification criteria, no interview booked.




TYPICAL CONSUMER ACQUISITION PROCESS: CLICK COUNTER = 1

reply below [prohibited](#) ^[2] Posted a day ago [print](#)

★ ► **MAKE UP TO \$18/HR WITH POSTMATES! SIGN UP, EARN & CASH OUT SAME DAY!** 

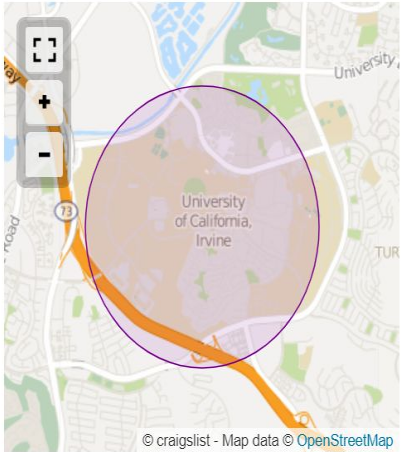


 Postmates

Sign up, deliver, and earn. Same day.

Make up to \$18/hour*

[START EARNING](#)



© craigslist - Map data © OpenStreetMap

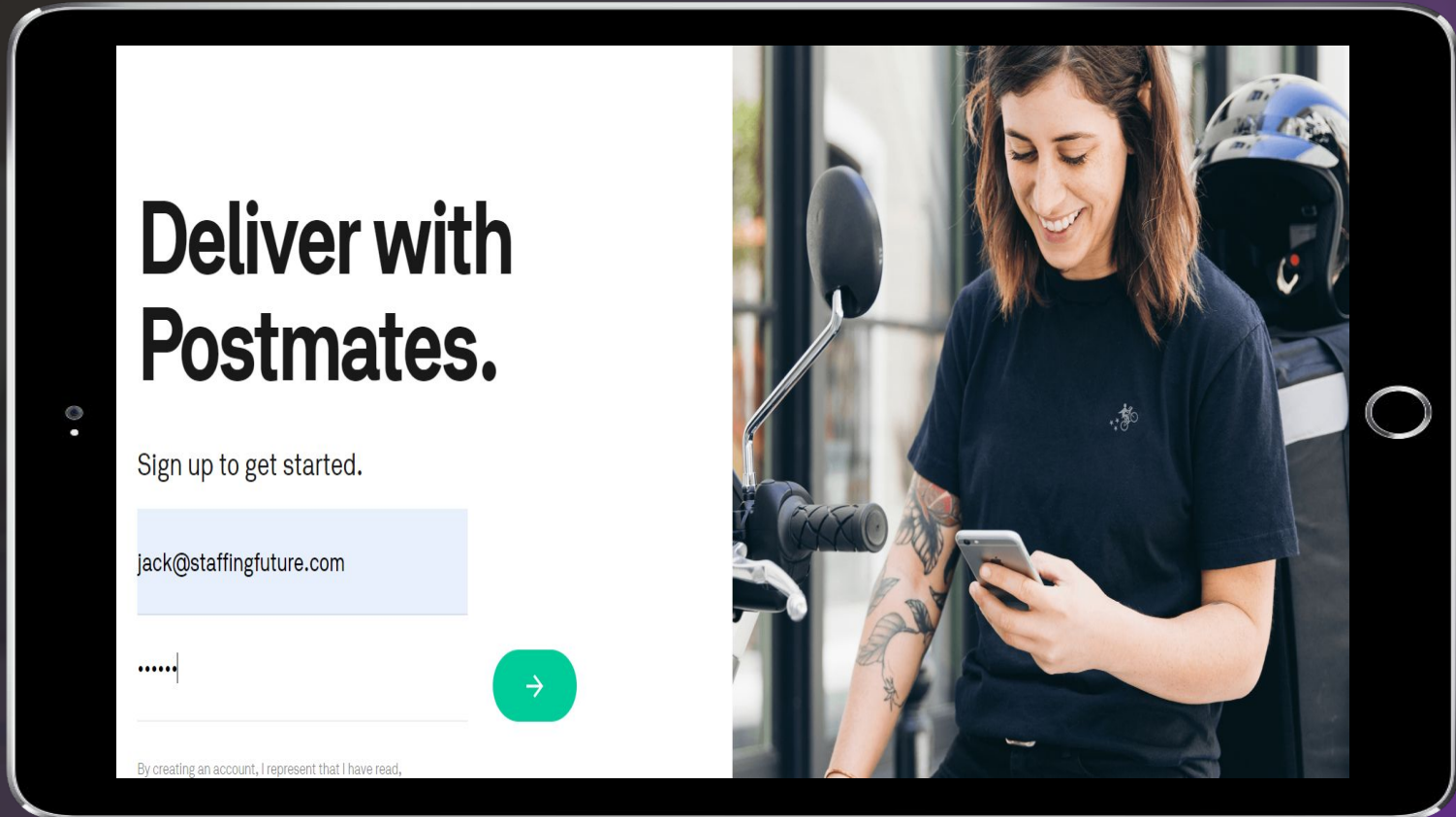
[\(google map\)](#)

compensation: **up to \$18/hr**

employment type: **part-time**

[START EARNING](#)

