



DESIGN TECH
CONSULTING INC.

PRIVATE AI

Benefits to an HR & Staffing Firm

TABLE OF CONTENTS

Executive Summary	2
Enhance Operational Efficiency	4
Boost Recruiter Performance	7
Drive Sales Growth	10
Transform Talent Acquisition	13
Optimize Client Relationship Management	16
Elevate Analytics & Reporting	19
Hone Compliance & Risk Management	22
Amplify Candidate & Client Experience	24
Continuous Learning & Innovation	26
Additional Staffing-Specific Benefits	29

Spencer Grover

Design Tech Consulting, Inc.

www.DesignTechConsulting.com

Bloomington, MN 55438

Office: 952-941-6099

Benefits to an HR & Staffing Firm

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EXECUTIVE SUMMARY

Design Tech Consulting's secure "Private AI" can provide transformative benefits to staffing firms across multiple critical business areas, from candidate sourcing to client delivery and performance analytics.

In terms of operational efficiency, "Private AI" automates the processing of interview video recordings by extracting audio and text, fixing industry-specific terminology using a user-maintained dictionary, analyzing for specific keywords, and summarizing interview content. It processes applicant technical skills evaluation scorecards by extracting calculated scores and technical notes, saving everything into searchable data and metadata. The system also handles client meeting video recordings and client technical skills requirement spreadsheets with the same sophisticated processing capabilities.

To boost recruiter performance, "Private AI" enables comprehensive employee and applicant searches by partial name, recruiter, interview status, skills, technical scores, and up to four keywords with exclusive 'AND' or inclusive 'OR' joins. It provides customizable user 'clipboards' for saving and organizing search results, helping recruiters work more efficiently and find the right talent faster.

In driving sales growth, "Private AI" provides comprehensive client search capabilities by partial name, sales rep, required skills, and keywords, with the ability to match client requirements to employee skills automatically. This intelligent matching accelerates placements and increases fill rates.

For workflow optimization, "Private AI" delivers customizable automated personal and group tasks, including reminders to contact employees/applicants based on status and last activity date, follow-up reminders for clients, and automated sending of itineraries and critical information to employees being deployed. Workflow notifications alert teams when interview or meeting videos finish processing, highlight upcoming deployment end dates, and confirm when scorecard or techsheet documents are ready.

The system integrates seamlessly with Monday.com for extracting employee/applicant data using webhooks, updating statuses, and displaying information on user-customizable dashboards for management and recruiters. It integrates with Salesforce to analyze data and create cadences for each sales rep by their target states, extracting account and contact data for searching and displaying information on customizable dashboards.



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"Private AI" automates job posting management by integrating with email, Indeed, and Apollo to extract job posting information, automatically exclude jobs based on user-maintained exclusion lists, search for accounts and contacts across platforms, and add qualified contacts to sales rep cadences automatically. Integration with RingCentral extracts call information and transcripts for calls over 60 seconds, processes transcripts for keywords, and uses call data on customizable dashboards.

The overall company metrics dashboard provides comprehensive visibility into recruiting performance (interviews per week, bench adds, deployments, conversion rates), sales performance (calls completed, connections, opportunities created, meetings, new orders, active orders), and bottom-line metrics (deployed employees, pending starts, cancellations, positions to fill, fill percentages, attrition rates, billed amounts, gross profit, and daily sales outstanding).

By strategically implementing a secure "Private AI" system, staffing firms can drive significant improvements in recruiter productivity, placement speed, client satisfaction, revenue growth, and operational visibility. The key is to take a holistic, data-driven approach to AI integration that enhances recruiter and sales capabilities while ensuring the technology remains secure, compliant, and aligned with business goals.



