Quarterly Product Release

July 2024

Key Strategic Product Themes

Candidate Experience

Excellent experiences that keep candidates excited and involved, improve application completion, and contribute to your brand loyalty

Identifying Potential

Matching candidates to the opportunity where they can be personally successful and deliver the most value for you

Intelligent Automation & Analytics

24/7 pipeline that provides candidates with immediate responses, shortens hiring time, and reduces TA staff tasks so they can focus on human touch

Enterprise Strength

Robust performance, global standards for data security and accessibility, with the configuration tools and reporting you need

Release Highlights

Intelligent Automation & Analytics

- More Assessment Scores available via ATS integrations to keep Hiring Teams in their ATS as the system of record allowing customers to have all data at their fingertips when making hiring decisions.

Identifying Potential

- Introducing Game-Based Assessments to T2O! A great way to assess cognitive abilities, emotional intelligence, and personality traits. These competencies and traits, together with other job-related competencies allow us to offer a more comprehensive picture of a candidate's proficiencies allowing us to better predict their success in a given role.

Enterprise Strength

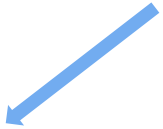
- Greater scheduling data access and accessibility.

HireVue T20 Product Peek

T2O PLATFORM

As you know, our new platform is here....T2O! Future product release communications will now include updates for T2O as the focus but may feature updates that need to occur in a legacy platform.

Please check the bottom left corner of each slide to know which platform we are referring to.



