

Pre-Recorded vs. Live Video Interviews

Real perspectives from candidates and employers

LIVE VIDEO
INTERVIEWS



PRE-RECORDED
VIDEO INTERVIEWS

*also known as "on demand" and "one-way"



LIVE VIDEO INTERVIEWS

EXPERIENCES FOR:



THE EMPLOYER



THE CANDIDATE

WHAT'S THE DIFFERENCE?



EXPERIENCE



"I did not see this as an effective way for me to learn anything about the company."



"It was like talking to a wall."

"It increased my work load of having to watch all the videos to narrow it down."

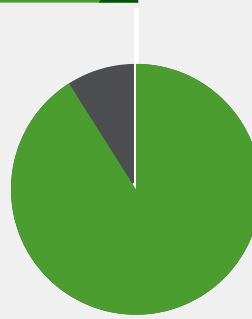


It develops personal *relationships* between the candidate and recruiter.



91%

of candidates



found 2-way video interviews create a favorable impression of the employer.

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



RETENTION



This type of screening is impersonal and makes a bad first impression.



This helps for mass hiring for entry level positions, we wouldn't use for management.



80% of employee turnover can be attributed to mistakes in the hiring process

When companies use this technology, it gives you a glimpse of how innovative and forward thinking they will be.



With more hiring not done on resume or education, quick video interviews allow you to not miss candidates on resume alone.



CULTURE



Identify some culture cues, but follow up is required, not eliminating another interview.



Hearing a script about a company prior to answering one-way questions, doesn't tell me about the company culture.



#1 top influencer to attract Millennials is market reputation (which is a glimpse at the culture)

Identify culture and brand fit within first 3-5 minutes.



Ability to see candidates "think on their feet" and react in real-time.



60% of recruiters say culture fit is the highest importance in the decision to hire or not.

TIME



"I wonder about employers who don't have time to talk to a candidate live, but spend the same time watching video interviews later."



With over 250 resumes per job opening, we can't really watch each video.



"With modern video technology, why do I have to fly all over the country for interviews?"



The typical recruiter knows if a candidate is a good fit in

90 seconds

We can video interview candidates who HAVE a job at their convenience, saving them time off work and travel time.



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.



Reduces fill rate by 7-14 days, which makes us lose less candidates to other offers.



Why Live Video Interviews?

1

Convenience

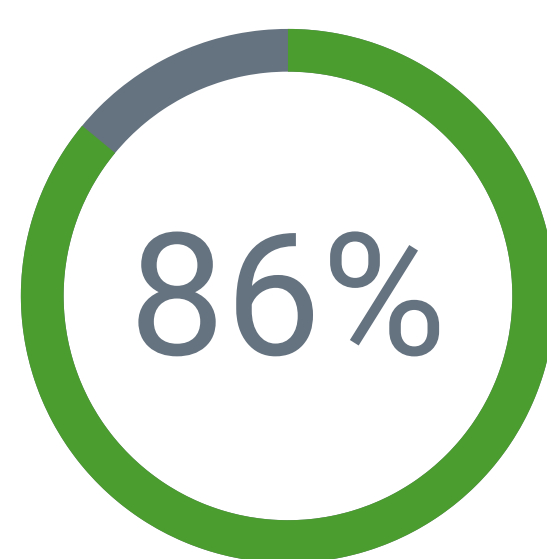
2

Candidate Experience

3

Resource & Time Savings

STATS for Decision Making



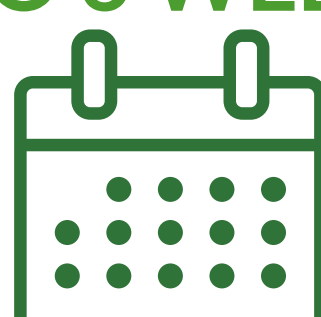
Of Recruiters Feel it's a Candidate Driven Market

JOB SEEKERS

60%

REPORT POOR CANDIDATE EXPERIENCE

3 INTERVIEWS
3 TO 6 WEEKS



TO GET AN OFFER



22.9

Average number of days of the interview process.

Speed & personalized communication get the best candidates

SOURCES

<https://theundercoverrecruiter.com/video-interviews-for-recruitment/>
<https://www.softwareadvice.com/hr/industryview/video-interview-report-2015/>
<https://www.softwareadvice.com/resources/8-tips-improve-candidate-experience/>
<https://devskiller.com/50-recruitment-stats-hr-pros-must-know-2017/>
<https://uptowork.com/blog/hr-statistics>

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



LIVE VIDEO INTERVIEWS