ENHANCE OPERATIONAL EFFICIENCY

A “Private AI” can enhance your company’s operational efficiency in these ways:

1. Automated Interview Processing
2. Automated Skills Assessment Processing
3. Automated Client Meeting Processing
4. Intelligent Document Management
5. Workflow Automation & Notifications
6. Enhanced Data Privacy and Security
7. Scalability of Operations

1. Automated Interview Processing

- *Extract Audio & Text:* Automatically extract audio from interview video recordings and convert to searchable text transcripts
- *Fix Industry Terminology:* Correct common industry-specific term misspellings using a user-maintained dictionary to ensure accuracy
- *Keyword Analysis:* Analyze text for specific user-maintained keywords relevant to job requirements and candidate qualifications
- *Intelligent Summarization:* Summarize each paragraph containing keywords and create comprehensive interview summaries
- *Searchable Metadata:* Save all extracted information into searchable data and metadata for instant retrieval

2. Automated Skills Assessment Processing

- *Extract Technical Scores:* Automatically extract calculated scores for specific skills from technical evaluation scorecards
- *Capture Technical Notes:* Extract detailed technical notes and assessments from evaluator comments



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- *Standardize Data:* Convert spreadsheet data into standardized, searchable formats
- *Skills Tracking:* Maintain comprehensive skills databases for matching candidates to opportunities

3. Automated Client Meeting Processing

- *Meeting Transcription:* Extract audio and text from client meeting video recordings automatically
- *Requirements Capture:* Analyze text for client-specific keywords and requirements using user-maintained dictionaries
- *Meeting Summarization:* Generate paragraph and full-meeting summaries highlighting key client needs
- *Client Intelligence:* Build searchable client requirement databases for better matching and service

4. Intelligent Document Management

- *Automated Knowledge Retrieval:* Use the "Private AI" to retrieve relevant documents from your knowledge base instantly
- *Real-Time Updates:* Ensure the "Private AI" is constantly updated with latest job orders, candidate information, and client requirements
- *24/7 Access:* Give your team answers to all their questions, even after hours and away from the office
- *Document Standardization:* Standardize format and language of contracts, job descriptions, and client agreements

5. Workflow Automation & Notifications

- *Processing Notifications:* Receive alerts when interview videos, meeting recordings, scorecards, or techsheets finish processing
- *Deployment Alerts:* Get notified of upcoming deployment end dates to proactively plan replacements or extensions



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- *Status Updates:* Automatically track and update candidate and client statuses across integrated platforms
- *Reduce Manual Data Entry:* Eliminate repetitive administrative tasks by 50%+ through intelligent automation

6. Enhanced Data Privacy and Security

- *Implement Robust Data Protection:* Use secure "Private AI" to strengthen data encryption and access controls for sensitive candidate and client information
- *Ensure Regulatory Compliance:* Leverage AI to automate compliance checks and maintain adherence to employment data protection regulations
- *Role-Based Access:* Implement role-based access controls ensuring recruiters and sales reps only access relevant information

7. Scalability of Operations

- *Automate Workflow Processes:* Use AI to streamline candidate screening, client onboarding, and deployment processes
- *Optimize Resource Allocation:* Leverage "Private AI" to dynamically allocate recruiters and sales resources based on workload and specialization
- *Handle Growth Efficiently:* Scale operations without proportionally increasing headcount through intelligent automation



BOOST RECRUITER PERFORMANCE

A "Private AI" can boost your recruiter performance in these ways:

1. Comprehensive Candidate Search
2. Intelligent Candidate Matching
3. Customizable Search Organization
4. Capture and Apply Best Practices
5. Enhance Recruiting Training and Coaching
6. Optimize Resource Allocation
7. Performance Monitoring and Feedback

1. Comprehensive Candidate Search

- *Multi-Criteria Search:* Search by partial name, recruiter, interview status, other statuses, skills, and technical scores
- *Advanced Keyword Search:* Search using up to four keywords with the option of selecting exclusive 'AND' or inclusive 'OR' joins
- *Instant Results:* Retrieve qualified candidates in seconds instead of hours of manual database searching
- *Historical Access:* Search across all interview transcripts, scorecards, and technical assessments

2. Intelligent Candidate Matching

- *Skills Matching:* Automatically match candidate technical skills and scores to client technical requirements
- *Requirement Analysis:* Compare client technical skills requirement spreadsheets against candidate evaluation scorecards
- *Ranking & Scoring:* Rank candidates by match percentage and qualification scores for each job order



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- *Gap Identification:* Identify skill gaps and training opportunities to improve candidate marketability