T2O

Intelligent Automation & Analytics

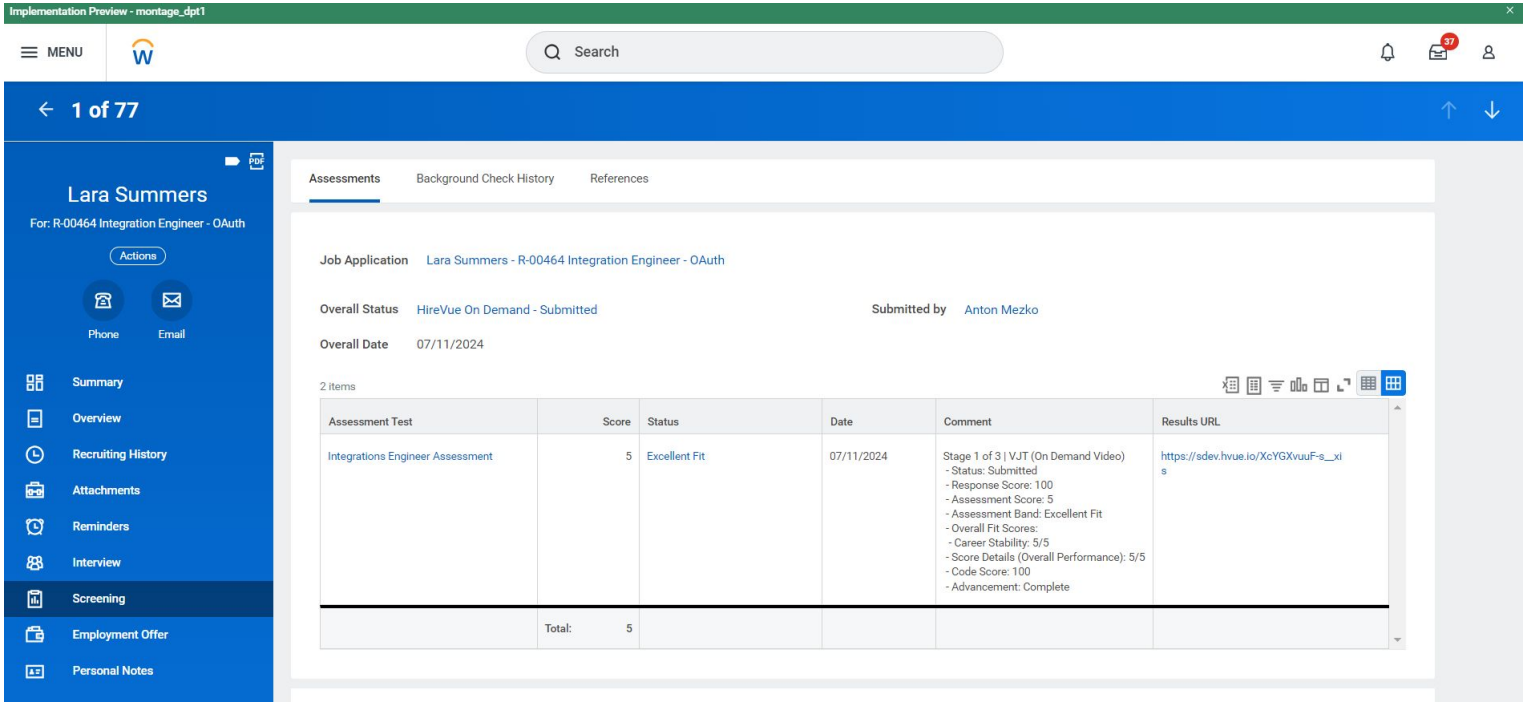
T2O – ATS Integration Results Updates

Updates	Why it's Exciting
Coding Scores	Customers can keep their system of record (applicant tracking systems) informed of Coding challenge results! Coding results are now available for customers for any of our HireVue authored integrations in T2O and are also available in the Public API.
Career Stability Scores	HireVue provides many data points when leveraging our Virtual Job Tryout assessments. Career Stability Score is now available to be sent back to the details/comments sections of all HireVue authored Integrations in addition to the Overall fit score. Allowing customers to have all data at their fingertips when making hiring decisions.
Reviewer Score	The reviewer score is now sent back to the ATS in the details/comments sections for the following ATS's: ORC, Taleo, SmartRecruiters, SuccessFactors (Odata and CPI), Infinite Brassring, Greenhouse, and Clear Company.

T2O

Coding/Career Stability features require customer Identifiers to be enabled. Reviewer score is automatically sent back in details/comments when present on an interview. Reach out to your account team with any questions.

T20 – Results Updates – Coding Scores/Career Stability



T20

Workday Example of new scoring results - Coding Scores and Career Stability options

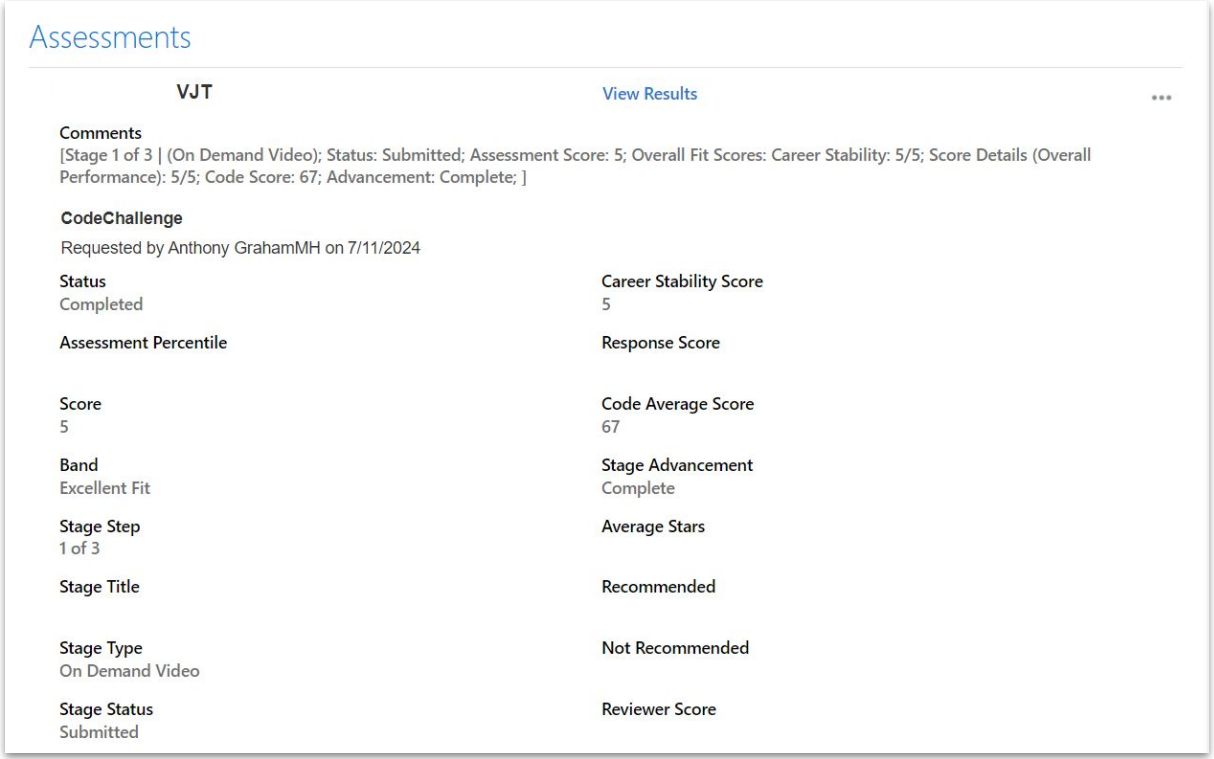
T20 – Oracle Recruiting Cloud – Results Updates

