86% of recruiters feel it's a candidate-driven market.

**What's the Difference?**

**The Employer**

- Develop personal relationships between the candidate and recruiter.
- Reduce candidate slumps in the interview process.
- Identify culture and social fit of candidates.
- Give feedback on candidates.
- Attract Millennials to market reputation (which is a glimpse at the culture).

**The Candidate**

- Schedule interviews to their convenience.
- Make a hiring decision quickly.
- Get a taste of company culture.
- Identify culture and brand fit within first 3-5 minutes.
- Ability to see candidates "think on their feet" and react in real-time.
- Say culture fit is the highest importance in the decision to hire or not.

**Experiences for Retention**

- 80% of employees have an increased likelihood of buying and referring the employer.
- It develops personal relationships between the candidate and recruiter.

**Experience**

- 80% of pre-recorded video interviews do not establish initial impressions or relationships between the interview process.
- This helps for mass hiring for entry level positions, we wouldn't use for management.

**Culture**

- With over 25 resumes per job, we can't really watch each video.
- 74% of the workforce is open to a job move, but you have to sell them on the in-person interview to take off work.

**Time**

- Average number of days of the interview process.
- Reduces fill rate by 7-14 days, which makes us lose less candidates to other offers.

**Why Live Video Interviews?**

- It was like talking to a wall.
- It increased my work load of having to watch all the videos to narrow it down.
- I remember companies/recruiters that do video interviews, I can't remember the names of phone interviews.

**Pre-Recorded vs. Live Video Interviews**

- When companies use this technology, it gives you a glimpse of how innovative and forward thinking they will be.
- With many hires done on someone or suicide, video interviews allow you to not make candidates feel like more stores.

**STATS for Decision Making**

- 86% of Recruiters used it for a Candidate Quality Market.
- Recommend a Candidate 60% report poor candidate experience.
- 3 INTERVIEWS 3 to 6 WEEKS TO GET AN OFFER.
- Average number of days of the interview process.

**Candidate Experience**

- 80% of people would prefer to see a pre-recorded video interview before deciding on an interview.
- It develops personal relationships between the candidate and recruiter.

**Resource & Time Savings**

- With over 250 resumes per job opening, we can't really watch each video.
- 74% of the workforce is open to a job move, but you have to sell them on the in-person interview to take off work.

**Live Video Interviews**

- We can video interview candidates who HAVE a job at their convenience, saving them time off work and travel time.
- It develops personal relationships between the candidate and recruiter.
- Candidate found 2-way video interviews create a favorable impression of the employer.
- Identification of some culture cues, but follow up is required, not eliminating another interview.

**Convenience**

- 80% of people would prefer to see a pre-recorded video interview before deciding on an interview.
- 80% of employee turnover can be attributed to mistakes in the hiring process.
- 80% of people would take one job over another based on personal relationships formed during the interview process.

**CARDS**

- Top influencer to attract Millennials is market reputation (which is a glimpse at the culture).
- It develops personal relationships between the candidate and recruiter.
- Candidate found 2-way video interviews create a favorable impression of the employer.
- Identification of some culture cues, but follow up is required, not eliminating another interview.

**Job Seekers**

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- I remember companies/recruiters that do video interviews, I can't remember the names of phone interviews.

**Websources**

- https://theundercoverrecruiter.com/video-interviews-for-recruitment/
- https://www.softwareadvice.com/resources/8-tips-improve-candidate-experience/
- https://uptowork.com/blog/hr-statistics

**Blog**

- https://livevideointerviews.com
- 512-717-9820