TYPICAL STAFFING APPLICATION PROCESS: DATA CAPTURED



DATA IS CAPTURED GRADUALLY

Fleet Agreement

Effective April 03, 2019

This Fleet Agreement (the "Agreement"), effective the date accepted by You, is made and entered into by and between you ("You") and Postmates Inc. ("Postmates"). By entering into this Agreement, You also acknowledge that You have read, understood, and voluntarily agreed to the Postmates [Terms of Service](#) and [Privacy Policy](#), both of which are expressly incorporated herein by reference. Additionally, and for clarity, You and Postmates may each be referenced in this Agreement as a "Party" and together as the "Parties."

IMPORTANT: PLEASE REVIEW THIS AGREEMENT CAREFULLY, SPECIFICALLY THE MUTUAL ARBITRATION PROVISION IN SECTION 10. UNLESS YOU OPT OUT OF ARBITRATION AS PROVIDED BELOW, THIS AGREEMENT



Tell us about yourself.

First Name

Last Name

Mobile Number

By clicking Continue, I consent to receive calls or SMS messages (including by automatic telephone dialing system) from Postmates to the phone number to that I provide for informational and/or marketing purposes. Consent to receive marketing messages is not a condition to sign up.



Add your address so we can mail you a free welcome kit.

15333 Culver Dr

211

Irvine

CA

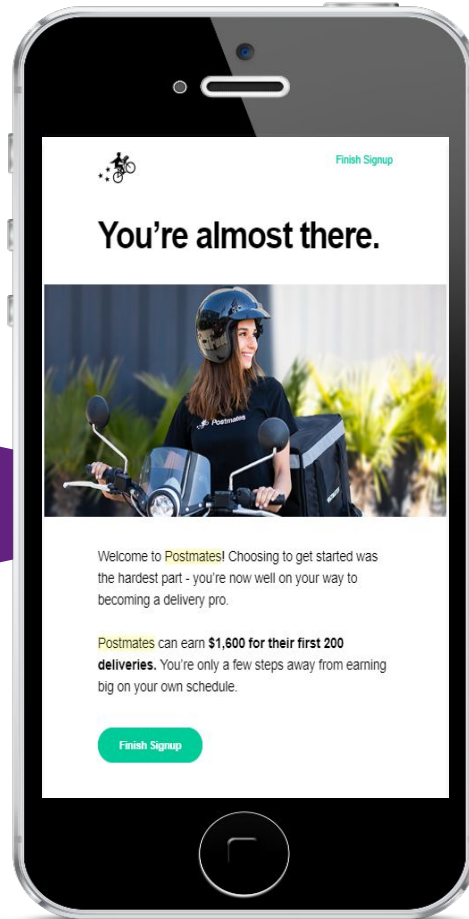
92604



How will you deliver?