Updates	Why it's Exciting
Flexfields	Customers can now take advantage of Oracle Flexfields feature to store additional attributes of the assessment results in the candidate profile. By utilizing these flexfields customers can also take advantage of Fast Formulas to automate their CSPs in Oracle in a streamlined and more efficient way.
New Format for Comments Sections	Small updates were made to clean up the comments sections to allow for easier reading of the results.

T20

This new feature will require configuration prior to usage. Please contact your account team to access.

T20 – Oracle Recruiter Cloud – Results Updates and Flex Fields



T20

ORC example of new scoring results - Coding Scores and Career Stability options and Flex Fields

T2O – SmartRecruiters – Results Updates

Updates	Why it's Exciting
Option to adopt new formatting of T2O results in SmartRecruiters candidate profile.	Allow for customers to easily digest the results of candidates as they move through the T2O Workflow

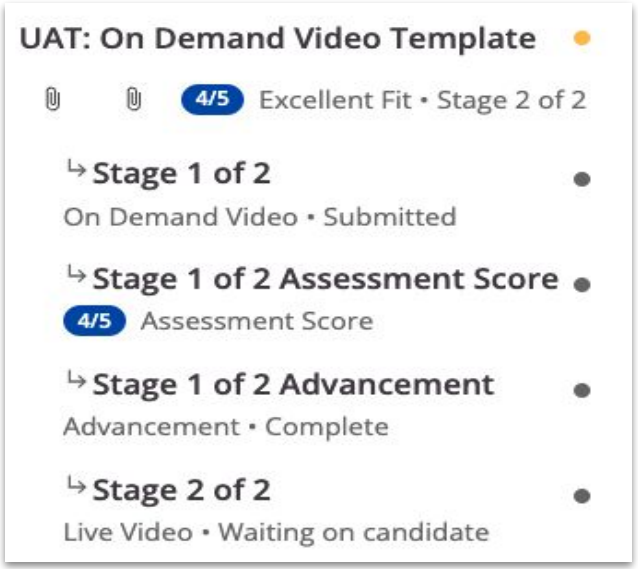
T2O

This new feature will require configuration prior to usage. Please contact your account team to access.

A look at what changed – T20 SmartRecruiters Results

Before: Current format of results

After: Updated formatting



T2O

Identifying Potential

T2O – Game-Based Assessments

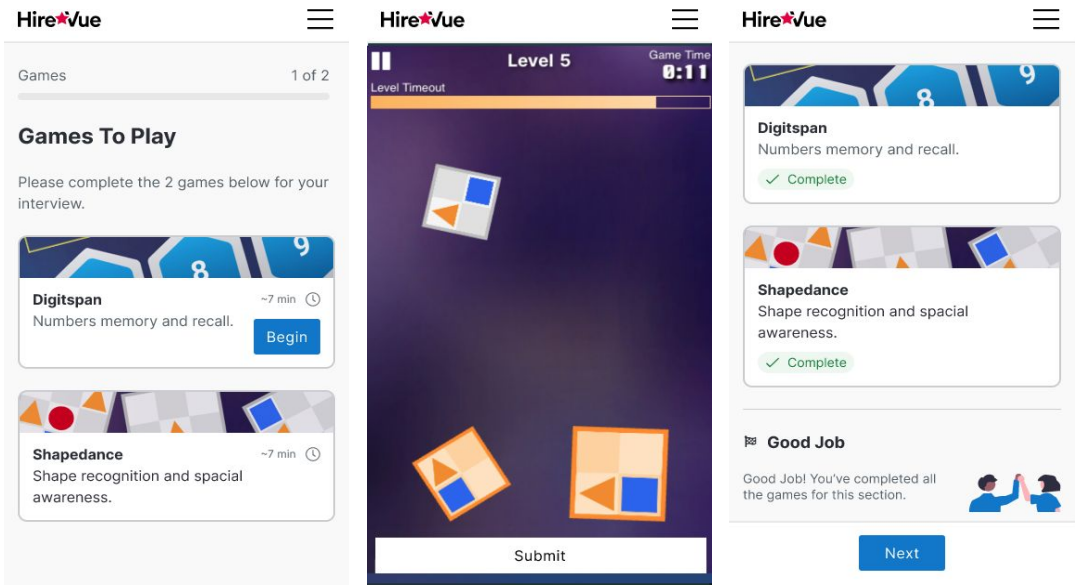
Updates	Why it's Exciting
Support for game-based assessments on T2O	Game-Based Assessments are a great way to assess cognitive abilities, emotional intelligence, and personality traits. These competencies and traits, together with other job-related competencies allow us to offer a more comprehensive picture of a candidate's proficiencies allowing us to better predict their success in a given role. Game-Based Assessments are a new offering on T2O!

