

LARSON

BUSINESS  SOLUTIONS

Gustave A. Larson – Solutions & Services

Hiring & Application Management Solution

Talent Works

Pilot Overview

Our 2022 Talent Works pilot is full. We would love to keep you up to date about future developments regarding this solution so please reach out to Emma Stamm to be the first to know!

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PILOT OVERVIEW

TALENT WORKS

DESCRIPTION

Talent Works is a job posting, applicant tracking, screening and assessment tool in partnership with ApplicantPro. Pilot members will pay a monthly fee and in return, Larson will facilitate job postings to hundreds of sites and platforms, initial applicant screenings, personality and culture fit assessments, and track associated activities.

GOALS

Talent Works aims to:

- Generate better applicants
- Decrease the time spent managing recruiting and hiring processes
- Provide pre-screened, pre-selected candidates
- Increase the number of applicants for each job posting

METHOD

Participating dealers will be scheduled for an initial 15-30 minute kickoff meeting to discuss goals, company culture, benefits, and candidate requirements. From there, postings will be created and sent back for approval within 1 week. Once approved, the job will be posted to hundreds of jobs sites, LinkedIn & Facebook groups, & other social platforms. Each listing is optimized to generate the most interest and highlight the benefits of working at your company.

Candidates are evaluated, screened for culture and job fit, and a personality assessment is performed. Candidates that meet the goals set out at the kick-off meeting are highlighted within the program and you are notified of a qualified candidate. Any and all hiring decisions are yours.

TIMELINE AND EXPECTATIONS

Participation in this pilot test is voluntary. Invitations are offered to only one dealer in each market making it exclusive to you should you choose to sign up. Cost to participate is \$250 per month and a 90-day commitment is required in order to accurately assess the system. GA Larson will leverage learnings from across the footprint to better inform local listings and continue to improve during that time. As a part of this pilot program, you will be periodically asked to provide feedback on your experience and solicited for improvement ideas. GA Larson makes no commitments relative to number of applicants or hires during pilot period.