# NeoHire™

Version 1.0

**ASPIRE™**
Grow More

PRODUCT FOCUS
○ K-12 School Education   ○ Higher Education
○ Vocational Education &Training   ● Corporate Learning & Development
MARKET FOCUS
● B2E   ● B2B   ○ B2C   ● B2G

Neohire™ allows organisations to streamline their sourcing, assessing, training, and on-boarding processes. Adopting NeoHire™ processes will lead to enduring advantage in cost and quality of new hires. NeoHire™ offers a strategic engagement that goes far beyond traditional recruiting and includes detailed profiling of knowledge, skills and psychometric attributes of high performing employees; customized assessments; online selection; pre-process and process training as well as on-boarding.

## Benefits of Neohire™

- Benchmark recruiting processes with industry peers
- Help build versus buy decision regarding recruitment processes
- Design and develop a customized human talent supply chain model
- Discover attributes of high performing employees
- Develop customized assessment tests validated with current employees
- Predictable talent on demand
- Availability of pre-screened and pre-qualified candidates
- Customized assessment against attributes of high performing employees
- Rapid turnaround times through Aspire supply chain funnel
- Preplaced candidate with necessary caveats
- Customized training ensuring higher productivity levels from the beginning
- Training modules designed to create overall development
- Provide greater retention, and therefore longer lasting impact of training
- Weekly or fortnightly assessment of trainees
- Increase efficiencies in joining process
- Improve employee early tenure experience
- Complete records prior to joining date
- Retain more employees
- Lower opportunity costs associated with attrition and backfill
- Reduce costs pertaining to "empty seats"
- Lower cost of talent training and acquisition

## Features

NeoHire™ can help you:

- Conduct diagnostic study to understand client's business needs
- Assess Total Cost of Ownership
- Identify savings potential
- Design a human talent supply chain model
- Interview employees to determine performance attributes
- Administer surveys to a select sample of existing employees
- Analyze survey results to create final assessment tests
- Finalize assessment scores and weightages for new hires
- Deploy supply chain management (SCM) tools for scalable operations
- Ensure complete transparency of assessment scores in real-time
- Ensure scientific selection of 'right skill set' for 'right roles' through a quality process
- 'Accurate and informed sell' by trained Aspire Counselors
- Provide 'indoctrinated' and eager-to-join-and-do-well employees
- Provide reference check and background verification services
- Customize training programs for each role, determined through diagnostic study
- Construct a holistic, well rounded curriculum, including value education
- Ensure student participation and retention through innovative delivery mechanisms
- Planned on-boarding
- Automate actions and alerts related to joining formalities
- Incorporate Workflow management features
- Create de facto tenure bond between Employer and Employee
- Incentivize longer tenures through loyalty programs and distance learning courses

**Neohire™ v 1.0**

| Plan | Profile | Source | Assess | Select | Train | Onboard | Retain |