

# How to Attract, Engage, and Retain Top Talent in 2024 **and beyond.**



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Chief Revenue Officer,  
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Operations, Aliro

# Who we are:



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Chief Revenue Officer,  
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**Tyler Reinhard**  
Director of Revenue  
Operations, Aliro

## Aliro

We're Aliro, a talent acquisition platform that combines patented technology with a one-of-a-kind referral system to tackle the hiring challenges of today.

Collectively our team has over 80+ years in talent acquisition & HR technology.  
We're passionate about improving the hiring process.

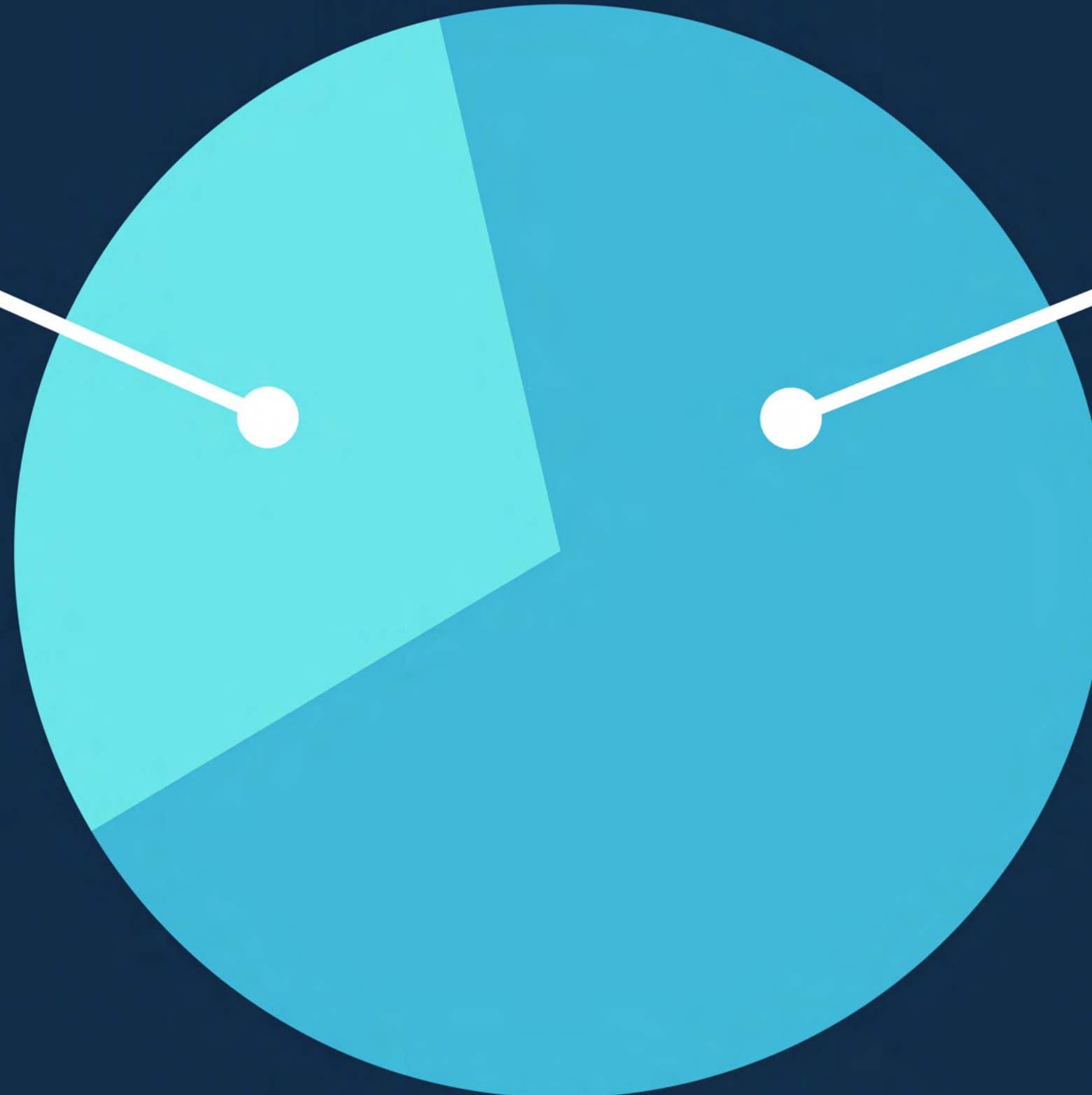
# The State of 2024's Talent Landscape:

## 33% of job seekers are "active job seekers".

- Actively on the search for their next role.
- Are largely not currently working, or are planning on leaving their current role very soon.