3. Customizable Search Organization

- *Personal Clipboards:* Create and maintain customizable user 'clipboards' for saving search results
- *Organize by Project:* Organize candidates by client, job order, skill set, or any custom category
- *Share Collaboratively:* Share clipboard searches with team members for collaborative recruiting
- *Quick Recall:* Access frequently used searches and candidate pools instantly

4. Capture and Apply Best Practices

- *Analyze Your Success:* Have the "Private AI" monitor successful placements and identify what recruiting techniques work best
- *Repeat Your Success:* Turn winning candidate sourcing and engagement techniques into reusable templates and guides
- *Share Your Success:* Let the "Private AI" become a "virtual recruiting expert" that recruiters can query for advice 24/7
- *Learn from Top Performers:* Capture and distribute best practices from your highest-performing recruiters

5. Enhance Recruiting Training and Coaching

- *Analyze Your Interviews:* Feed candidate interview recordings and notes into the "Private AI" to analyze what assessment techniques are working best
- *Practice Your Interviews:* Have the AI generate realistic candidate interview simulations for new recruiters to practice with
- *Assist in Your Interviews:* Let the AI provide real-time suggestions and questions during actual candidate interviews based on job requirements



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- *Skill Development:* Create personalized training paths for recruiters based on their placement history and skill gaps

6. Optimize Resource Allocation

- *Create Recruiter Skills Matrix:* Feed recruiter specializations, availability, and current workload into the AI
- *Streamline Assignment:* Let it recommend optimal job order assignments based on recruiter expertise and capacity
- *Progress Monitoring:* Have the "Private AI" flag at-risk placements early based on data patterns so management can intervene
- *Maximize Productivity:* Balance workloads to maximize placements per recruiter

7. Performance Monitoring and Feedback

- *Real-Time Analytics:* Monitor recruiter performance including interviews per week, bench adds, and placement rates
- *Conversion Tracking:* Track conversion rates at each stage (interviews → bench → deployments)
- *Automated Coaching:* Provide data-driven coaching recommendations based on recruiter performance patterns
- *Goal Tracking:* Set and monitor individual and team recruiting goals with automated progress updates



DRIVE SALES GROWTH

A “Private AI” can drive your company’s sales growth in these ways:

1. Comprehensive Client Search & Matching
2. Automated Job Posting Management
3. Intelligent Lead Generation & Qualification
4. Sales Cadence Automation
5. Sales Team Training and Support
6. Call Intelligence & Analysis
7. Predictive Sales Analytics

1. Comprehensive Client Search & Matching

- *Multi-Criteria Client Search:* Search clients by partial name, sales rep, required skills, and up to four keywords with 'AND' or 'OR' joins
- *Intelligent Matching:* Automatically match client technical requirements to employee/candidate skills and qualifications
- *Best Fit Identification:* Rank employees by best fit for each client requirement based on skills, experience, and availability
- *Speed to Fill:* Reduce time-to-fill by instantly identifying qualified candidates for client needs

2. Automated Job Posting Management

- *Multi-Source Integration:* Extract job posting information from email, Indeed, and other job boards automatically
- *Smart Filtering:* Automatically exclude jobs based on user-maintained NAICS code, location, company name, and job title exclusion lists
- *Account Matching:* Search Salesforce for existing accounts/contacts, then Apollo if not found, and automatically add qualified leads
- *Pending Job Queue:* Display jobs with incomplete company or contact information in a 'Pending Jobs' queue for manual review or exclusion



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- *Automated Lead Routing:* Jobs with complete information have contacts automatically added to appropriate sales rep cadences

3. Intelligent Lead Generation & Qualification

- *Ideal Client Profile:* Use AI to analyze your CRM and placement history to build ideal client profiles by industry and role type
- *Personalized Outreach:* Have the "Private AI" generate personalized outreach messages to high-potential prospects based on their attributes
- *Lead Qualification:* Let the "Private AI" qualify inbound inquiries by engaging them with relevant questions before routing to sales
- *Minimum Requirements:* Set minimum requirements for Apollo results before automatically adding to Salesforce

4. Sales Cadence Automation

- *Territory-Based Cadences:* Analyze Salesforce data and create customized cadences for each sales rep based on their target states and accounts
- *Automated Sequencing:* Automatically add qualified contacts to sales rep cadences based on target account criteria
- *Activity Tracking:* Track cadence progress and engagement automatically across email, calls, and meetings
- *Optimization:* Use AI to recommend optimal cadence timing, messaging, and channels based on response patterns