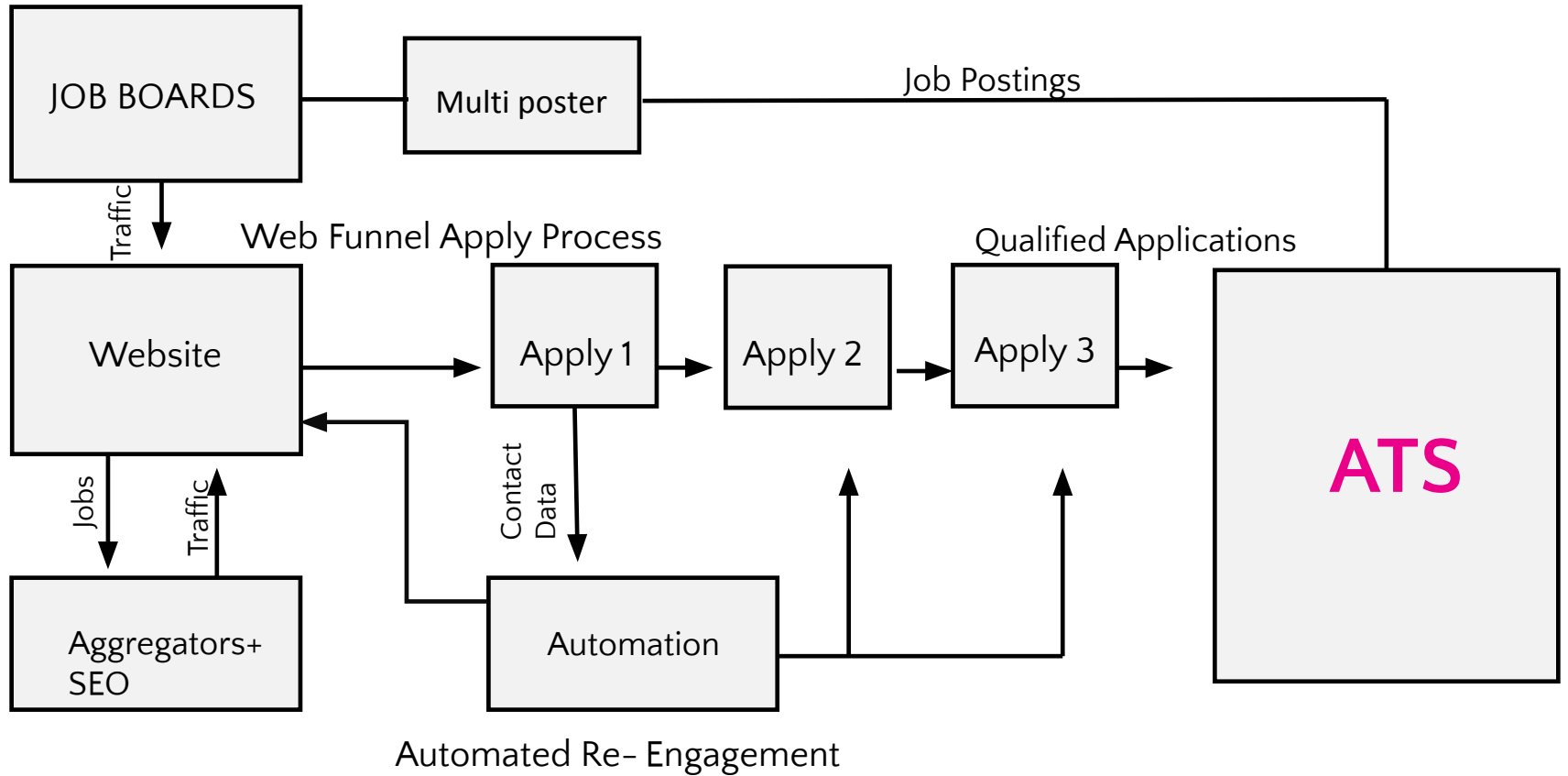
Vehicle

AUTOMATED RE-ENGAGEMENT



Post/Apply Automation

POST





Apply For Job

Complete your personal information below to arrange your first stage interview.

Next



Info



Eligibility



Interview



Do you have the right to work in the United States? *

Yes	No
-----	----

Do you have a full drivers license? *

Yes	No
-----	----

Choose File	Upload your resume
--------------------	--------------------

Select your industry skills from the list below

You may select as many as you feel appropriate

<input type="checkbox"/> Administrative & Professional	<input type="checkbox"/> Construction & Skilled Trades
<input type="checkbox"/> General	<input type="checkbox"/> Healthcare & Nursing



Info



Eligibility



Interview



Initial Interview

Almost done! Select a date and complete your personal information below.

Date	▼	Morning	Afternoon
Address			
City	State / Province / Region		
Zip	United States ▼		

[Set Up My Interview](#)



staffingfuture

Hi Jack,

Thanks for submitting your application to Staffing Future.

In order to get you out to work we need you to complete the submission for for our client. Please click the button below to pick up where you left off, It tak es less than 30 seconds!

[Yes! Let's finish my submission!](#)

Warehouse Associate -Your Interview Inbox x

Jack Copeland via [herefish.com](#)

to me ▾

Hi Jack,

Congratulations on being pre-approved for an interview to Warehouse Associate.

If you can select your interview time from the link below it would be appreciated.

We look forward to meeting with you!

[Book Interview Time](#)

Thanks,

Result...

