

The Goddard School

Seeing Results from a
Unified Hiring Framework

CHALLENGE

As a preferred partner, Hireology began working with The Goddard School to implement our Intelligent Hiring Framework™ and improve the hiring process. Our Hiring platform powers over 150 Goddard locations across the U.S., streamlining the hiring process while finding and verifying great Goddard educators to provide the best educational experience for everyone. Our process saves time by unifying and automating many of the activities related to sourcing and finding great staff, allowing Goddard owners to concentrate on running their schools.

With Hireology, Goddard hiring managers can evaluate applicants on a level playing field, and our Hireology SmartRank™ surveys and automated reference checks put much of the effort back to the candidate, freeing up manager time while providing comprehensive feedback for each candidate.

APPROACH

Hireology has worked with The Goddard School to implement our Intelligent Hiring Framework™. This four-step process — define, source, select and verify — helps turn hiring into a consistent process that teams across all locations can follow.

For many schools, one of the biggest changes was centralizing all hiring activity within the applicant tracking system. Unifying the entire hiring process into a single solution all hiring managers had access to allowed managers to easily communicate with each other as well as candidates.

After a few short months, we've seen dramatic hiring results from our partnership and wanted to highlight how Hireology has transformed the Goddard hiring experience.



Before Hireology, I was using job boards like Career Builder and found I wasn't getting qualified candidates. Having all aspects of the hiring process in one place makes it much easier to manage."

Goddard Administrator

Several locations who have recently implemented Hireology are realizing great results. A few key Hireology features are driving our success:

- Over 150 Goddard locations are using Hireology to source and hire better staff
- Locations using the Hireology SmartRank™ survey to prescreen applicants save a total of 1,074 hours a year by focusing on top talent instead of unqualified applicants
- The average time to hire is 20 days, 54% faster than the industry average of 53 days
- Hiring managers have rated 74% of their Hireology hires as “Quality Hires”

Results at a Glance

74%

Percentage of hires made with Hireology identified as Quality employees after 90 days

1,074

Hours saved with Hireology SmartRank surveys letting focus on top candidates

21,458

Total applicants made across all locations using Hireology this year



The support team, integrated job board posting and automation saves so many steps when we need to hire new team members."

Goddard School Administrator

// ABOUT HIREOLOGY

Hireology was founded on the insight that companies following a prescribed hiring process find and retain better talent. By treating hiring as a science, we help organizations build stronger teams to drive higher productivity while lowering costs and turnover. Our Intelligent Hiring Framework™ is the process we bring to our customers to define, source, select and verify candidates for a comprehensive evaluation that leads to higher-caliber, longer-term employees.

We built Hireology to serve entrepreneurs: franchise, retail automotive and small business owners that rely on a driven and engaged team to drive business impact. This customer group is comprised of thousands of companies making a large portion of the employment market, while it's also a segment we've seen as historically underserved by world-class SaaS hiring tools.

The Intelligent Hiring Framework™ — the methodology at the core of our process — transforms the disjointed, time-consuming hiring tasks into a seamless web app experience. This user-friendly approach scales from single-location businesses to organizations tasked at hiring hundreds of employees a year. Our platform covers each step of the process: from defining the job and sourcing applicants to interviewing and verifying candidates for a complete look at candidate potential.

Hireology was founded by our CEO Adam Robinson who brings 20+ years of experience in the fields of hiring and selection management. Adam leads a nimble Chicago-based executive team bringing experience from leading technology companies such as Groupon, Deloitte and Google.



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