5. Sales Team Training and Support

- *Sales Training Programs:* Provide tailored training that focuses on staffing industry knowledge and consultative selling techniques
- *Technique Analysis:* Feed sales call recordings and emails into the AI to analyze what approaches are working best
- *Conversation Simulations:* Have the "Private AI" generate realistic client conversation simulations for reps to practice with
- *Real-Time Sales Support:* Provide real-time suggestions during client calls based on what's worked before
- *Objection Handling:* Train AI on successful objection handling techniques specific to staffing industry challenges



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6. Call Intelligence & Analysis

- *RingCentral Integration:* Extract call information and transcripts for calls over 60 seconds automatically
- *Keyword Processing:* Process call transcripts for important keywords related to client needs, objections, and opportunities
- *Call Analytics:* Use call data on customizable dashboards for management, recruiters, and sales reps
- *Coaching Opportunities:* Identify coaching opportunities based on call analysis and sentiment
- *Text Messaging:* Send customizable texts to individual or groups of employees for deployment updates and engagement

7. Predictive Sales Analytics

- *Sales Forecasting:* Predict future job orders and revenue based on historical client patterns and market trends
- *Opportunity Scoring:* Score opportunities based on likelihood to close and expected revenue
- *Client Health Monitoring:* Monitor client engagement and satisfaction to predict churn risk and expansion opportunities
- *Pipeline Management:* Optimize pipeline by prioritizing high-probability opportunities



TRANSFORM TALENT ACQUISITION

A “Private AI” can transform your talent acquisition in these ways:

1. AI-Powered Candidate Sourcing
2. Resume Screening & Parsing
3. Skills Assessment Automation
4. Candidate Engagement & Nurturing
5. Interview Scheduling Optimization
6. Offer Management & Onboarding

1. AI-Powered Candidate Sourcing

- *Multi-Platform Sourcing:* Integrate with LinkedIn, Indeed, Monster, and other job boards to aggregate candidate pools
- *Boolean Search Optimization:* Use AI to generate and optimize complex boolean searches for hard-to-fill roles
- *Passive Candidate Identification:* Identify passive candidates who match client requirements but aren't actively applying
- *Diversity Sourcing:* Use AI to expand sourcing channels and identify diverse candidate pools
- *Source Tracking:* Track which sources produce the highest quality candidates for different role types

2. Resume Screening & Parsing

- *Automated Parsing:* Extract skills, experience, education, and certifications from resumes and profiles automatically
- *Qualification Scoring:* Score candidates against job requirements automatically based on parsed information
- *Duplicate Detection:* Identify duplicate candidate submissions across different sources
- *ATS Integration:* Populate your ATS with structured candidate data automatically



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- *Keyword Extraction:* Extract industry-specific keywords and technologies from resumes for better matching

3. Skills Assessment Automation

- *Custom Assessment Creation:* Generate role-specific technical assessments based on client requirements
- *Automated Scoring:* Score technical assessments automatically and flag candidates who meet thresholds
- *Skills Validation:* Validate candidate-claimed skills through AI-powered assessments and interview analysis
- *Benchmarking:* Compare candidate scores against industry benchmarks and your historical data
- *Skills Gap Analysis:* Identify common skills gaps in your candidate pool to guide recruiting strategy

4. Candidate Engagement & Nurturing

- *Automated Communication:* Send personalized follow-up emails and texts to candidates at key stages
- *Drip Campaigns:* Create automated nurture campaigns for bench candidates to maintain engagement
- *Status Updates:* Provide automated status updates to candidates throughout the interview and placement process
- *Re-engagement:* Identify and re-engage past candidates when new matching opportunities arise
- *Candidate Surveys:* Automate candidate satisfaction surveys and analyze feedback for improvement

5. Interview Scheduling Optimization

- *Calendar Integration:* Integrate with recruiter, hiring manager, and candidate calendars to suggest optimal times
- *Automated Scheduling:* Allow candidates to self-schedule from available time slots
- *Reminder Automation:* Send automated interview reminders to all parties with relevant details