50% conversion on
contact data



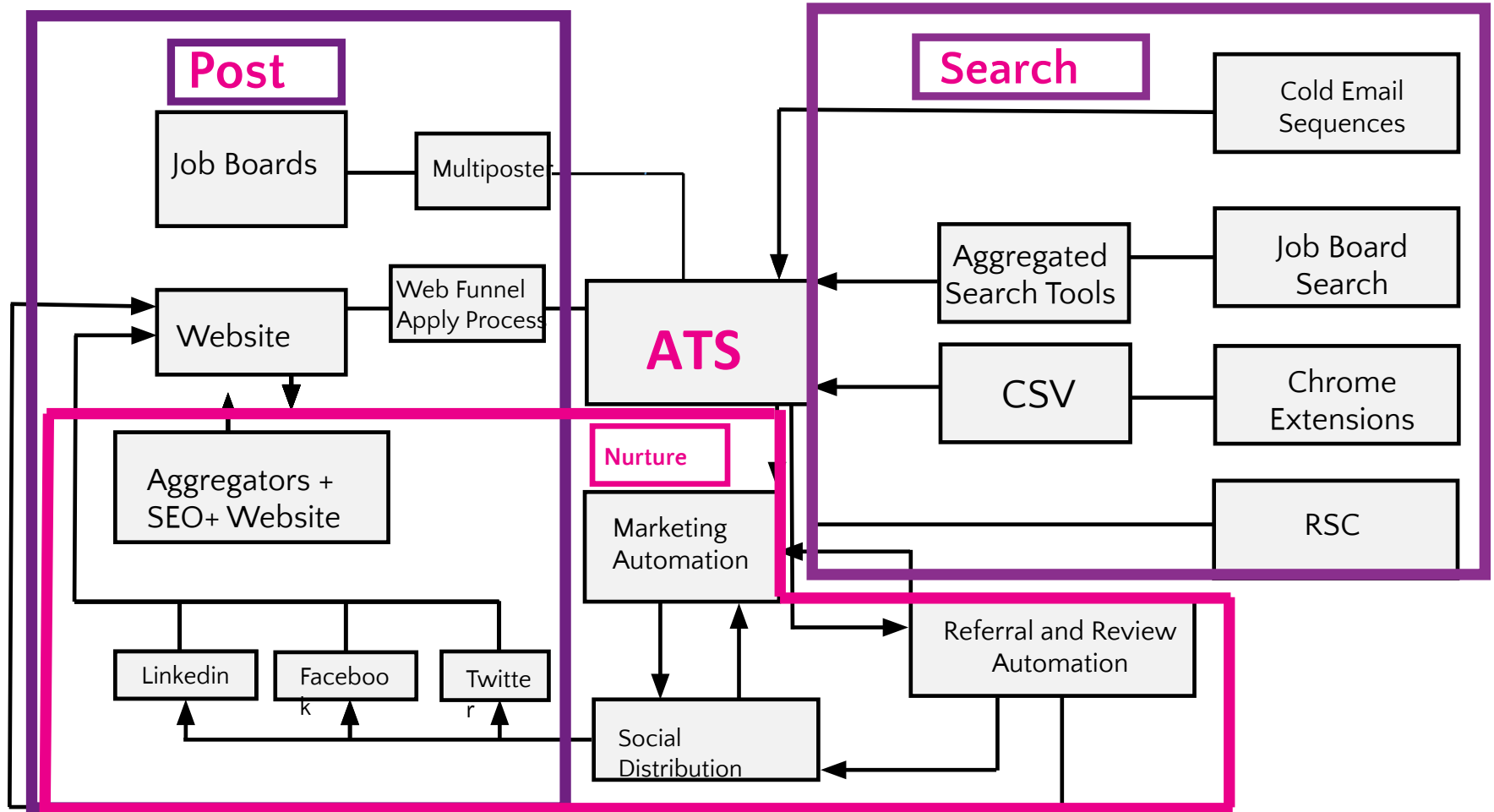
Real World Example

02

They have many of the candidates in their database, but the information is out of date and outreach is manual. They text, call, email, and LinkedIn message candidates, but they are often still unresponsive. Relationships are with individuals not the brand



Post Search Nurture



Types of Content

- Industry News
- White Papers
- Hiring Blogs
- Third-Party News
- Press Releases
- Jobs
- Reviews



PREMIUM

#JoinTeamAubergine



Amber Poindexter

Talent

Attraction/Recruitment
Marketing/Employer
Branding/Social Media
Strategy/Sourcing Strategy

Followers

3,867

[+ Follow](#)

All activity

Articles

Posts

Documents



Amber Poindexter • 2nd

Talent Attraction/Recruitment Marketing/Employer Branding/Social Media Strat...

4h

Apply now! Registered Nurse.

