

# **EVOLVE**

## **TALENT ACQUISITION SUITE**

### **Release Notes**

*October 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, November 8<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 & Onboarding

No new release features for ATS & Onboarding happened in October.

## Recruitment Marketing

### Conditional Questions in Apply Workflow

#### Configuration

- (Enhancement) Improvements when selecting a Parent or Child question when configuring a conditional question – typeahead supported

Edit Condition - JOB-FAMILY			
Parent Question	Parent Answer	Child Question	Required
JOB-FAMILY			<input checked="" type="checkbox"/>
	Nursing	JOB-FAMIL	<input checked="" type="checkbox"/>
	Anesthesiology	JOB-FAMILY-NURSING	<input type="checkbox"/>
	Radiology	JOB-FAMILY-SURGERY-CHILD	<input type="checkbox"/>
	Surgery	JOB-FAMILY-SURGERY-CHILD	<input checked="" type="checkbox"/>

- (Enhancement) Company Admin can configure Maximum and/or Minimum values on Date Apply questions

### Edit Candidate Question

Prevent Sync Updates/Removal

Language Aware?

Question ID *required*  
DATE-4

Question *required*  
This is a date question that must be minimum of Mar 1, 2020 and maximum of Nov 30, 2022

Show on Candidate Profiles

Type *required*  
Date

Default date to Now

Read-Only Answer

Minimum Date 2020-03-01

Maximum Date 2022-11-30

- (Enhancement) Company Admin can configure maximum characters on Short and Long Text apply questions

**Add a Candidate Question**

Prevent Sync Updates/Removal

Language Aware?

Question ID *required*  
STRENGTH

Question *required*  
Please enter one of your strengths (limit 200 characters)

Show on Candidate Profiles

Type *required*  
Short Answer

Default value  Merge Field First Name

Regex

Validation message

Read-Only Answer

Enforce Character Limit

Character Limit 200

- (Enhancement) Company Admin cannot delete a conditional question when it is on an active workflow
- (Enhancement) Improved Question selection on a Workflow Step to use a Typeahead dropdown
- (Fix) When an Apply question is deleted, the associated conditional question is also deleted

## Apply Workflow Candidate Experience

- (Enhancement) When a candidate answers the Date question on Apply Workflow, the date control allows dates as early as the minimum date and as late as the maximum date configured
- (Enhancement) When a candidate answers the short or long text question on Apply Workflow, they will not be allowed to exceed the number of characters configured

## Referrals Improvements

### Reminder to Apply

- (Fix) Referrals reminder emails are sent even though the referral has already applied for a job for General referrals (Cand/Employee) and Job referrals (Employee)
- (Fix) Referral Token URL merge code shows the Referral Internal Career site instead of the associated referral External Career site (now showing the External Career site)

### Other Enhancements and Fixes

- (Fix) Allow Referral Employee nodes to output values when a referral token is present

## CRM Improvements

### CRM Sort

- (Enhancement) Users can order Default sorting option (Score/Rank) Ascending
  - Use Case: *I want to look at the bottom-ranked matching candidates in my search to see if they are still appropriate matches to action (email, add to folder, etc.) or if I need to refine my search.*

### Engagement Score

- Services users can configure the Engagement Score Strategy
  - The company can choose to Increase or Decrease engagement score weighting of different categories
  - Services user/implementation can make this change for the company

*SERVICES NOTE: When you are ready to make the change, please contact Support to coordinate the recalculation of all existing engagement scores.*

#### Manage Engagement Score

Configure importance of each engagement category by adjusting weights to match your company's business needs. Upon save, changes to weights will immediately apply to new actions. Please contact Support to recalculate the existing candidates' data.

Category	Off	Low	Normal	High
<b>Career Site</b> <small>Career site visit, Job Search, Job views, Job Notifications</small>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<b>Consent</b> <small>Email or SMS consent provided</small>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<b>Email</b> <small>Direct, Mass, or Job Notifications Emails</small>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<b>Job</b> <small>Job application started/completed</small>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>SMS</b> <small>Direct or Mass SMS link clicked, SMS replied</small>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
<b>Talent Network</b> <small>Join Talent Network started/completed</small>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

Number of Days to No Engagement 47   
Each day of inactivity reduces candidate engagement score. After selected amount of days candidate will be considered inactive.

Settings changed on: Oct 05, 2023

CANCEL
SAVE

### Other CRM Enhancements and Fixes

- (Enhancement) A recruiter can click the **Folder** link on the *Profile Lists* tab and go directly to the candidate in the Folder
- (Enhancement) Users can send text messages up to 320 characters (Selected text, Mass text)
- (Fix) Length of the bar above the search panel was not adjusted when the page size was changed
- (Fix) Email Campaign – Exit rule was not working correctly in the case that candidate XML contains

## Other Enhancements and Fixes

### Candidate Sourcing Notifications

- (Fix) New notification was not indicated on the *bell* icon until the page was refreshed
- (Fix) New notification received while the panel was open was not indicated on the *bell* icon
- (Fix) On the notification setting page, a red indicator on the bell icon would show but after expanding the notification panel it showed empty

### Other RM Enhancements and Fixes

- (Enhancement) Show the BID for Custom source creation within CRM and exclude disabled sources to make it easier to choose the correct source
- (Enhancement) Agency Accept/Reject email is sent to both the Agency record and the main Agency contact email

## Integrations

### Recruitment Marketing Job Board Integrations

#### Auto-Broadcast

- [Jobwise](#) (CSV feed format)

#### Other Enhancements and Defect Fixes

- (Fix) Indeed Apply – Dynamic Question Category Tags are bypassed, now respects the Category Tags

### Recruitment Marketing Integrations

*No new Integrations happened in October.*

### Evolve ATS Integrations

*No new Integrations happened in October.*

### Evolve ATS Partner Integrations

[CompuFACT \(TazWorks Partner\)](#) – Background Check provider that hosts integration on the TazWorks platform

## Analytics

### Duplicate Apply Completes in Jobs in CRM

[Source Tracking Performance](#) explore has been updated to include a join to the updated `job_source_events` table. A new column (`jsf_duplicate`) is now included in the `job_source_events` table to assist with counting `apply_complete` events more accurately. This new join is used to filter out the identified duplicate apply completes from the results.