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- *Rescheduling Management:* Handle rescheduling requests automatically with minimal manual intervention
- *Interview Prep:* Send automated interview preparation materials to candidates

6. Offer Management & Onboarding

- *Offer Generation:* Generate customized offer letters based on negotiated terms and templates
- *Offer Tracking:* Track offer status (pending, accepted, declined, countered) and time-to-acceptance
- *Counteroffer Prediction:* Use AI to predict likelihood of counteroffers and suggest competitive terms
- *Onboarding Automation:* Trigger automated onboarding workflows when offers are accepted
- *Document Management:* Automate collection and verification of required onboarding documents



OPTIMIZE CLIENT RELATIONSHIP MANAGEMENT

A “Private AI” can optimize your client relationship management in these ways:

1. Client Intelligence & Account Planning
2. Requirement Capture & Analysis
3. Proactive Client Communication
4. Client Meeting Preparation
5. Deployment Management
6. Client Retention & Expansion

1. Client Intelligence & Account Planning

- *360-Degree Client View:* Aggregate all client data including meetings, calls, emails, placements, and satisfaction scores
- *Account History Analysis:* Analyze past placement patterns, preferred candidate profiles, and client feedback
- *Buying Pattern Recognition:* Identify seasonal hiring patterns and expansion indicators
- *Decision Maker Mapping:* Map client organizational structures and key decision makers
- *Competitive Intelligence:* Track when clients are working with competing staffing firms

2. Requirement Capture & Analysis

- *Automated Requirements Extraction:* Extract required skills, experience levels, and qualifications from client communications
- *Client Techsheet Processing:* Process client technical skills requirements spreadsheets and save into searchable metadata
- *Requirements Validation:* Flag incomplete or unclear requirements for sales rep follow-up
- *Historical Comparison:* Compare new requirements against past orders to identify trends and preferences
- *Requirement Matching:* Automatically match client requirements against your current bench and active candidates



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3. Proactive Client Communication

- *Engagement Reminders:* Generate automated reminders to follow up with clients based on status and last activity date
- *Touchpoint Optimization:* Recommend optimal communication frequency and channels for each client based on their preferences
- *Status Updates:* Automatically notify clients of candidate submissions, interview scheduling, and placement milestones
- *Proactive Issue Resolution:* Flag potential issues (deployment ending, candidate performance concerns) for proactive outreach
- *Relationship Building:* Suggest relationship-building activities based on client preferences and important dates

4. Client Meeting Preparation

- *Meeting Brief Generation:* Automatically generate pre-meeting briefs with client history, open positions, and action items
- *Talking Point Suggestions:* Suggest talking points based on client needs, market trends, and available candidates
- *Meeting Agenda Creation:* Create customized meeting agendas based on meeting objectives
- *Real-Time Meeting Assistance:* Provide real-time suggestions during client meetings based on conversation flow
- *Action Item Tracking:* Extract and track action items from meeting transcripts automatically

5. Deployment Management

- *Deployment Tracking:* Monitor all active deployments with start dates, end dates, and status in Monday.com
- *End Date Alerts:* Receive notifications of upcoming deployment end dates for proactive extension or replacement planning
- *Employee Itineraries:* Automatically send itineraries and critical deployment information to employees
- *Performance Monitoring:* Track deployed employee performance through automated check-ins and feedback collection



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- *Extension Opportunities:* Identify and alert sales reps to high-probability extension opportunities

6. Client Retention & Expansion

- *Client Health Scores:* Calculate client health scores based on placement frequency, satisfaction, and engagement
- *Churn Prediction:* Use AI to predict clients at risk of churn based on engagement patterns
- *Expansion Identification:* Identify cross-sell and upsell opportunities within existing accounts
- *Satisfaction Tracking:* Monitor client satisfaction through surveys and interaction sentiment analysis
- *Win-Back Campaigns:* Create automated campaigns to re-engage inactive clients with relevant opportunities



ELEVATE ANALYTICS & REPORTING

A “Private AI” can elevate your company’s analytics and reporting in these ways:

1. Integrated Platform Dashboards
2. Recruiting Performance Analytics
3. Sales Performance Analytics
4. Bottom-Line Business Metrics
5. Predictive Analytics & Forecasting
6. Custom Report Generation

