

# HR HireReach Academy

Better fit. Less turnover. More diversity.



Selecting the right candidate for a job is one of the most important decisions an organization makes.

The HireReach Academy provides **practical training and tools** to help employers make those critical decisions.

*"HireReach has given us invaluable experience in transforming our recruiting process. We have been able to centralize our recruiting and tackle hiring problems with data instead of feelings."*

- JAMI FARKAS, Director of Human Resource Operations, Cascade Engineering

## What is the HireReach Academy?

The HireReach Academy is a five-month virtual academy that combines a series of learning modules and activities with tools and resources, peer learning, and consulting support. Participating organizations will immediately begin to apply the principles of evidence-based selection (EBS) into their talent selection system. Upon completion of the academy, each organization will have launched a custom EBS process.



## Proven Practice

Over 30 organizations have participated in the HireReach Academy. Through the academy, organizations have implemented an EBS process proven to:

Reduce first-year turnover

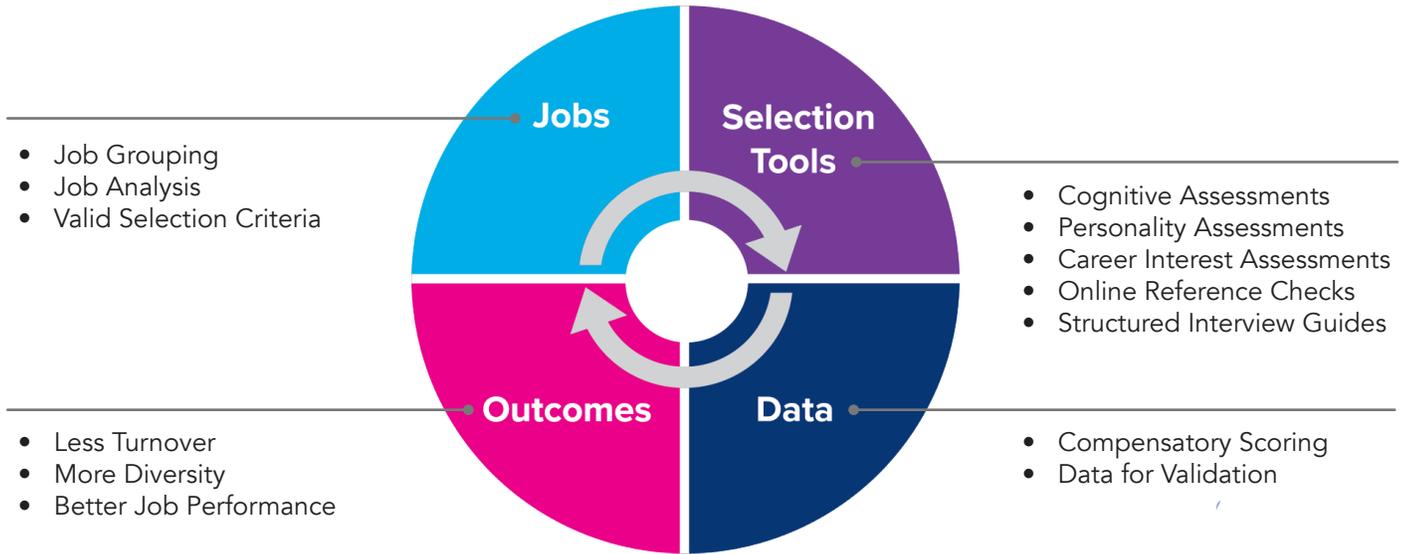
Reduce time-to-fill

Increase diversity

*"Hiring quality is better than ever, and multiple efficiencies for both recruiters and hiring managers are in place. This enables us to be more intentional about our methods to attract and retain a diverse workforce."*

- KATHY NATELBORG, Executive Director Human Resources, Davenport University

## Evidence-Based Selection Framework



### Evidence-Based Selection (EBS)

The EBS framework uses a structured process, predictive selection tools, and data to support better hiring decisions and promotions. EBS reduces the bias and noise and helps employers make decisions based on competencies.

### Based on Science

EBS is based on the principles of industrial and organizational psychology - the study of human behavior in organizations and the workplace. The research was used to identify the most predictive tools for selection. The HireReach Academy brings this learning and tools to its participants.

### Tools to Predict Performance

Participating organizations receive access to highly predictive selection tools, such as cognitive, personality and career assessments; online reference checks; and structured interview guides, to support building and launching a custom EBS process.



Find, hire & promote the best candidates. Contact us to learn more. [www.HireReach.org](http://www.HireReach.org) • [info@hirereach.org](mailto:info@hirereach.org)