

Recruitment of Skilled Trades for Mechanical & Safety Aptitude & Two new Ai Tools for hiring!

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Director Talent Acquisition Strategy
June 20, 2024



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GLOBAL LEADER IN CUSTOMIZED
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- ★ Over 40 years
- ★ 3500+ Clients Worldwide

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- ★ 30+ million assessments completed
- ★ 350 Validation Studies/year

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Business Solution Analyst / ERTH Corporation

Business Unit
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Business Unit
Energy Ottawa

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Business Unit
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Utility Arborist / Enova Power Corporation

Business Unit
Enova Power Corp.

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The 2024 MEARIE Conference

June 19 - 21, 2024
JW Marriott Muskoka

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MEARIE Training

Mental Health

Safety Aptitude Assessment For Skilled Trade Apprentices



Safety Aptitude: Descriptive Study

Purpose: *Assess individual attitudes of existing LDC skilled trade apprentices towards safety as a base line for future hiring*



Assess their attitudes towards behaving responsibly, be safety conscious, follow rules and procedures where safety is a top priority.



A validated normative tool with 65 questions was administered to employees.



Compared Test Scores to Employee Safety Performance

Safety Aptitude: Descriptive Study

***Purpose:** Assess individual attitudes of existing LDC skilled trade apprentices towards safety as a base line for future hiring*



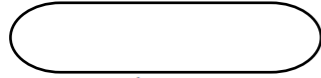
Sample Size - 39 participants

- 28 Electrical Apprentice;
- 11 Arborist Apprentices

30 Meets Safety Requirements;

9 Consistently Exceeds Safety Requirements

Average tenure was 20 months (range 3 to 118 months)



JOB APPLYING FOR: N/A
 INVITED BY: Warren Collier (wcollier@selfmgmt.com)
 ORGANIZATION: Self Management Demo
 TESTING TIME: 14 min. 48 seconds
 TEST VERSION: (v1)



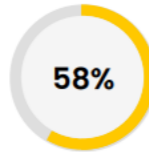
ELITE PROFILING SYSTEM

SAFETY

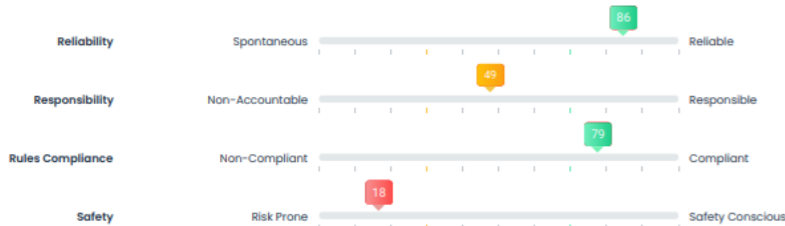
STARTED: 07/27/22 07:46 AM
 COMPLETED: 07/27/22 08:01 AM

TOTAL SCORE SUMMARY

The large circle represents the average of the scale scores included in this profile. Scores are presented in terms of percentiles and indicate where the candidate falls relative to everyone else who has completed this profile. Review individual scale details to understand strengths and potential areas for improvement.



SCORE DETAILS



ELITE SAFETY ASSESSMENT CONSTRUCTS

- **Reliability**—*the degree to which the individual is likely to be dependable, hardworking and conscientious about the quality of their work*
- **Responsibility**—*the degree to which the individual is likely to be dependable, stable, takes responsibility for their actions and as a result, is not likely to have attendance problems*
- **Rules Compliance**—*the degree to which the individual is likely to follow company policies and adhere to rules and procedures established by management*
- **Safety** – *the degree to which the individual is likely to follow company safety rules and procedures, and is cautious and vigilant about avoiding workplace accidents*

RESULTS

- *Apprentices with higher safety performance scores had higher Reliability, Responsibility, Rules Compliance, Safety and Overall Scores*
- *Arborist Apprentices had the highest scores for all scales except Reliability; where Electrical Apprentices scored higher*
- *Apprentices with 1 to 3 years tenure had the highest scores for all scales*
- *A higher percentage of Electrical Apprentices scored Lower compared to Arborist Apprentices on the Safety Assessment*

SO WHAT? NOW WHAT?

