EVOLVE

TALENT ACQUISITION SUITE

Release Notes

January 2024

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, February 14th. There is no major downtime anticipated during the release process. Still, there may be minor interruptions to service as system components 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 for 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.

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ATS & Onboarding

Field Sync – ATS to Onboard

The standard and custom fields in Evolve ATS were not flowing into Onboard. This resulted in customers having to manually bulk-add fields in ATS and Onboard.

What Changed

The Evolve Onboard capability has been enhanced to allow standard and custom fields to flow from ATS to Onboard.

A new field, **Sync to Onboard**, has been added to the Add/Edit Custom field screen. When selected, it will auto-sync the field from ATS to Onboard.

Onboard's Standard and Custom field screens will have a new section called **Custom/Standard Fields imported from ATS**. Under this section, newly synced fields will display their *Enabled/Disabled* status.

Synced Standard and Custom fields, along with their values (if available on the ATS side), will display on the New Hire and New Hire Details page.
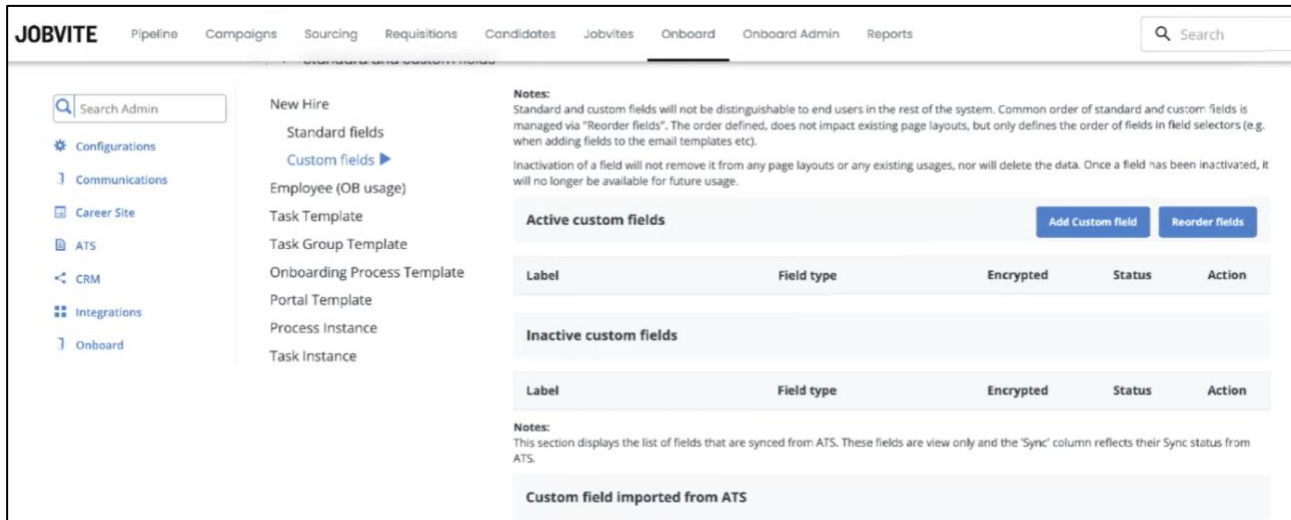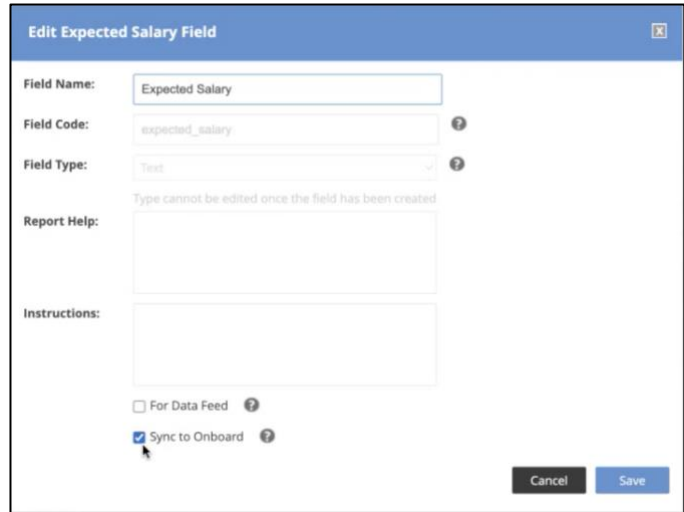
Value

- **Usability and Efficiency** – Reduces administrative time with Onboarding new hires due to the automated sync between Requisition and Onboarding.
- **Improved Productivity** – Increasing the volume capability of an Onboarding Orchestrator.

