

HIRE BETTER

With SilkRoad Recruiting (OpenHire) and Cangrade

SilkRoad Recruiting (OpenHire) makes managing your hiring process easy. Cangrade plugs in its Data Science to make your candidate selection **easy**, **accurate**, **unbiased** and **legal**. Highly tailored to your jobs.

Chances of Good Hire

up to **86%**
increase

Hiring Cost

up to **90%**
reduction



Integrated into your SilkRoad Recruiting (OpenHire) work-flow

Candidates apply through the SilkRoad Recruiting (OpenHire) platform and take a Cangrade assessments as part of the application process. You see the results displayed right in your Candidate Dashboard.



Big Data driven job-personality fit analytics

We find the success model for your job based on the closest Big Data match using the information that you provide.



Benchmarking based job-personality fit analytics

We conduct a benchmark analysis of your workforce and create a success model based solely on the data from your organization.

Cangrade uses a scientifically-verified approach to measure specific aspects of an applicant's personality - critical factors with a direct influence on job performance.



Cangrade Benefits

Problem

- Companies with high volume of applicants struggle to identify high potential candidates.
- They often employ methods that are expensive and low in accuracy.
- As result, these organizations suffer from high cost of hiring, high turn-over as well as low job engagement and satisfaction among employees.

Solution

- Cangrade uses a scientifically verified and fully automated approach to measure specific, discrete aspects of an applicant's personality that are relevant to job performance.
- Relevant aspects are identified using statistical analysis, and vary significantly from role to role.

Top Benefits

- Cangrade uses millions of real world data points to automatically grade every candidate and accurately predict future job performance.
- Reducing bad hires, Cangrade dramatically lowers hiring costs while boosting business performance.
- Cangrade helps businesses hire the best people.

Key Features

- Tailoring selection algorithm for specific job needs using Big-Data match approach (for medium sized organizations).
- Tailoring selection algorithm for specific job needs via employee benchmarking (for large Enterprise).
- Skill testing and custom evaluations.

How Cangrade is Different

- Cangrade offers data-driven model where the prediction of employee success is calculated based analysis of the existing connections between personality variables and performance.
- This approach leads to more accurate results and it lacks adverse impacts.
- Cangrade augments its cloud service with HCM consulting, providing ongoing help to customers.

Target Customer

- Companies recruiting for customer facing and sales roles as well as roles with low skill requirements.
- High employee turn-over organizations.
- Companies concerned about workforce diversity and equal opportunity.
- Any company with significant hiring volume.