- *Provided a description of the current Safety Culture Aptitude of the existing Team*
- *Developed a baseline safety assessment score will now be used for future selection and validated annually*
- *Target is to help reduce incidents of safety issues by minimum 15%-20%*
- *Assessment is to be used for field coaching, while ensuring safety compliance*
- *Safety Assessment used as a “second lens” for future selection*
- *Created a culture of improved safety & performance tracking*

Mechanical Aptitude for Skilled Trade Apprentices



Mechanical Aptitude

***Purpose:** Assess new apprentice “candidates” knowledge of general electrical mechanical concepts to improve training scores within the first 90 days of hire.*



Assessment designed to identify 6 quadrants necessary for success



A validated normative tool with 30 questions (knowledge, situational and cognitive concepts) was administered to candidates



We scored each candidate results to the pool of candidates to-date



Use as a filter to identify top scoring candidates and affirm the hiring decision

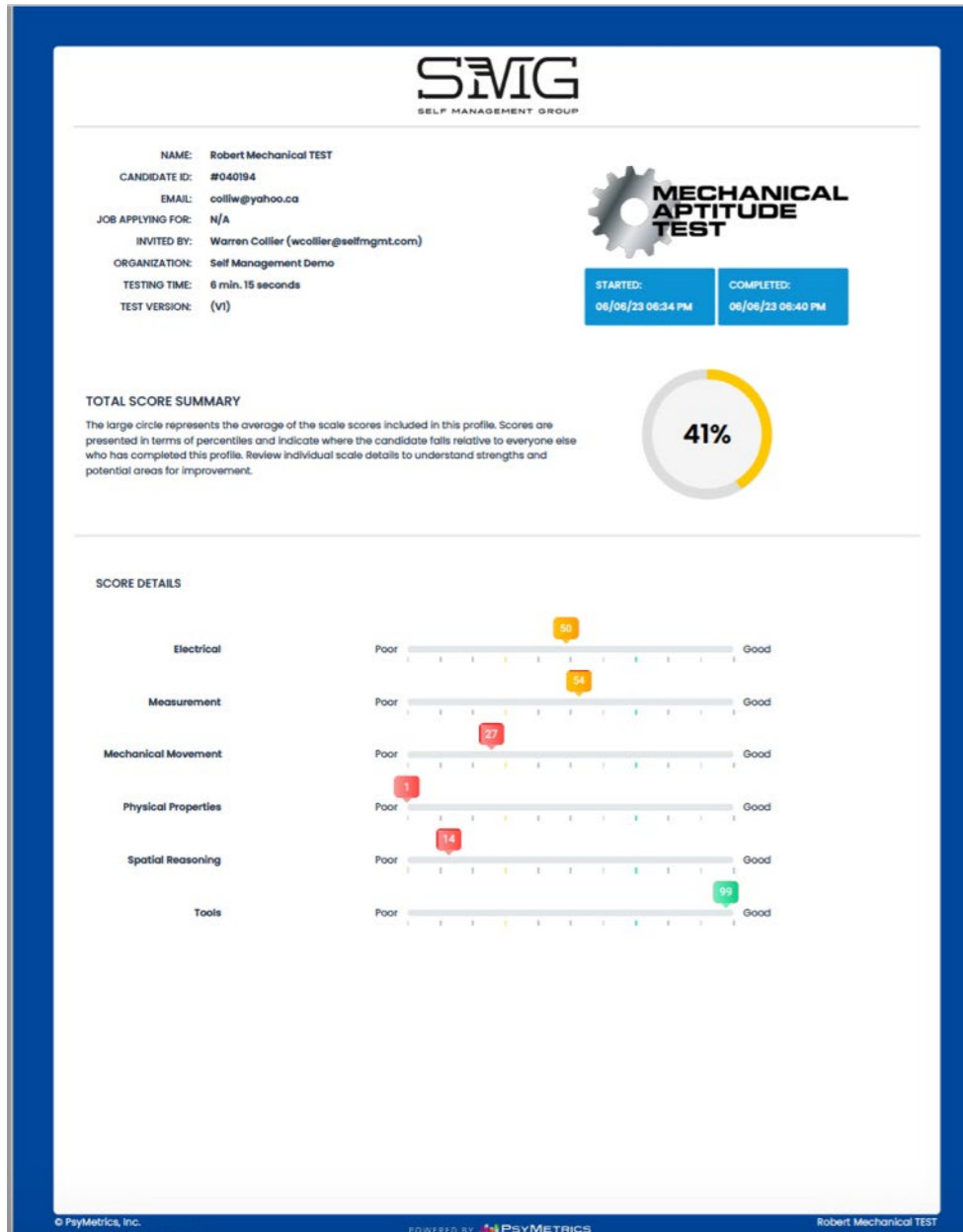


25% of Candidates did not pass

MECHANICAL APTITUDE CONSTRUCTS

We assessed 6 constructs:

1. Electrical Basic Concepts