## 90% of recruiters are sourcing from this small subsection.

- Competition for this 33% is significant, resulting in high costs and cut corners to deliver you "results".



## 67% of job seekers are "passive job seekers".

- Not actively searching for their next role, but are open to the idea of making a move.
- Will not seek out information on other roles - will only consider a job if someone sent them the information.

# Job Boards are broken.

Talent acquisition teams today are facing unprecedented challenges, and job boards exacerbate these difficulties:

## The Challenges Facing Talent Acquisition Teams Today:



### #1: Candidate Self-Bias

Resumes only tell part of the story, and finding the truth is expensive.



### #2: Lack of Diversity

Despite data showing diverse teams drive great results, popular job boards overwhelmingly lack diversity.



### #3: Rising Hiring Costs

It is becoming increasingly expensive to attract top talent, as sites charge per click and lost productivity slow down your business.

# Candidate Self-Bias has been left unchecked.

Today's hiring methods create ample opportunity for dishonesty.

- According to ResumeLab, **36% of applicants openly admit to lying on their resumes.**
- Among that same sample, **56% of applicants admit that at the very least they stretch to truth to appear more qualified.**
- A HireRight study conducted in 2018 found that **85% of employers reported catching lies on resumes or applications.**

**...and things are about to get worse:**

- According to a SHRM report published in 2023, **73% of working adults in the U.S. have or would use AI tools to embellish or lie on their resumes.**

I volunteer regularly. I have all the skills you are looking for. I'm six feet tall. I love driving in standstill traffic...



# The True Candidate:

## What the candidate shows you:

- Their resume, their LinkedIn profile, and a portion of their social media footprint.
- All of these are hand-selected and curated by the candidate: they don't paint the full picture.



## What the candidate does NOT show you:

- The truth of their interpersonal & communication skills, their ability to work effectively on a team, and most importantly: what their network has to say about them.



# How Diverse Teams Drive Innovation and Success:

The data is clear: diverse teams drive incredible results.

- Diverse companies have noticed **2.5x higher cash flow per employee.**
- 75% of companies with diverse and inclusive decision-making teams exceeded their financial targets.
- Organizations that have achieved gender parity in their executive teams are 25% more productive.

Building diverse teams is a priority for top companies. And yet...



# But how do you reach diverse talent in 2024?

**Not job boards.**

The demographic breakdown of popular job boards such as LinkedIn and Indeed are **not representative of the larger U.S. population.**

80%

Have attained some level of higher education

19%

Hispanic

53%

make over \$75k+ in salary

25%

Black

15%

Rural





# The Challenges that Women, Minority, and LGBTQ+ Job Seekers Face:



Women, minority, and LGBTQ+ candidates disproportionately do not apply for jobs due to discrimination.

- Women are **20% less likely to apply for jobs they meet all of the qualifications for**, and **40% less likely to apply for jobs** they don't meet 100% of the listed qualifications for, compared to their male counterparts.
- **4 in 10 African American men have experienced discrimination in the hiring process** that they state has discouraged them from applying to similar positions in the future.

Making adjustments to account for this can make a small difference, but ultimately fails to overcome perception challenges.

# Our Colleague's Story:



- Worked as a photographer.
  - A friend saw her skills, and recognized that she could be very successful in sales.
  - Referred her to an open sales job at her company.
  - That year, she became the leading salesperson at her new company, and would go on to be a 5-time president's club performer during her career with that company.
- Her resume did not tell the full story.
  - Has said herself she would not have applied for that sales position if not for her friend's referral.

# The Misalignment of Priorities in Hiring:

Your organization's priorities do not align with the priorities of job boards and recruiters, greatly reducing your chances of finding the right hire.



## Quality vs Quantity:

You are looking for the **right candidate for your open role.**



## The Importance of Retention:

Finding the **correct fit** is your priority, as high turnover hurts your bottom line.



## Where your money is invested:

Your team vs. job site companies

# Build Teams that last Using Referrals:

In 2023, organizations using referrals to hire saw huge boosts to retention.

Companies using referrals reduced annual turnover by

**50%**

SHRM states that the overall loss for a company when an employee leaves is:

**150%**

their annual salary. And up to

**400%**

for exec-level employees.