T2O

Reach out to your account team for more information.

T20 – Game-Based Assessments

Candidate Experience



T20

Reach out to your account team for more information.

Coming later this year!

Language Skills Assessments

Four Skills Language Assessment

- Writing, Reading, Speaking, Listening
- Configurable to assess one or more skills and can be configured through HireVue as a holistic candidate journey

CEFR Standard Results

- Industry standard for representing language skill level

Can be contextualized to industry and use case

- Industry specific jargon and terms

Targeting multiple languages

- English is our top priority with Spanish being a secondary priority at launch

HireVue

Enterprise Strength

T20 – Scheduling Assistant Grid Improvements

Updates	Why it's Exciting
Platform updates were made to improve load times of data and provide better UI experience.	Customers, especially high volume customers, will benefit from greatly improved load times. We also expanded the grid's accessibility with better keyboard navigation and visually updated the UI with more intuitive search/sort/filter capabilities, for a better user experience.

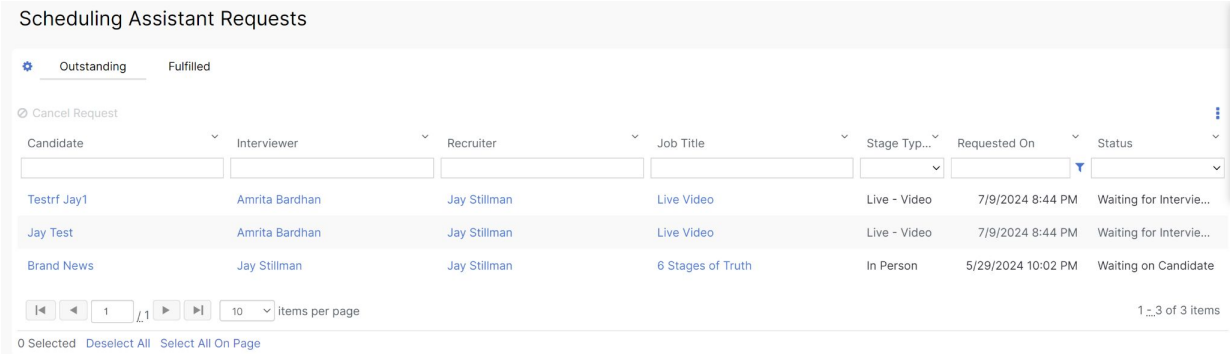
A leading financial customer already saw page load times go from 12-16 seconds to 376 milliseconds

T20

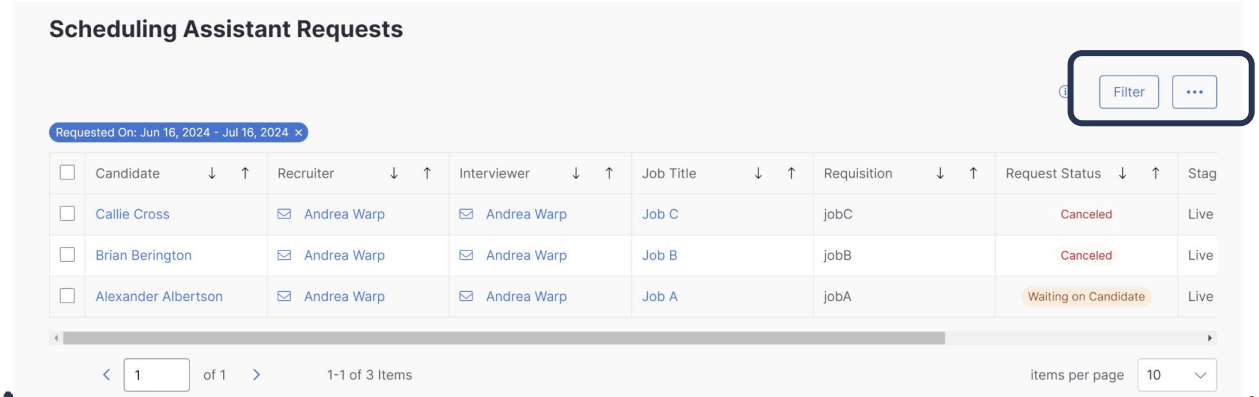
This feature is available to any customer to enable, reach out to your account team.

