



VoiceScreener™ Customer Testimonial

Consultis

Company Overview

Consultis was founded in 1984 and is a pioneer in the IT Recruiting Services industry. The company has expanded over the years and currently has offices in many major cities throughout the U.S., all managed and staffed by true IT experts. Within two months of implementing VoiceScreener in the company's Milwaukee branch, Consultis has already placed three candidates for open positions and has plans to deploy the solution to regional offices in Wisconsin, Texas and Florida.

Case Study

The current economic crisis is releasing more candidates on the market, and Consultis is leveraging VoiceScreener to manage this increased volume and strengthen their database at the same time. The firm believes that identifying the best talent within a large pool of candidates is not always limited to who looks good on paper, and likes the way VoiceScreener gives applicants a voice. The ability to hear responses to interview questions safeguards against dismissing individuals that have the aptitude, personality and desire to be the most qualified applicant for their searches. VoiceScreener filled a necessary role instantly, with a solution that was easy to deploy and required very little training to use.

Consultis's Milwaukee office began using VoiceScreener in October of 2008 and immediately discovered that by giving candidates a voice when applying for an open position, they discovered that the solution actually ruled in candidates just as efficiently as it eliminated them. This initial success has prompted a full scale rollout across the company's regional offices.

Solution & Success

Consultis identified three key ways in which their business would benefit by using VoiceScreener:

1. *Voice as a Qualifier*

Adding voice to the recruiting process gives applicants a chance to interview when they may have been rejected based on experience. Regardless of whether or not candidates look good on paper, listening to their responses to different interview questions is invaluable to Consultis during the application process because it allows them to identify candidates that may present themselves in a more professional way.

2. *Managing Volume*

VoiceScreener's ability to prescreen multiple candidates at one time allows Consultis to give more individuals the opportunity to interview and can pull from a much larger talent pool than they could in the past. In a time where the job market is flooded with resumes, this has been a welcome dimension to the qualification process.

3. *Response Rate*

Candidates can complete an interview when their schedule permits, thus are more likely to participate in the process. Applicants who respond to VoiceScreener interviews feel that it is a convenient way to complete one step of the interview process on their timetable – after work; on the weekends; after completing a time sensitive project – with no schedule coordination involved.

EXAMPLE – Recently, Consultis was recruiting for a very obscure skill set and a strong applicant applied. He was so in demand and busy that our recruiters were unable to connect with him to conduct the first interview but he was able to complete the VoiceScreener interview in between meetings. He was impressed with the unconventional approach, and completed the process with Consultis.

Quotes

“VoiceScreener allows us to add another dimension to the interview process by giving an application a voice. It offers us a sneak peek at applicants’ communication skills, which is often critical in IT assignments.” – Connie Pasierb, Regional Manager, Consultis

“This product gives applicants a chance to interview when they may have been rejected based on experience and finding one of those needles in a haystack is invaluable in our business.” – Connie Pasierb, Regional Manager, Consultis