# Referral Programs by the Numbers:

Referral programs have proven to be one of the best ways to overcome the hiring challenges of today.

On average, companies save

**\$3,000+**

per hire with referral programs.

Referral candidates are

**15x**

more likely to be hired,  
accelerating the hiring process  
significantly.

Effective referral systems fill jobs

**55% faster**

than traditional methods.

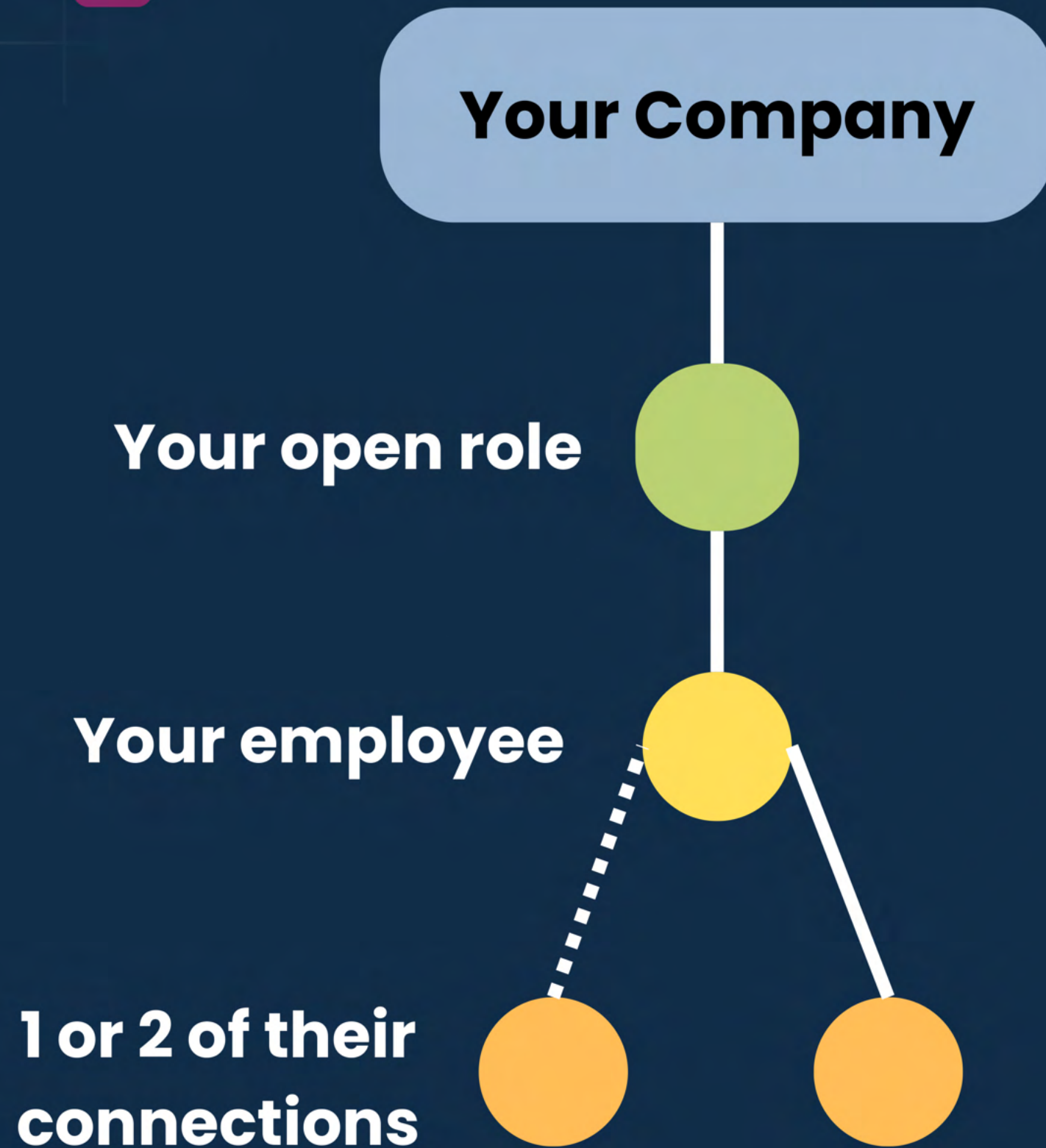
Effective referral systems result in

**11x**

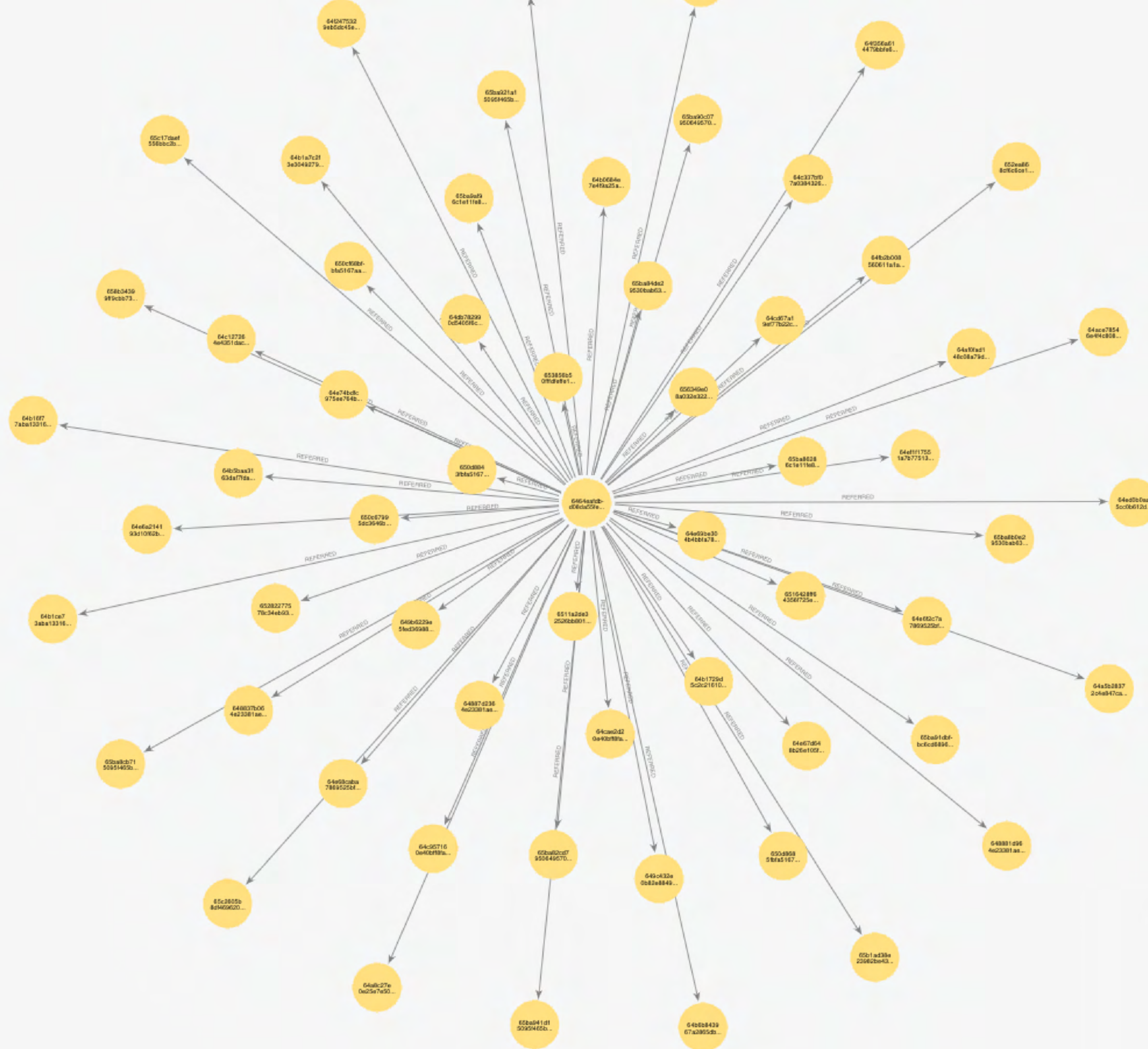
larger talent pools than  
traditional methods.



# The Typical Referral System



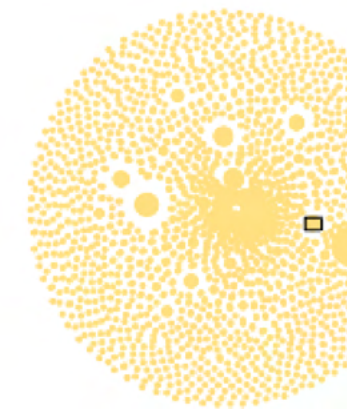
- Driven internally
- Relies entirely on employees to drive results
- One layer deep



This model represents actual data for the 1st 17 hrs of going live from a recent client.

