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TalentBoost 

TalentBoost, Powered by GattiHR,
Integrates OnTask into Its Talent
Onboarding Software

TalentBoost, by GattiHR, is one of the top consulting and talent placement firms with its own proprietary platform. The company handles high velocity staffing and helps companies with onboarding, employee engagement, and workforce analytics.

While they were helping many companies streamline hiring and onboarding, TalentBoost needed to automate their own recruiting and onboarding process.

Overview:

At first, TalentBoost used an industry leader for digital signatures, but they soon discovered that this industry leader imposed various limitations on their process. It only provided one of the many capabilities that TalentBoost needed to thrive, and the payment plan wasn't flexible for their needs. That's why Saurabh Gupta, Chief Technology Officer at TalentBoost, started looking for a tool that could provide more automation for their processes.

Challenges

In April of 2020, when COVID-19 was shaking up the world, TalentBoost was recruited to hire 1,500 people in a month for a very prominent new client. Using the industry leader, TalentBoost was hitting their document limit and the workflows were not up to par.

"As a CTO, I'm a big fan of automation. Last year when I came on board, there were a lot of paper processes. When you have to scale the business, you need to have automation in place. You have to reduce the offer to acceptance cycle," states Gupta.

"When COVID-19 began, I started looking for a workflow solution. I looked at HelloSign, PandaDoc, a lot of OnTask competitors, but the way OnTask's workflow engine works won me over."

- Saurabh Gupta,
CTO, TalentBoost

Challenges Continued

Gupta was searching for a document signing tool that works with webhooks, and OnTask was there to help. "Most of the vendors I looked at are putting limits on how much you can use. For a tech guy myself, who handles these systems, it's hard to understand the rationale. I can't build my hefty workflow around these limitations. That's where OnTask's transaction-based plans differ. The pricing model is a huge plus."

Results

TalentBoost integrated OnTask into their talent recruiting and onboarding software in a few days. "OnTask gave us the flexibility to build out the workflow with our own ideas and optimize the way we want the workflow to operate with the system," states Gupta. "With its intuitive branching logic, I was able to map out the process, assign people to specific tasks, and create reports to track the progress of each offer."

OnTask helped TalentBoost streamline the hiring process for the mass order in April 2020. The client needed 1,500 people across five different roles. TalentBoost hired 1,200 people in four weeks with an applicant funnel of 46,000 candidates.

"Your competition allowed us to create templates, but we needed 25 different templates for every different position. There were too many different elements to consider in that software, and that was a big challenge for our workflow," says Gupta. "OnTask streamlines this process and gives us reporting capabilities. This reporting feature was a hidden benefit. I'm able to externally control the workflow, so the branching logic is a real plus for us."

OnTask takes the onboarding packages that TalentBoost creates, and turns them into fillable web forms, which auto-fill based on previously accepted data. "Now we're just converting data into different forms," says Gupta. "Once I built out the workflows, OnTask reduced our 25 templates down to two. We were able to build everything we need into two templates and two links, and it enabled us to get simplified reporting."

TalentBoost used webhooks to integrate OnTask's digital signature capabilities into their software. Now TalentBoost employees simply pick which position they are offering, select a candidate, and OnTask auto-populates the forms for signing and the workflow to complete the onboarding process. Currently, TalentBoost uses OnTask for onboarding its candidates, and is considering adding more functionality to its software with OnTask's help. **This new automation integration speeds up TalentBoost's offer acceptance rate, which is now at 91% within 48 hours.**

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About TalentBoost by GattiHR

With more than 40 years in the talent business, finding and keeping the best people has always been TalentBoost's sole focus. It's all about people, process, and technology. TalentBoost helps businesses attract and keep the best talent through its engaging HiringHub, Learning Center, Employee Benefits Portal, and Content Library. Learn more about TalentBoost by GattiHR at talentboost.cloud.

About OnTask

OnTask is a business process automation tool that makes it easy for users to create digital documents and forms for routing, review, and approval. Whether internal or external, participants can work on documents and forms with ease, while giving the administrator the ability to track the files as they travel through review, and gain acceptance through verified digital signatures. For more information, visit ontask.io.