A look at what changed – T20 Scheduling Grid Improvements

Before:



After: Expanded the grid's accessibility with better keyboard navigation and visually updated the UI for a better user experience.



T20

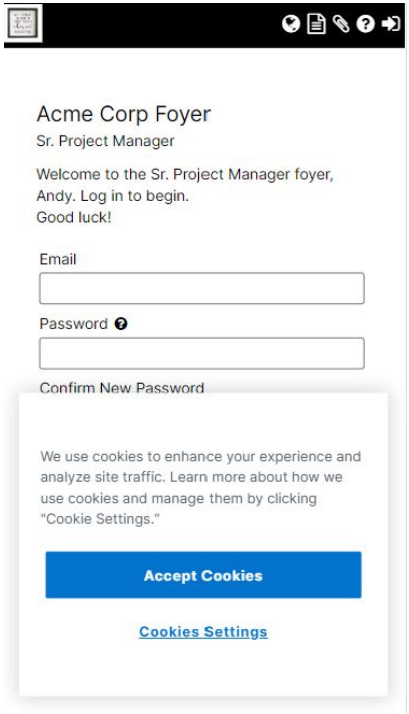
T20 – Cookie Consent Updates

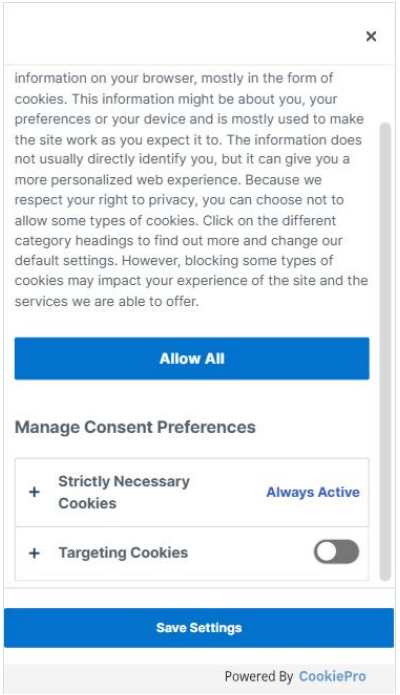
Updates	Why it's Exciting
Updated List of Cookies	Upon review, additional cookies have been added and classified as essential or non-essential (targeting). This provides transparency for Candidates and compliance with HireVue and our customers.
Updated Defaults	While this will remain a configurable feature, we've changed the default behavior to display the consent popup for candidates. We are also enabling this feature for all customers in all environments that did not have cookie consent enabled (i.e. if you did not have this enabled, candidates will now see a cookie consent message upon arrival to a T2O page).

T2O

This new feature is automatically updated and will be generally available on August 1st. Any questions please contact your account team.

T20 – Cookie Consent Updates





T20

This new feature is automatically updated and will be generally available on August 1st. Any questions please contact your account team.

T20 – Additional Candidate Contact

Updates	Why it's Exciting
Flexibility around candidate communication following an On Demand Video or On Demand Voice Interview	Previously, if the standard survey was used, candidates did not receive an email at the conclusion of their On Demand Video experience. Now, customers can send that email, even with the standard survey. **Customers**: Hiring Teams can add an additional touchpoint with the candidate, drive survey engagement, and/or offer candidates additional resources. Promoting customers can use this email as an "outro."
'Smart' merge field knows if a candidate has seen a survey in-line	The merge field will pull a language resource and will populate if there is a survey for On Demand Voice or Video, and will not show if there is not a survey link, creating the most flexibility for customers and candidates alike.

T2O

This new feature will require configuration, Please reach out to your account team

T20 – Additional Candidate Contact – Smart Merge Field

Before:

Dear ${Candidate.FullName},

Thank you for completing your ${candidate.InterviewType}. ${Customer.Name} is currently reviewing your responses to connect you to the right opportunity.