The center dot is one employee who made a few referrals which results in 66 new candidates in 17 hrs.

The image in the bottom right dots are all of the referrals from that company and the black box is the employee spotlighted.



# User experience on platform: Signup



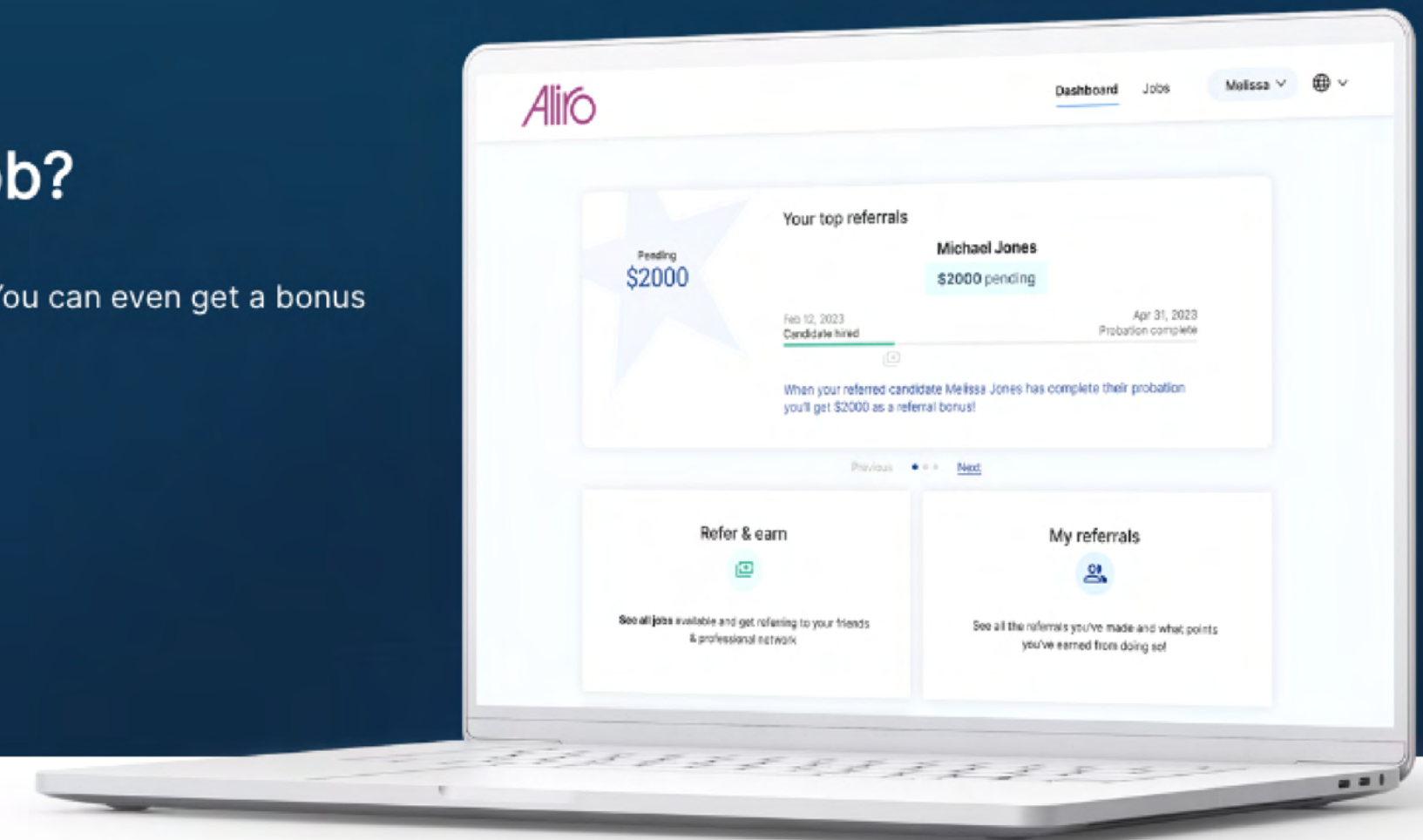
Powered by Aliro

## Know the perfect friend for that job?

Get referring jobs to your friends, family and professional network! You can even get a bonus payment! It's simple. What are you waiting for...

