

Jobvite Teaches Noble Network Of Charter Schools A New Class of Recruiting



CHALLENGE

A mission that inspires, but an applicant page that fails

Candidates were enthusiastic about Noble Network's mission and purpose, but rather than funneling the right talent, the unfriendly interface of their former applicant tracking system increased applicant drop offs.



SOLUTION

Jobvite Platform: solutions for every pain point

Through Jobvite, Noble Network was able to streamline the recruiting process, transform the candidate experience, and ease the lives of their hiring managers day to day.



RESULTS

New levels of candidate satisfaction with time to spare

From a significant decrease in candidate drop off rate, to creating new ways to utilize the hiring data now at their disposal, Jobvite was able to lighten recruiters' workloads and fundamentally improve the overall application experience.



A Passionate Team Without the Tools to Grow

Noble Network of Charter Schools has been serving students throughout Chicago since 1999. An open enrollment, multi-campus charter public high school, Noble has grown to a network of over 1,400 teachers and administration. While their impact and reach have expanded in recent years, Noble employees remain true to their mission and values. To better serve the faculty and students, Michele Ybarra, Noble's Manager of Selection and Hiring, recognized the importance of streamlining their recruitment efforts across all campuses — beginning with a new ATS.

"The first thing I realized when I started at Noble was that the system we were using was painfully slow. Our principals lead the hiring efforts at their individual campuses, and they have such busy lives. I couldn't imagine being a hiring manager having to use that interface," says Ybarra. "For two years, the feedback we received on the platform we were using reflected the difficulties I was experiencing. Once it became an issue for our principals, who are truly our most important customers, it became a problem we couldn't ignore. When we recognized that the ATS was stopping us from doing our jobs as well as we could, it became a necessary course of action."

Moving to the Jobvite platform, they immediately began to see their issues — and ones they didn't even know existed — completely transformed right away.

"The candidate experience in our old system was more time intensive, requiring a login and password," says Ybarra. "With an applicant drop off rate of 60 percent, we were losing thousands of potential candidates and gaining no data on who these people even were. The barrier to entry and apply should not have been our applicant tracking tool."

Transforming Every Recruiting Issue with One Cohesive Solution

After recognizing the huge benefits Jobvite was providing right off the bat, Ybarra and her team jumped into utilizing the reporting function to better understand and leverage data from their annual hiring analysis.

"This year's annual hiring analysis was much easier than the last due to the Jobvite reporting function," says Ybarra. "Being able to sort the applicant pool through various reports to utilizing the search function filters by years of experience or scores helped make our work much more comprehensive. Being able to measure the average score of a new hire helps us predict who will be hired and allows us to make more than an educated guess on who will be the right fit."

Noble also began to leverage Jobvite Engage to source candidates from previous applications, nurture their talent pool, and integrate their recruitment and hiring efforts into one platform.

“Rather than reformatting Excel sheets to process our data, which can be a cumbersome endeavor, Jobvite’s reporting function has been able to save our team ample time and effort ”

– Michele Ybarra, Manager of Selection & Hiring



LOVE & HIGH EXPECTATIONS

SINCE 1999

“Rather than re-formatting Excel sheets to process our data, which can be a cumbersome endeavor, Jobvite’s reporting function has been able to save our team ample time and effort,” explained Ybarra. “In all areas of recruiting, it’s extremely important for us to have transparency with our information and to be able to process it to fit our specific needs. For example, through Jobvite Engage, being able to quickly see when a contact is converted into a candidate has been extremely helpful.”

To hire for their core values, Noble looks for personality and communication to shine through when processing a high volume of applicants.

“As teaching is something so strongly based on classroom personality and communication abilities, we had been doing video interviews to gain insight into one’s teaching persona,” says Ybarra. “Without the Jobvite Video tool, we had to use a secondary platform making it difficult for hiring managers to easily access and view candidate videos. We know that video interviews are incredibly valuable, but since they existed in a separate place, hiring managers rarely watched them. Jobvite Video has streamlined our process which was definitely a big win.”

Real Results and Real Impact to Make Real Change

Pulling from their annual candidate experience surveys and reflecting on the past year, the Noble team has seen significant changes throughout their entire pipeline. The overall candidate satisfaction with the job board navigation jumped from 50 percent last year to 90 percent today – increasing even more for those hired (from 65 percent to 100 percent).

“Overall, the change from the previous year to now blew our mind. We knew it was going to be a big increase in internal efficiency but didn’t anticipate just how big the impact would be on user experience,” says Ybarra. “We value the experience of all

“Without the Jobvite Video tool, we had to use a secondary platform making it difficult for hiring managers to easily access and view candidate videos. We know that video interviews are incredibly valuable, but since they existed in a separate place, hiring managers rarely watched them. Jobvite Video has streamlined our process which was definitely a big win.”

– Michele Ybarra, Manager of Selection & Hiring

our candidates, in particular those who transition to employees, and were excited to see they appreciated the shift from an applicant point of view too. One of the key reasons we switched to Jobvite was explicitly to improve the candidate experience, and we’re so happy to see it paid off.”

Having hard data to support the way the team has felt since switching to Jobvite has led to Ybarra’s overall satisfaction at work — and her ability to make a difference for the most important part of her job, the students.

“Looking back to life before Jobvite, we would spend 70-80 percent of our day screening applicants. Today that has dropped by at least 30 percent,” reflects Ybarra. “Now I can focus on critical work that can move the needle for Noble, allowing my time to be more strategic and impactful.”



About Noble Network of Charter Schools

The Noble Network of Charter Schools is an open enrollment, public charter network that serves over 12,000 students at 17 campuses throughout Chicago. Recently named the Top Public Charter School System in America as the recipient of the 2015 Broad Prize for Public Charter Schools, Noble is committed to creating constructive change in Chicago communities and closing the educational achievement gap for low-income students. Noble's focus on high expectations, discipline, structured college support, student enrichment opportunities, teacher development, and minimized bureaucracy have helped Noble students succeed.

About Jobvite

Jobvite is leading the next wave of recruitment innovation with Continuous Candidate Engagement™ (CCE), a candidate-centric recruiting model that helps companies engage candidates with meaningful experiences at the right time, in the right way, from first look to first day. The Jobvite Platform infuses automation and intelligence into today's expanded recruiting cycle to increase the speed, quality, and cost-effectiveness of talent acquisition. Focused exclusively on recruiting software since 2006 and headquartered in San Mateo, Jobvite has thousands of customers including LinkedIn, Schneider Electric, Premise Health, Zappos.com, and Blizzard Entertainment. To learn more, visit www.jobvite.com or follow us @Jobvite.

JOBVITE


CONNECT WITH US

www.jobvite.com

sales@jobvite.com

 www.facebook.com/jobvite

 www.twitter.com/jobvite

 www.linkedin.com/company/jobvite