Your experience is very important. Please take a moment to complete a survey. Click here to begin.

Thank you for your interest in ${Customer.Name}

After:

Dear ${Candidate.FullName},

Thank you for completing your ${candidate.InterviewType}. ${Customer.Name} is currently reviewing your responses to connect you to the right opportunity.

${SurveySentence}

Thank you for your interest in ${Customer.Name}

T20

This new feature will require configuration prior to usage.

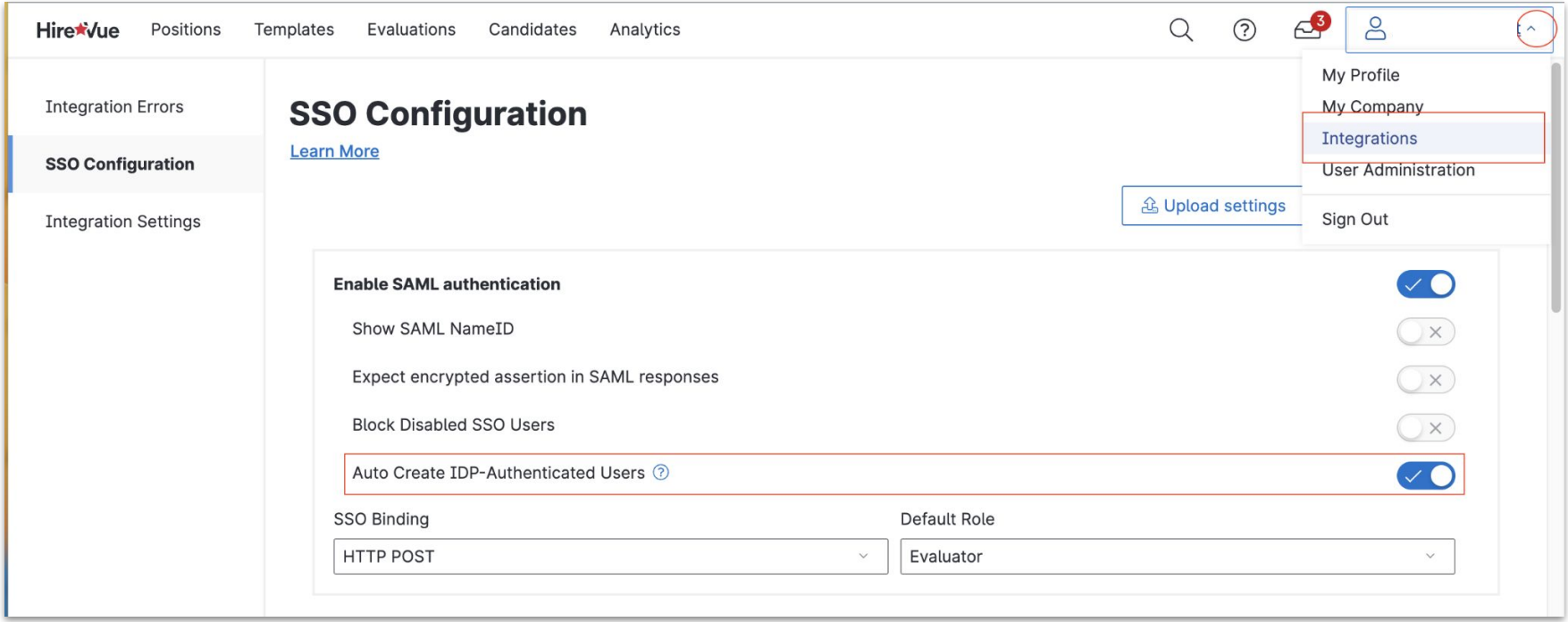
HV4 – SSO – Configurable Auto-Provisioning Switch

Updates	Why it's Exciting
In SSO Configuration settings, we have added a feature switch "Auto Create IDP-Authenticated Users." If enabled, users authenticated by the Identity Provider will be automatically created in HireVue the first time they log in. Previously this was not configurable and always auto-provisioned users.	Customers can better control who is created in HireVue. This is especially important to customers leveraging the new Auto Evaluator Assignment link through their ATS integration. It prevents users within their organization from accessing HireVue without being created by the customer through other means. Now customers can disable this feature switch and prevent users from being automatically created in HireVue.

HV4

This new feature is automatically updated. Any questions, please contact your account team.

A look at what changed – HV4 SSO



HV4