Get started

Explore jobs





# User: Dashboard

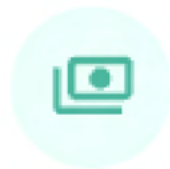


Elevate your career with us 🏆

Discover your dream job with us! Explore our current openings and take the first steps towards a new chapter.

[Explore jobs](#)

Refer & earn



See all jobs available and get referring to your friends & professional network.

My referrals



See all the referrals you've made and what points you've earned from doing so!








My job matches



You have **10** job matches. See all your job matches here.

# User: Upload resume and profile

Account / Profile / Manage Resume

-  [Manage Resume](#)
-  [General Information](#)
-  [Military Affiliation](#)
-  [Diversity](#)
-  [Work History](#)
-  [Education](#)
-  [Licenses](#)

## Manage resume

Uploading a resume is a great way to let Aliro know about your professional experience. Using this information Aliro will attempt to match you to available positions that may be a fit for you or someone in your network

AliroMATCH will use the information collected from your resume to help alert both you and employers to what jobs best fit your skillset.



Drag & drop file or **Browse**

Word document, PDF or text file, max size 10MB

# User: Patented AI based on profile

You've been AliroMATCHed!

Based on your profile AliroMATCH has identified the following jobs.



### ABC Company - IT Manager

ABC Company 1  
Pendleton, OR US 00641

\$5,000 bonus ⓘ

Full Job DescriptionThe ABC Company IT Manager to provide support for ongoing firm-wide IT operations. You will be an integral part of the planning, developmen...



### ABC Company - Project Manager

ABC Company 1  
Pendleton, OR US 0061

Veterans welcome

\$2,000 bonus ⓘ

Full Job DescriptionPosition Purpose:The Project Manager is responsible for a combination of planning and execution of activities related to delivery of project...



### ABC Company - Senior Project Manager

ABC Company 1  
Pendleton, OR US 006

\$3,000 bonus ⓘ

Full Job DescriptionPosition Purpose:The Project Manager is responsible for a combination of planning and execution of activities related to delivery of project...



# User: Patented AI based on activity

Search a keyword      Search a location

Keyword      Location      Search

Veterans Encouraged

[Update your resume to be matched with relevant jobs](#)

## Available Jobs



### Program Manager

ABC Company 1  
New York City, NY US

Pay \$100-150k

description description description description description

\$6,000 bonus ⓘ



### Nurse Manager (NM) Operating Room

ABC Company 1  
Manhasset, NY US 416981

Pay \$100-150k

Under the leadership of the Patient Care Director, the Manager Patient Care (PC) has 24/7 fiscal, clinical and operational accountability. The Nurse Manager is ...

\$6,000 bonus ⓘ



# Referee User: Refer to networks

## < Job details



### Program Manager

ABC Company 1

📍 New York City, NY US

\$6,000 bonus ⓘ

Pay \$100-150k

Company:

Location:

Remote:

Job Type:

Industry:

## Similar jobs



ABC Company - Project Manager

ABC Company 1

📍 Pendleton, OR US 📄 0061

\$3,000 bonus ⓘ



ABC Company - IT Manager

ABC Company 1

📍 Pendleton, OR US 📄 00641

\$5,000 bonus ⓘ



ABC Company - Senior Project Manager

ABC Company 1

📍 Pendleton, OR US 📄 006

Link

Email

Social

Connections

Below is your unique referral link. Copy and paste this link into email and messages, or share via your social networks.


<https://abc.aliro.co/s/V9bJSAcoy>


Copy





# Referrer Experience: Active referrals

 [Active referrals](#)

 [My jobs](#)

 [Earnings](#)

 [Connections](#)

 [Program rules](#)

## Active referrals

Candidate	Status	Date
Barbara Reppard Customer Service Representative	Not hired	3/12/24
Kelsey Be Customer Service Representative	Not hired	3/25/24
Mandy Moore Senior Category Management Analyst	Interviewing	4/4/24



# Referrer Experience: Earnings

- Active referrals
- My jobs
- Earnings**
- Connections
- Program rules

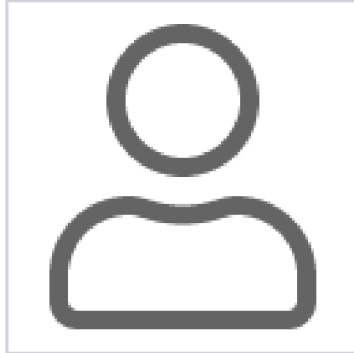
## Earnings

Candidate	Success Fee	Status	Date
Mark Vega Physician's Assistant	\$1,000	Scheduled	3/12/24
Bhavana Malek Administrative Assistant	\$750	Probation	3/25/24
Timothy Marshall Foreman	\$1,500	Scheduled	4/4/24