1. Integrated Platform Dashboards

- *Monday.com Integration:* Display recruiting metrics with real-time data from Monday.com using webhooks and status updates
- *Salesforce Integration:* Show sales metrics from Salesforce including opportunities, accounts, contacts, and pipeline
- *RingCentral Integration:* Display call activity, transcripts, and conversation analytics from RingCentral
- *Unified View:* Integrate data from multiple sources into single, customizable dashboards for each role
- *Role-Based Dashboards:* Provide customized views for management, recruiters, sales reps, and operations teams

2. Recruiting Performance Analytics

- *Interview Tracking:* Track number of interviews conducted each week by each recruiter (self-reported or extracted from calendar)
- *Bench Adds:* Monitor number of candidates added to the bench (new items in "Bench" status in Monday.com) by recruiter
- *Deployment Tracking:* Track deployments ended during each period, categorized as "Project End" or "Replace"



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- *Conversion Rates:* Calculate and display conversion rates: interviews → bench adds → deployed → ended
- *Efficiency Metrics:* Measure recruiter efficiency through conversion percentages and time-to-placement
- *Quality Metrics:* Track candidate quality scores, client feedback, and deployment longevity

3. Sales Performance Analytics

- *Call Activity:* Review calls completed for each sales rep in RingCentral with connect rates and talk time
- *Connected Calls:* Track number of calls connected using Salesforce reports
- *Opportunity Creation:* Log and monitor number of opportunities created by each sales rep
- *Meeting Metrics:* Track number of meetings scheduled and completed using Salesforce reports
- *New Orders:* Monitor opportunities changed to "Job Opened" status as new orders
- *Position Volume:* Track number of positions added for each new job opened
- *Active Orders:* Review pipeline showing number of opportunities in "Active" status
- *Win Rates:* Calculate win rates by rep, industry, role type, and client size

4. Bottom-Line Business Metrics

- *Deployed Count:* Review number of employees in "Deployed" status in Monday.com
- *Pending Starts:* Track number of pending starts from "Pending Deployment" status in Monday.com
- *Canceled Deployments:* Monitor number of employees marked as "Backed Out/Cancelled"
- *Open Positions:* Total number of available openings from active opportunities
- *Fill Percentage:* Calculate percentage filled using formula: (total openings - pending starts) / total openings
- *Attrition Rate:* Calculate attrition as: ended deployments (replace) / total deployed
- *Billed Amount:* Review profit reports and billing for each week



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- *Gross Profit Earned*: Display GP from reports generated after payroll processing and billing
- *Gross Profit Forecast*: Show potential revenue if all positions are filled from Salesforce opportunity data
- *Days Sales Outstanding*: Monitor DSO to track cash flow and collections

5. Predictive Analytics & Forecasting

- *Revenue Forecasting*: Predict future revenue based on pipeline, historical close rates, and seasonal patterns
- *Demand Forecasting*: Forecast client demand by industry, role type, and geography
- *Capacity Planning*: Predict recruiting and sales capacity needs based on growth projections
- *Churn Prediction*: Predict employee and client churn based on engagement and performance patterns
- *Market Trend Analysis*: Identify emerging skill demands and market opportunities

6. Custom Report Generation

- *Automated Report Generation*: Generate weekly, monthly, and quarterly performance reports automatically
- *Natural Language Queries*: Ask questions in plain English and receive instant data visualizations
- *Report Scheduling*: Schedule automated report distribution to stakeholders
- *Benchmark Comparisons*: Compare performance against industry benchmarks and historical data
- *Drill-Down Capability*: Click through summary metrics to access detailed supporting data



HONE COMPLIANCE & RISK MANAGEMENT

A “Private AI” can hone your company’s risk management and compliance in these ways:

1. Employment Law Compliance
2. Data Privacy & Security
3. Background Check Management
4. Right-to-Work Verification
5. Risk Monitoring & Alerts

1. Employment Law Compliance

- *Regulatory Monitoring:* Monitor changing employment laws and regulations across all states where you operate
- *Compliance Checks:* Automate compliance checks for job postings, candidate communications, and employment contracts
- *EEOC Compliance:* Ensure interview questions and assessments comply with EEOC guidelines
- *Audit Trail:* Maintain comprehensive audit trails of all candidate interactions and hiring decisions
- *Policy Updates:* Automatically update internal policies when regulations change

