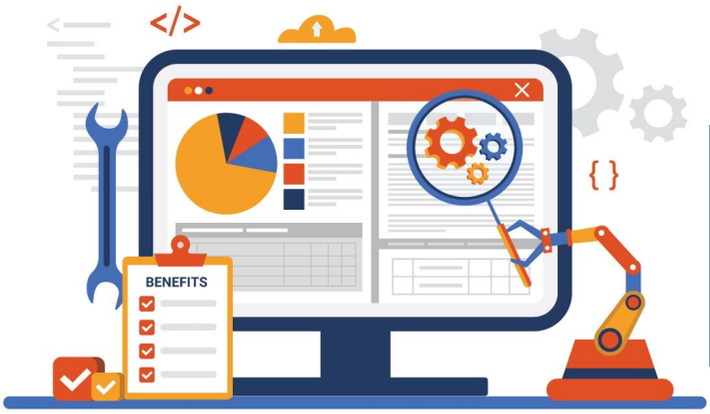

EmergeFlow
SMALL DIFFERENCE. LARGE IMPACT.

Case study:

Training Abandoned AQR and SQR Process Automation

Client Background

The client is a US based translation and localization company, which helps their clients transform the content and the data to enable them an access to the global audience. This company has over 2000 employees and they provide localization services in over 250 languages across the globe. They are a new age company, which leverages tools like AI for generating their multilingual data set.

NEED OF THE CLIENT

The client faced inefficiencies in tracking and managing candidates who abandoned training. Manually identifying such candidates, sending reminder emails, and archiving them in Lever was time-consuming and error-prone. The lack of an automated process led to outdated candidate records, delayed follow ups, and inefficient resource allocation.

BEFORE AUTOMATION

Before implementing automation, the recruitment team spent significant time manually handling training-abandoned candidates. Every week, they had to extract lists of AQR and SQR candidates who had stopped engaging with their training. The team then sent reminder emails individually, monitored responses, and manually updated candidate statuses. If candidates remained unresponsive after multiple attempts, their profiles had to be archived one by one in Lever.

This labour - intensive process handled approximately 500+ candidates per month, consuming over 10 hours per week in manual effort. Due to the high volume of candidates, tracking errors were common, leading to outdated data and inefficient follow-ups. The manual process also delayed decision-making, as recruiters often had to revisit records multiple times before taking action. This inefficiency affected both candidate engagement and the overall hiring process.

AFTER AUTOMATION

The implementation of UiPath automation transformed the process by eliminating manual intervention. Now, the system automatically extracts lists of training-abandoned candidates from Lever at scheduled intervals. Every morning, automated email reminders are sent to these candidates, ensuring timely follow-ups. If a candidate remains unresponsive for a predefined period, their profile is archived automatically without requiring human intervention.

This automation has resulted in significant time savings, reducing manual effort by 40+ hours per month. It has also minimized errors in candidate tracking and archiving, ensuring up-to-date records. By running the process daily instead of weekly, the system provides real-time updates on candidate engagement, allowing recruiters to focus on higher-value tasks instead of administrative work. Additionally, the improved efficiency has led to better resource allocation, allowing the client to optimize recruitment efforts and maintain a more structured hiring pipeline.

Overall, automation has streamlined the training abandonment process, enhanced accuracy, and freed up recruiters' time for strategic initiatives, ultimately improving the recruitment workflow.