

# **EVOLVE**

## **TALENT ACQUISITION SUITE**

### **Release Notes**

*June 2023*

# EVOLVE

Talent Acquisition Suite

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## Overview

### Release Date

The Evolve Applicant Tracking System (ATS) and Recruitment Marketing (RM) Releases are scheduled during the maintenance window on Wednesday, June 28<sup>th</sup>. There is no major downtime anticipated during the release process, but there may be minor interruptions to service as components of the system are upgraded across our server farms and hosting facilities.

### Release Impact

This release impacts Evolve ATS and Onboarding, Recruitment Marketing, Platform Integrations, Analytics and Reporting, with improvements across all areas of the system.

### Technical Requirements

The release will be delivered to all Evolve customers automatically. There are no IT, project, or end-user requirements to receive the upgrade. The interface overhaul will occur for all users of the Evolve systems as part of the release. All previous configurations will be maintained as part of the release process.

New features that require configuration will be released in the 'off' position to allow our customers time to evaluate, configure, and test the features for rollout in an organized timeframe.

## Recruiter Productivity Takes Center Stage

With this release, Evolve delivers significant functionality to support the productivity of your recruiting team. In the challenging recruiting environment we all face, Evolve is committed to providing tools and solutions to help teams effectively and efficiently source, attract and hire the best available talent.

## Disclaimer

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## ATS and Onboard

### OFCCP – Voluntary Self Identification Form Update

The previous Voluntary Self-Identification of Disability form has expired as of May 31, 2023. OFCCP revised the form to update the preferred language for disabilities and to include additional examples of disabilities and to include additional examples of disabilities.

As per the instructions from Management and Budget (OMB), the new form must be implemented by July 25, 2023.

#### What Changed

In order to enable customers to stay compliant with the above instructions, we have updated the OFCCP – Voluntary Self Identification form as per the guidance provided by the Office of Management and Budget (OMB), U.S. Department of Labor.

## Recruitment Marketing

### Email Drip Marketing Improvements

#### Enhancements and Fixes

- (Enhancement) System audit - Email Campaign status changes are recorded (*New, Scheduled, In Progress, Completed, Paused, or Cancelled*).
- (Enhancement) Will now detect *Invalid* status before a campaign starts (user is deleted, job is unpublished, etc.).
- (Enhancement) An *In Process* email campaign will now be paused if the campaign has invalid career site merge fields.
- (Fix) The Job Apply URL did not point to a selected career site when the career site is not required on the email.
- (Fix) The system was not preserving the career site name while editing an email campaign step if the email body had only the Job merge field.
- (Fix) Email Campaign, Mass Email – The Messages tab in the profile was displaying the email creator and email sender, this now only shows the sender.

### Referrals in Recruitment Marketing Platform Improvements

#### Enhancements and Fixes

- (Enhancement) Candidate Consent to Share Updates to Employee – The Company Admin can enable to feature and configure the labels.
  - When Enabled: On **Apply**, the candidate will answer a consent question to share their application updates to the referring employee.

- If consent **given**, the employee is notified via email and will see status updates in their Employee portal.
- If consent is **not given**, the employee is not notified of disposition changes via email, and will see status updates in their Employee portal.
- (Enhancement) Custom Eligibility Rules - Assert eligible referral records from ATS applications
  - Additional use cases are now covered.
  - Now includes support for ATS applications (customers not using Apply Workflow, Evergreen Req Movement, Recruiter Candidate Movement).
- (Enhancement) Referrals Log – User can now filter date by *All Time*.
- (Fix) Applicant Status for Referrals was not updating in some situations.
- (Fix) Social Referral with Pre-Apply – A referral record was not being created if *Assert* feature was not on. Now, it no longer requires the *Assert* feature.

## CRM Improvements

### Sort Candidates in CRM

- (Enhancement) Recruiters can now sort a candidate's list (folder, talent network, agency list, job candidate list, import, referrals, employee surveys) or search
  - Additional options to sort by:
    - Last ATS Application Date
    - Last Emailed Date
    - Last SMS Date

*NOTE: These options require a full account re-index and will be available to customers upon re-indexing.*

### CRM Enhancements and Fixes

- (Enhancement) Excludes users with only Employee role from the user dropdowns (Send Email, Email Campaign). This will make it easier to locate the appropriate *From User* when sending emails or texts.
- (Fix) The Visitor record was not showing the Summary details in the grey bar on the visitor slug.

## Other Enhancements

- (Enhancement) Candidate API – The Candidate API can now look-up by an Employee ID.
- (Enhancement) Internal – SAML – Added an automatic role update option for SAML settings.

## Integrations

### Recruitment Marketing Integrations

#### New Job Board Integrations

- *No new integrations happened in June*

#### Other Enhancements and Defect Fixes

- (Enhancement) CTP – Added Salary information.
- (Fix) – Indeed Apply – Excluded *read only* questions and blank answers

### Evolve ATS Integrations

#### Indeed Candidate Sync

- Indeed Candidate Sync is a tool that lets you extract candidates from Indeed Resume, Hosted Jobs, and Indeed Hiring Platform products then push the candidates into your Evolve ATS tenant. This was created as an initial step to better connect a client's Indeed candidate pool with Evolve ATS. This replaces the earlier Indeed Recruiter Extension Chrome extension – no browser extensions are required with Candidate Sync. This feature requires small activation steps on both the Evolve ATS and Indeed side as outlined in the *Indeed Candidate Sync Activation* guide (can be found in the Helpdesk).

### Evolve ATS Partner Integrations

#### Talenthub

- Experience Survey Provider

## Analytics

### Other Enhancements, Fixes, and Updates

#### Enhancements and Fixes

- (Enhancement) Mass Email Report in Looker
  - Customers are now able to see mass email activity and performance in Platform Analytics under the Recruitment Marketing → Email/SMS folder.