2. Basic Measurement Concepts & Math
3. Mechanical Movement (Problem Solving)
4. Physical Properties (Weight Distributions for Safety)
5. Spatial Reasoning (Assembly, manipulate objects)
6. Use of Tools



RESULTS/FINDINGS: MEASURED AGAINST 5 KPI's

Improved Job Performance: More likely to demonstrate a strong understanding of mechanical principles and problem-solving skills and tended to score 15% higher in onboarding training scores

Higher productivity: Employees who possess a solid understanding of mechanical concepts are often more efficient and effective in their work

Reduced error rates: Strong mechanical aptitude correlates with fewer mistakes and errors in tasks that require mechanical knowledge, resulting in improved quality and reliability of work

Enhanced safety: Employees who demonstrate a good grasp of mechanical principles tended to be better equipped to identify and mitigate potential safety hazards than lower scoring candidates

Adaptability: Employees with higher scores were observed to apply their knowledge to new or unfamiliar situations for effectively



TWO NEW AI TOOLS FOR HIRING

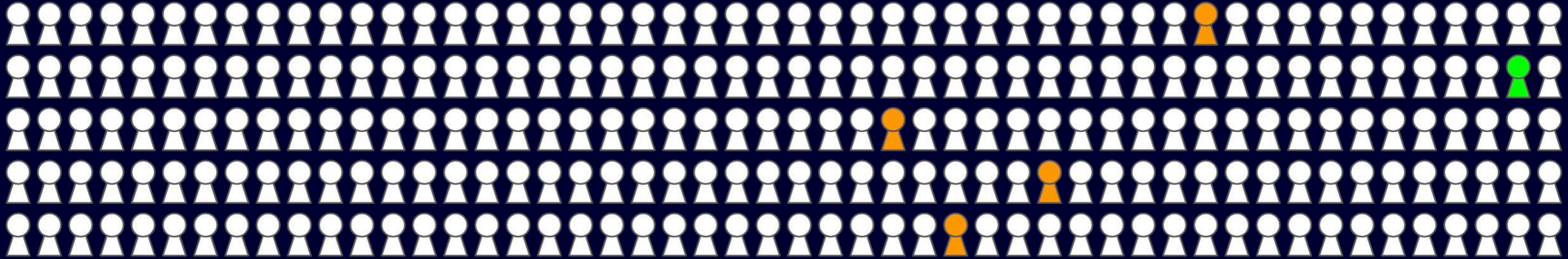


Humanly



More efficient and
equitable candidate
conversations.