2. Data Privacy & Security

- *GDPR & CCPA Compliance:* Ensure candidate and client data handling complies with privacy regulations
- *Data Encryption:* Use secure "Private AI" to strengthen data encryption for sensitive information
- *Access Controls:* Implement role-based access controls ensuring only authorized access to candidate and client data
- *Data Retention:* Automate data retention policies and secure deletion of expired records
- *Consent Management:* Track and manage candidate consent for data storage and communication



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3. Background Check Management

- *Automated Initiation:* Trigger background checks automatically at appropriate stages in the hiring process
- *Status Tracking:* Monitor background check status and flag delays or adverse findings
- *FCRA Compliance:* Ensure all background check processes comply with Fair Credit Reporting Act requirements
- *Document Management:* Securely store and manage background check results and related documentation
- *Adverse Action Procedures:* Automate adverse action notification procedures when required

4. Right-to-Work Verification

- *I-9 Compliance:* Automate I-9 form completion and verification processes
- *Document Verification:* Verify authenticity of employment authorization documents
- *E-Verify Integration:* Integrate with E-Verify for automated work authorization verification
- *Expiration Tracking:* Monitor work authorization expiration dates and trigger renewal reminders
- *Audit Readiness:* Maintain I-9 compliance audit trails and documentation

5. Risk Monitoring & Alerts

- *Deployment Risk Alerts:* Flag high-risk deployments based on client feedback, employee performance, or engagement signals
- *Client Risk Scoring:* Score clients based on payment history, satisfaction, and contract terms
- *Contractor Misclassification:* Monitor for potential contractor misclassification issues
- *Workers' Comp Tracking:* Track workers' compensation coverage and claims by deployment
- *Incident Reporting:* Provide automated incident reporting and tracking for workplace issues



AMPLIFY CANDIDATE & CLIENT EXPERIENCE

A “Private AI” can amplify your candidate and client experience in these ways:

1. Personalized Candidate Experience
2. Candidate Self-Service
3. Transparent Communication
4. Client Portal & Visibility
5. 24/7 Support & Assistance

1. Personalized Candidate Experience

- *Tailored Job Recommendations:* Use AI to recommend jobs that match each candidate's skills, preferences, and career goals
- *Personalized Communication:* Customize all candidate communications based on their profile, stage, and preferences
- *Career Coaching:* Provide AI-powered career advice including resume tips, interview preparation, and skill development recommendations
- *Journey Optimization:* Optimize candidate journey by determining best communication channels and frequency for each individual
- *Sentiment Analysis:* Analyze candidate interactions to identify satisfaction issues or concerns proactively

2. Candidate Self-Service

- *Candidate Portal:* Provide self-service portal where candidates can update profiles, view applications, and track status
- *Interview Self-Scheduling:* Allow candidates to self-schedule interviews from available time slots
- *Document Upload:* Enable candidates to upload resumes, certifications, and other documents directly
- *Status Visibility:* Give candidates real-time visibility into where they are in the process



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- *FAQ Chatbot:* Implement AI-powered chatbot to answer common candidate questions 24/7

3. Transparent Communication

- *Process Transparency:* Clearly communicate hiring process stages and expected timelines
- *Proactive Updates:* Send proactive status updates at key milestones automatically
- *Feedback Provision:* Provide interview feedback to candidates when appropriate and possible
- *Rejection Rationale:* Offer brief, professional explanations for rejections when feasible
- *Future Opportunities:* Inform rejected candidates of their placement in your talent pool for future roles

4. Client Portal & Visibility

- *Real-Time Pipeline:* Provide clients with real-time visibility into their candidate pipeline
- *Candidate Profiles:* Share detailed candidate profiles with skills, assessments, and interview summaries
- *Submission Tracking:* Allow clients to track all candidate submissions and their status
- *Interview Scheduling:* Enable clients to view available interview slots and confirm preferred times
- *Performance Dashboards:* Provide clients with dashboards showing fill times, quality metrics, and deployed employee performance