Recruitment Marketing

Campaign Usability Improvements

Today's campaign pages for Recruiters and Sourcers are very limiting. The pages are not intuitive for users and have limited capabilities, leading to poor user experience and frustration. The available filters are limiting. Sorting is unavailable; some pages don't have pagination and can perform poorly when a company has 100s of items.
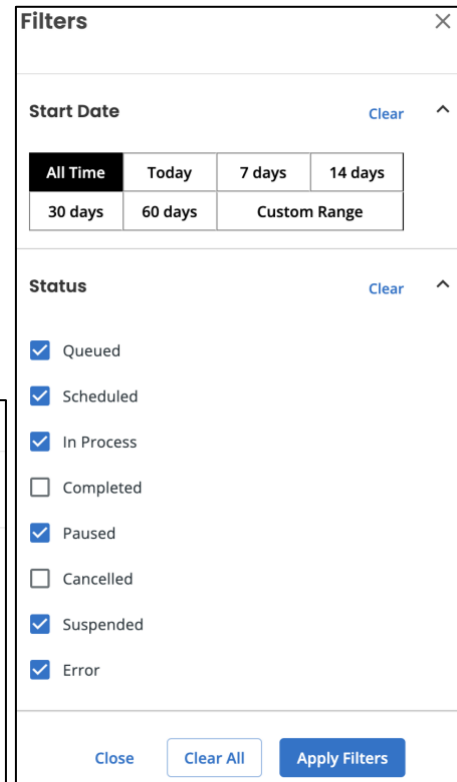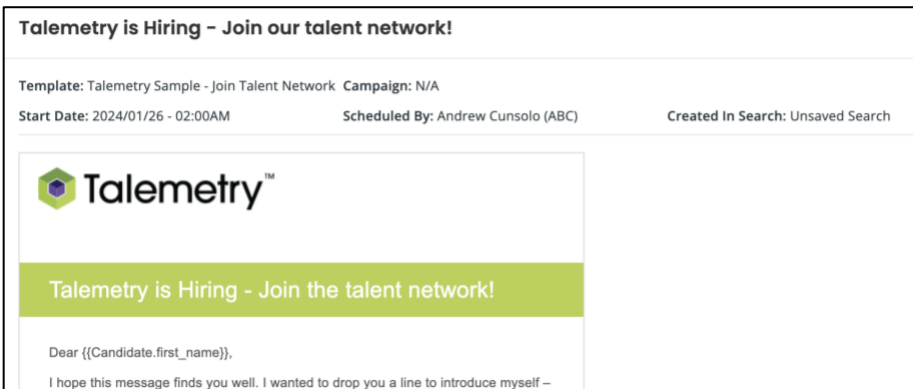
What Changed

Additional **features**, **filters**, **sorting**, and **pagination** make using these pages easier for Recruiters and Sourcers.

Mass SMS Page

- (Enhancement) Filter Mass SMS by Start Date. The default is All Time. The user can choose a range or select a custom date range.

Mass Email Page Enhancements

- (Enhancement) Filter Mass Email by Start Date. The default is All Time. The user can choose a range or select a custom date range.

- (Enhancement) On Email Preview, it shows **Created in [Search/Folder]** and the name of the folder or search.

Talemetry is Hiring – Join our talent network!

Template: Talemetry Sample - Join Talent Network Campaign: N/A

Start Date: 2024/01/26 - 02:00AM   Scheduled By: Andrew Cunsolo (ABC)   Created In Search: Unsaved Search

Talemetry™

Talemetry is Hiring - Join the talent network!

Dear {{Candidate.first_name}},

I hope this message finds you well. I wanted to drop you a line to introduce myself –

Filters   ×

Start Date   Clear   ^

| All Time | Today | 7 days | 14 days |
| 30 days | 60 days | Custom Range |

Status   Clear   ^

- ☑ Queued
- ☑ Scheduled
- ☑ In Process
- ☐ Completed
- ☑ Paused
- ☐ Cancelled
- ☑ Suspended
- ☑ Error

Close   Clear All   **Apply Filters**

Other Enhancements and Fixes

- (Enhancement) Users cannot unpublish or delete templates used in active mass emails and job notifications.

- (Enhancement) Increased Throughput/Delivery of Mass Emails.

  - Mass Email batches now run hourly instead of daily

  - Large Mass Emails will now take hours instead of days

  - There is no need to specify if mass email batches should run on Saturdays/Sundays since the email will not take more than one day

CRM Improvements

No CRM improvements occurred in January.

Other Enhancements and Fixes

Job Notification Expiry

- (Enhancement) When a candidate sets up a job notification, it will now expire after 180 days if the candidate does not click the call-to-action link.
- (Enhancement) When a candidate receives a job notification email and clicks the call-to-action link, the expiry will be reset.
- (Enhancement) When a candidate's job notification is nearing the 180 days - within two cycles of expiry (i.e., two weeks if weekly or two days if daily):
  - The candidate will see **Expiring Soon** in the subject line for the Candidate Job Notification Emails
  - The candidate will see **Expiring Soon** in the candidate's portal beside the job notification

  NOTE: Evolve ATS will roll out this feature to all customers starting on or after February 12. After rollout, job notifications with no activity in the last six months will expire.