250 applicants
per job listing

98% of Fortune
500 uses an ATS

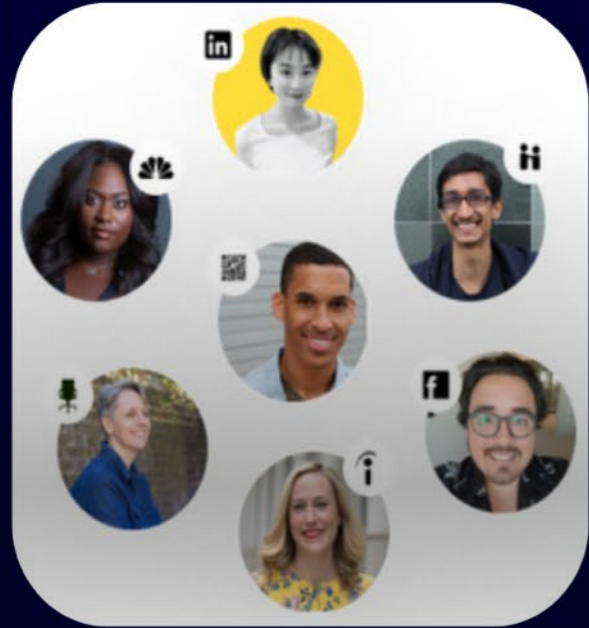
6-7 seconds per
resume

2% get interviews

1 person's dream
realized

Apply

via job boards, events,
career sites



84% decrease in
time to apply

Engage

Get q's answered and scheduled
the same day



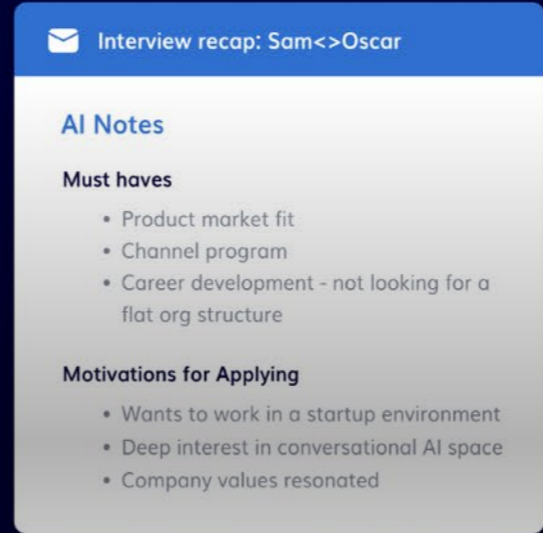
H Great! Are you open to working at other locations?

S Sure! I could do Denver or Colorado Springs.

28% decrease in
candidate drop-off

Interview

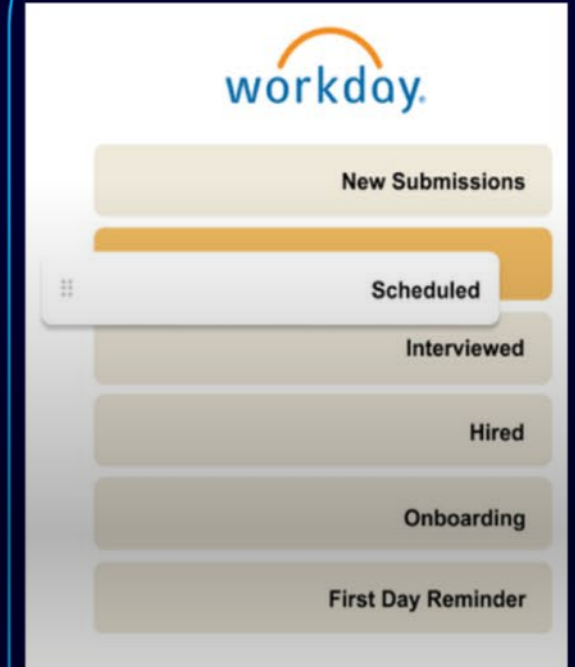
SmartNotes records and captures
key pieces of virtual interviews



0 hours spent on
note-taking

Sync

All candidate data is pulled
together in the company's ATS



0 hours spent on
syncing data

43% Decrease in Time-to-Hire



HUMANLY

A promotional graphic for Generac. It features a central QR code with the word "GENERAC" in bold black letters across its middle. The QR code is set against a white background with a thick black border. Below the QR code is a black rounded rectangular button with a white smartphone icon on the left and the text "SCAN ME" in white capital letters on the right. The entire graphic is overlaid on a background image of a woman smiling, with orange semi-circles on either side.