5. 24/7 Support & Assistance

- *AI-Powered Chatbots:* Implement chatbots to answer routine candidate and client questions any time
- *Knowledge Base:* Provide comprehensive, searchable knowledge base for common questions and processes
- *Intelligent Routing:* Route complex inquiries to appropriate team members automatically
- *Multi-Channel Support:* Offer support across email, text, phone, and chat based on user preference
- *Issue Resolution Tracking:* Track all support inquiries and resolution times for continuous improvement



CONTINUOUS LEARNING & INNOVATION

A “Private AI” can add to your company’s continuous learning and innovation in these ways:

1. Knowledge Management
2. Best Practice Capture & Sharing
3. Market Intelligence
4. Innovation Pipeline
5. Skills Development Tracking

1. Knowledge Management

- *Centralized Knowledge Base:* Implement an AI system to continuously update and organize your firm's knowledge base
- *Instant Access:* Provide recruiters and sales reps with instant access to latest industry insights, client preferences, and market trends
- *Tribal Knowledge Capture:* Convert institutional knowledge from top performers into accessible, searchable content
- *Document Intelligence:* Use AI to make all documents, policies, and procedures searchable by natural language queries
- *Version Control:* Maintain current and historical versions of all critical documents and processes

2. Best Practice Capture & Sharing

- *Success Pattern Analysis:* Analyze successful placements to identify patterns in sourcing, interviewing, and closing techniques
- *Playbook Development:* Convert successful approaches into repeatable playbooks and templates
- *Peer Learning:* Enable team members to learn from each other's successes through AI-curated examples
- *Continuous Improvement:* Regularly update best practices based on latest performance data



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- *Onboarding Acceleration:* Use captured best practices to accelerate new hire onboarding and time-to-productivity

3. Market Intelligence

- *Competitive Monitoring:* Monitor competitor activities, pricing, and service offerings
- *Industry Trend Tracking:* Track emerging skills, technologies, and industry developments
- *Salary Intelligence:* Maintain up-to-date salary and rate intelligence by role, location, and skill
- *Client Industry Analysis:* Monitor developments in your clients' industries that may affect hiring needs
- *Talent Market Insights:* Track talent availability, skills gaps, and candidate preferences

4. Innovation Pipeline

- *Trend Identification:* Use AI to identify emerging opportunities in new industries, geographies, or service offerings
- *Service Innovation:* Generate ideas for new services based on client feedback and market gaps
- *Process Innovation:* Continuously identify opportunities to improve internal processes through automation
- *Technology Evaluation:* Evaluate and prioritize new technologies that could enhance your operations
- *Pilot Programs:* Design and track pilot programs for new services or processes

5. Skills Development Tracking

- *Individual Development Plans:* Create and track personalized development plans for each team member
- *Skills Gap Analysis:* Identify company-wide and individual skills gaps that need to be addressed
- *Training Effectiveness:* Measure effectiveness of training programs through performance improvement metrics
- *Certification Tracking:* Monitor professional certifications and continuing education for all team members



Benefits to an HR & Staffing Firm

Private AI by Design Tech Consulting, Inc.

- *Career Pathing:* Use AI to suggest career development paths and growth opportunities for team members



ADDITIONAL STAFFING-SPECIFIC BENEFITS

Beyond the features you've already built, here are additional benefits that would resonate with staffing firms:

Contractor/Employee Retention Programs

- Predict which deployed employees are at risk of leaving based on engagement signals
- Automate retention outreach and check-in programs
- Track and analyze reasons for contractor departures to improve retention strategies

Competitive Intelligence

- Monitor when clients post similar positions on other job boards
- Track when your candidates interview with competitors
- Analyze win/loss reasons when competing for job orders

Margin Optimization

- Analyze bill rates and pay rates to optimize margins by client, role, and geography
- Identify underpriced positions and recommend rate adjustments
- Forecast margin impact of market rate changes

Redeployment Automation

- Automatically identify redeployment opportunities 60-90 days before contract end
- Match ending contractors to open positions proactively
- Reduce bench time through intelligent redeployment matching

Candidate Quality Scoring

- Score candidates on likelihood of successful placement based on historical data
- Predict candidate longevity in assignments based on profile factors
- Prioritize screening efforts on highest-quality candidates