Novant Health is seeking a Renal nurse to work with a team that fosters ...see more



Registered Nurse

NOVANT
HEALTH

#JoinTeamAubergine



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(212) 566-7600

Our Latest Reviews

Stephanie C. | Senior Analyst

★★★★★ 5.0

Stephanie recommends **Greg** to others ✓

3 weeks ago

Greg is extremely knowledgeable and easy to work with. His commitment to understanding our needs is exceptional and assisted me in gaining full time employment at my company for over 3 years now.

Members





4 Surprisingly Simple Ways to Get Ahead at Work



Hello Copeland,

We thought you might be interested in these positions near you!

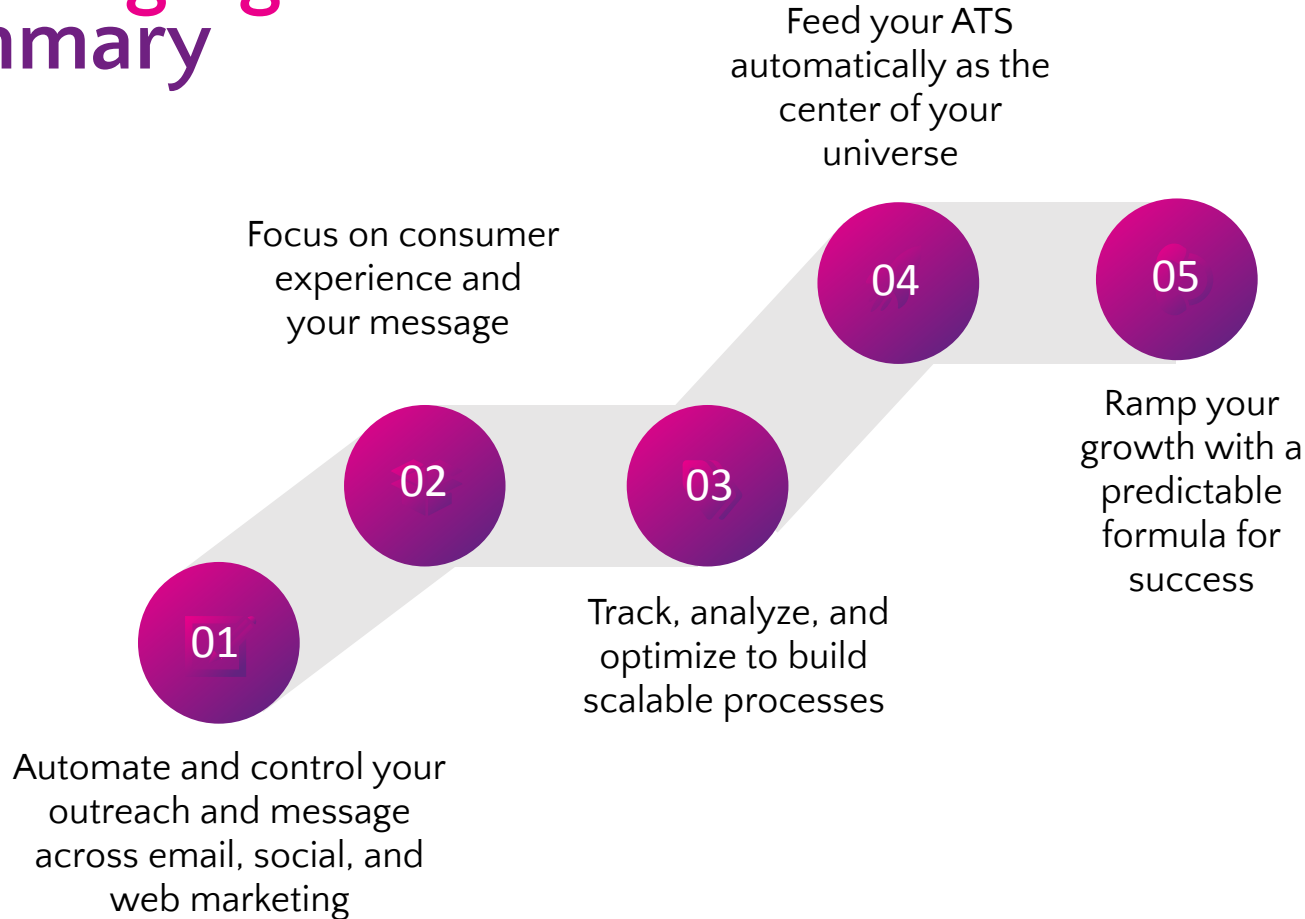
[Professional Staff Nurse_BSN_PACU](#)

Result...

Completely automated
candidate engagement
workflow



Leveraging Automation- Summary



BENEFITS



Better Engagement, Better Brand

More Revenue, More Time

Scalable Process, Predictable Results