[DEMO](#)

TAKE THE **STEP** TO TRANSFORM YOUR TALENT HIRING JOURNEY



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www.senseloaf.ai



Senseloaf's solution drives results across 3 key processes

Talent Matching / Sorting

Providing recruiting teams with objective view of their talent pipeline at every stage

Personalized Engagement at scale

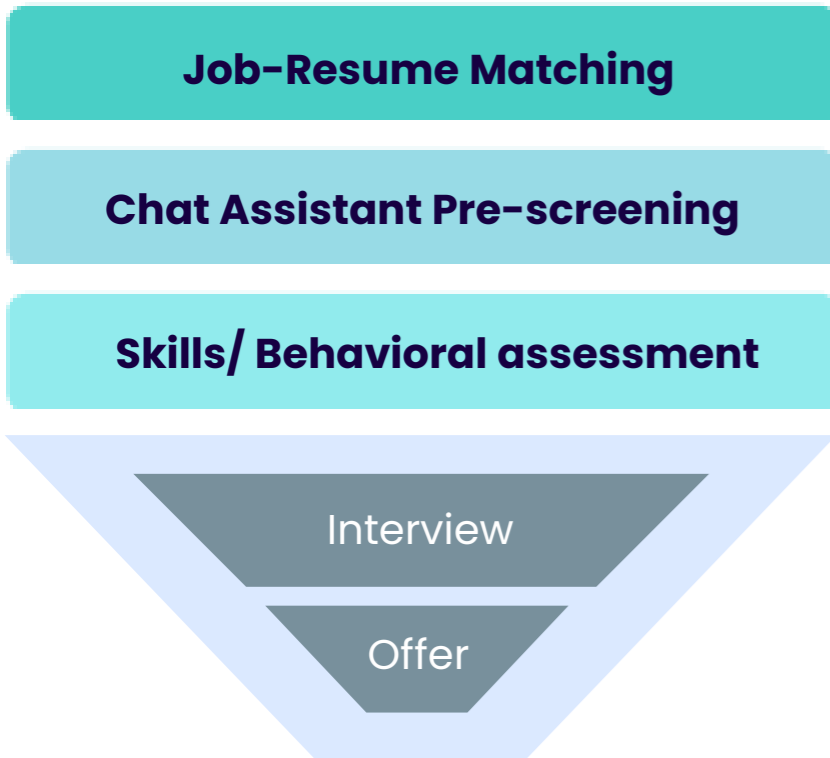
Auto engage talent for jobs, pre-screening from across channels

Smart Automation

Seamlessly connecting different systems for easier and efficient decision making

MULTI FACTOR MATCHING

Senseloaf.AI intelligently automate **Top of the recruiting funnel** and help hiring teams **connect, screen, qualify, and engage** with candidates more efficiently and equitably.



Quantifying all talent interactions & data into measurable **Talent Analytics**



Screen & Engage 100% of the Talent pipeline and rank them dynamically in your **ATS/HCM**

Recruiting teams get an objective pipeline view in their ATS/HRMS and can build custom workflows



Remote Outbound Sales Associate

Active Deselected Hired Incomplete



Application Submitted	Name	Senseloaf.AI
01-Feb-2023 09:42 PM	[Redacted]	A
01-Feb-2023 09:36 PM	[Redacted]	A
01-Feb-2023 07:14 PM	[Redacted]	A
25-Jan-2023 10:10 AM	[Redacted]	A
07-Feb-2023 11:12 AM	[Redacted]	B
07-Feb-2023 01:02 AM	[Redacted]	B



All candidates







John Doe  

Best Match

 Sr. Software Developer  7yrs

 Berlin, Germany  Google LLC

Work History		Skills	
Job Title		Assesments	

Simplify Talent screening and find right candidates faster

Automatically screen all active applicants based on skills, experience, assessments, and convert all Talent data into quantifiable scores and analytics

RANK	NAME	OVERALL SCORE	
#1	John Makers	A	⌵ ⋮
#2	Paul Woodford	A	⌵ ⋮
#3	Jura Ballantine	A	⌵ ⋮
#4	Jameson Macallan	A	⌵ ⋮
#5	Hibiki Kamet	B	⌵ ⋮
#6	Mark Walker	B	⌵ ⋮
#7	Johnnie Daniel	C	⌵ ⋮