Mapping Group Enhancements

- (Enhancement) Company Admin/Services User can now **export** a Mapping Group *to* CSV. This allows:
  - Mapping is created outside of the system with many rows
  - Adding new entries or maintaining existing
- (Enhancement) Company Admin/Services User can now **import** a Mapping Group *from* CSV. This allows users to:
  - Create new mappings
  - Update mappings
  - Remove mappings

Other

- (Enhancement) Job – Salary – Now supports decimal values for the Min and Max salary amount.
    NOTE: Decimals are truncated for jobs posted to Job Boards via Manual Broadcast.
- (Fix) Apply Workflow field selection was not being recorded as completed, which would force a candidate to go back to the previous step. This has been resolved, and the candidate cannot proceed until the fields are recorded.

Integrations

Recruitment Marketing Job Board Integrations

No new Job Board Integrations happened in January.

Enhancements and Fixes

- (Enhancement) Generic XML feed – added Salary field.
  - Now contains the same feeds, like Indeed, with Min, Max, Currency, and Period.
  - Example: <salary> <![CDATA[102500.50 201750.50 USD yearly]]> </salary>

Recruitment Marketing Integrations

No new RM Integrations happened in January.

Evolve ATS Integrations

No new ATS Integrations happened in January.

Evolve ATS Partner Integrations

Alliance Risk Group – Background Check provider that hosts integration on the TazWorks platform.

Analytics

Credit Usage Report in Looker

The CRM reports in the *Reports* tab were outdated and ran off data models different from Analytics.

What Changed

The **Credit Usage Report** has been re-created in Looker, so it runs off current data models with an updated look and feel. This report will enable customers to determine the following:

- What searches against external job boards have been performed by recruiters at my company?
- What candidates have been downloaded from external job boards, and for which searches?
- What searches and candidate downloads have been executed by auto-search?

Dashboard – Email Performance

The dashboard included six metrics that did not report what customers were expecting. It displayed the most recent month's metric for the measures labeled. However, this was confusing as the dashboard showed data further back than one month.

What Changed

The first six tiles on this dashboard have been updated to reflect the Date Filter, including Open Rate, Click to Open Rate, and Click Through Rate for both the Email Performance Users and Email Performance Automated sections.
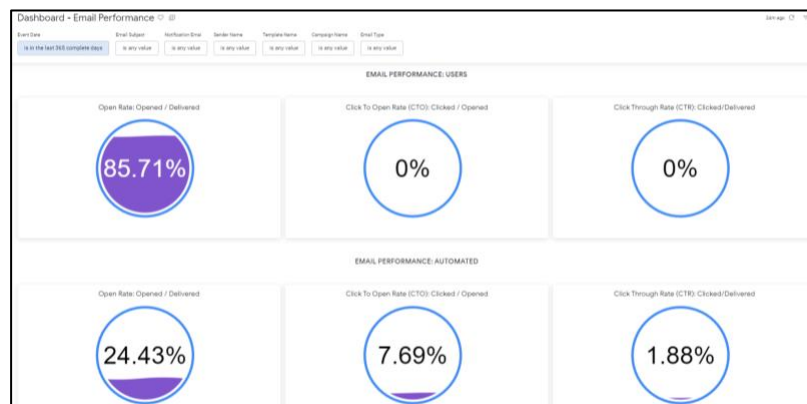
Source Mapping Audit Report Enhancement

The number of times an unmapped source was used was not reportable in the Source Mapping Audit Report.

What Changed

Now, customers will be able to understand the impact of a detailed mapping by seeing a count of times an unmapped source was used.
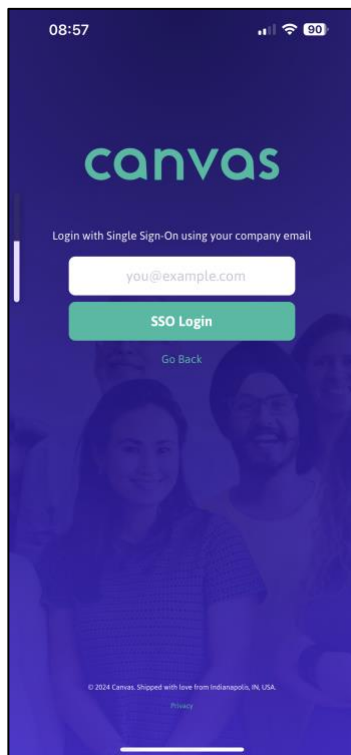
Intelligent Messaging

Canvas Mobile App is now Candidate Messaging by Employ

The texting Mobile app, Canvas Recruiter, made it difficult to find on the app stores and felt/looked like a separate product.

What Changed

Now, customers will be able to easily find the **Candidate Messaging by Employ** app with a unified and consistent brand.

Before   *After*