

Why Applied?

Introduced Applied in 3 different charities

Key drivers

- Process
- EDI strategy
- Employer brand

What difference did it make?

- Fewer but better quality candidates
- Diverse candidates at interview
- Reduced turnover
- Improved candidate experience

Challenges

Work sample questions

Hiring managers trying to beat the system

I just want to see a CV!

Implementation

- Get buy in from your most senior team early
- Let the system do the work
- Focus on the why with hiring managers

What Applied doesn't do

Solve all diversity/inclusion issues in your organisation