Smart automation to increase efficiency

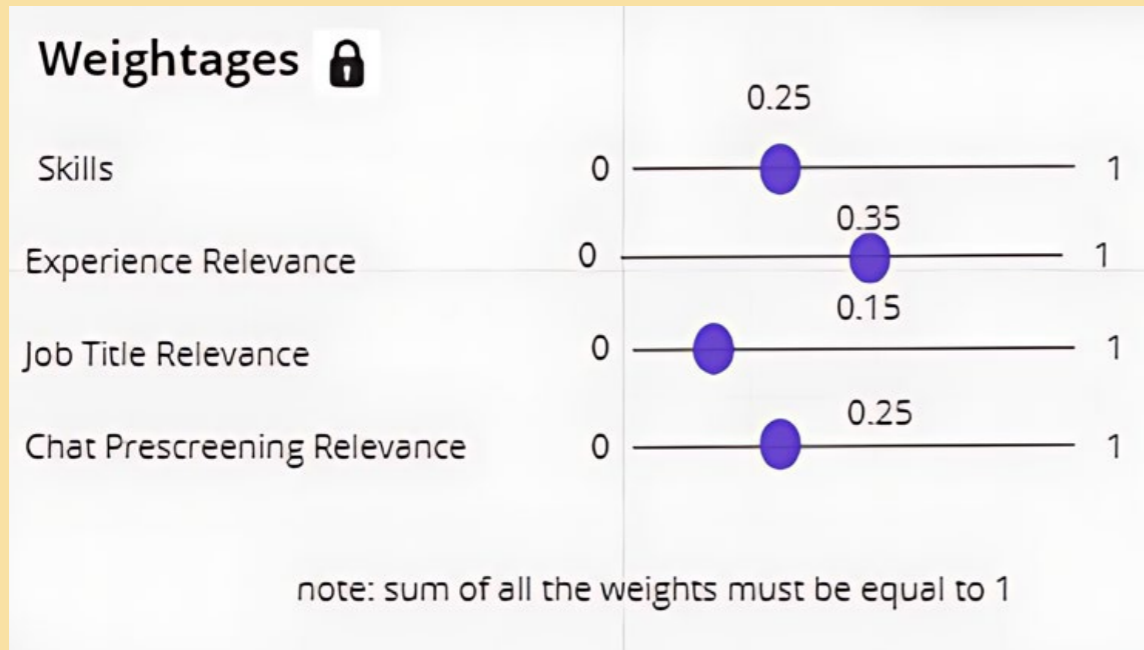
Always view your talent pool with grading & stack ranking.

Experience seamless Talent matching within your recruiting system as we dynamically grade and stack rank talent pipelines. Get a macroscopic view of top talent and ensure that recruiting team is perfectly aligned with the exceptional candidates

AI CALIBRATION AND CUSTOMIZATION



Set custom weights for matching and recommendations on each job



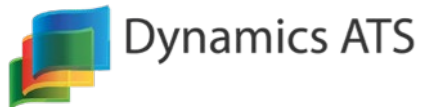
Define custom scores for pre-screening/ assessment questions

What type of past employment experience do you have?

- A _____ 2
- B _____ 5
- C _____ 3
- D _____ 1

Complete control on choosing what parameters are important

STANDARDIZING AUTOMATION ACROSS



Insert scores/grade helping rank, sort and filter pipelines to find top matching candidates

Sync Chats, activities and view engaged candidates within ATS/ HCM.

Add talent recommendations from talent database in sourcing stage as soon as you create a job

Build automation and stages based on candidate interaction and evaluation



THANK YOU !

Warren Collier, CHRL wcollier@selfmgmt.com

APPENDIX





Emerging

AI Added on

Predictive analytics
Natural language processing
Intelligent chat
Image generation
Generative AI

First Generation

AI Built in

Machine learning
Predictive analytics with
external data
Advanced candidate matching
Content recommendations

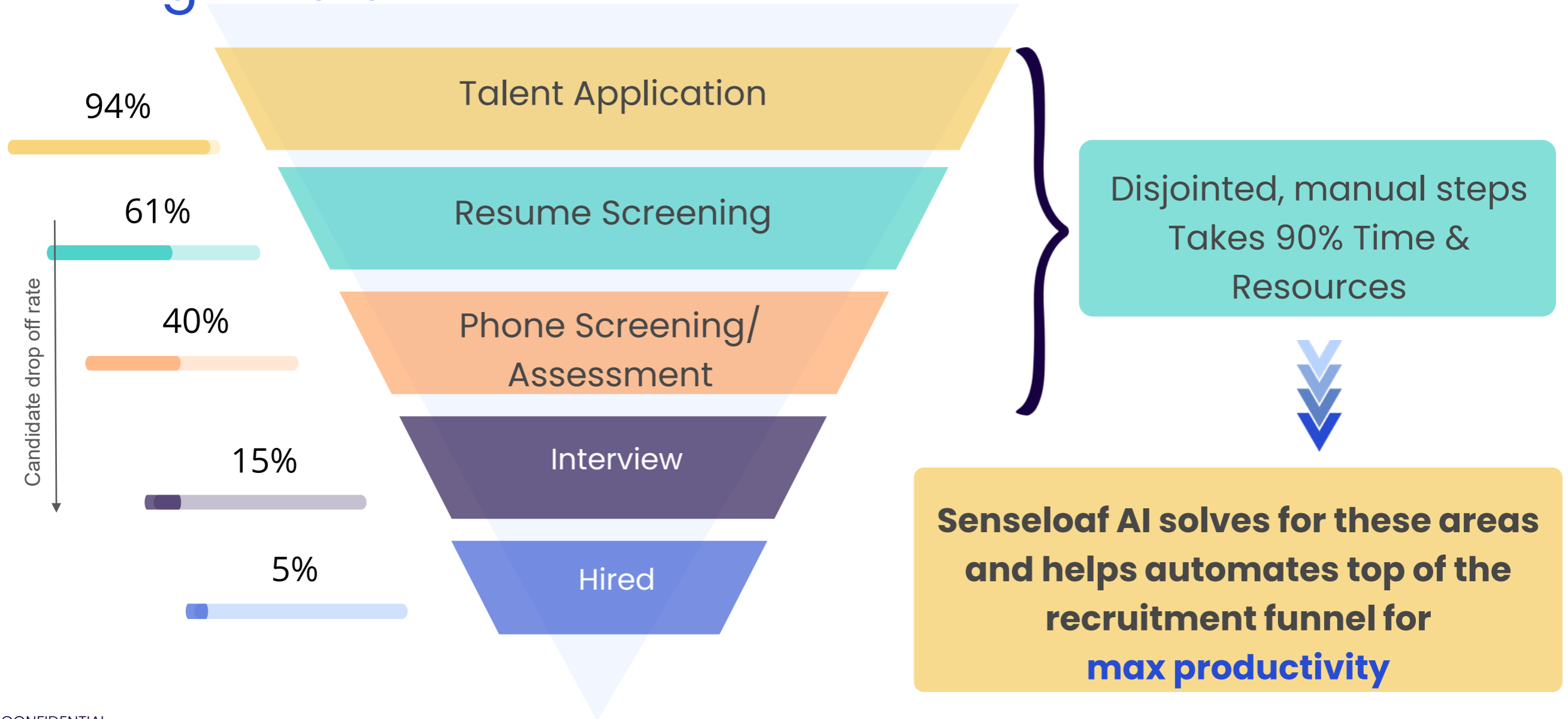
Second Generation

Built on AI

Large language models
Neural networks
Vector databases
External data
Advanced models

COMPANIES STRUGGLE TO ENGAGE & HIRE

THE Right Talent





Ethical AI is artificial intelligence that adheres to well-defined ethical guidelines regarding fundamental values, including such things as individual rights, privacy, non-discrimination, and non-manipulation .