# Recruiter Experience

**Peter Parker**  
(peterparker@gmail.com)  
Queens, NY



Hired: Chemical Engineer -- Training Provided



ALIRO US, Stark Industries



- Summary
- CV/Resumé
- Timeline



### Vacancy Details

**Ref:** 022120  
**Title:** Chemical Engineer - Biotechnical Dept.  
**Company:** Stark Industries

### Personal Details

**Peter Parker**  
31-34th Pl  
Middle Village, New York City  
NY  
United States  
11351  
**Primary Contact Number:** 484-682-9995  
**Email:** peterparker@gmail.com  
**Current City, State and Zip code:** New York City, NY, 11351  
**Application Submission Date:** January 19th, 2024





# AI creates a profile summary and extracts skills

John Dershowitz

U.S. Veteran

[the.dersh@gmail.com](mailto:the.dersh@gmail.com)

[484-310-6300](tel:484-310-6300)

[Download Resume](#)

[View Resume](#)

## Profile summary

Meet John Dershowitz, a seasoned and compassionate registered nurse with a distinguished career spanning over 15 years, including service as a dedicated healthcare professional in the United States military. As a veteran, John brings a unique blend of discipline, leadership, and adaptability to his nursing practice. With extensive experience in trauma care and emergency medicine, he has honed his skills in triage, wound management, and life-saving interventions. John's commitment to providing patient-centered care is underscored by his excellent communication skills and ability to collaborate seamlessly with interdisciplinary teams. His military background has instilled in him a strong sense of integrity and a deep understanding of the importance of teamwork in high-pressure situations. Known for his unwavering dedication to improving patient outcomes, John Dershowitz is ready to bring his wealth of experience and a veteran's commitment to excellence to a dynamic healthcare environment.

Additionally, John has a solid foundation in patient education, ensuring individuals and their families are well-informed about their care plans and health management. His proficiency in leveraging electronic health records and other healthcare technologies further enhances his efficiency in delivering evidence-based and patient-centric care. John's commitment to ongoing professional development is evident through his participation in continuous education programs, keeping him abreast of the latest advancements in nursing practices.

## Skills

Discharge Planning

Telemetry

LPN

Registered Nurse

RN

Therapy

Venipuncture

Pediatric

Electronic Medical Records

ICD

ICU

ACLS

Hippa

Managed Care

Medicare

Medical Management

EPIC

Hipaa

EMR

Opera

Data Management

Cisco

Cerner

Kronos

Mckesson

Meditech

Oasis

Remote Access

VPN

SABA














































Video Conferencing

Blue Cross Blue Shield

Healthcare



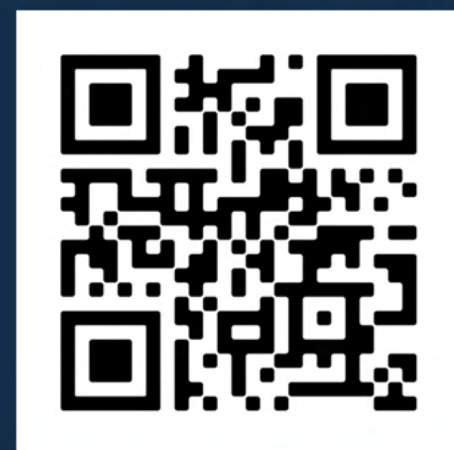
# Seamless Integrations with your ATS of choice:

 ApplicantStack	 Ashby	 BambooHR	 Breezy	 Bullhorn	 CATS	 ClayHR	 Clockwork	 Comeet
 Cornerstone TalentLink	 EngageATS	 Eploy	 Fountain	 Freshteam	 Greenhouse	 Greenhouse - Job Boards API	 Harbour ATS	 Homerun
 HR Cloud	 iCIMS	 Infinite BrassRing	 JazzHR	 JobAdder	 JobScore	 Jobsoid	 Jobvite	 Lano
 Lever	 Oracle Fusion - Recruiting Cloud	 Oracle Taleo	 Personio Recruiting	 Polymer	 Recruiterflow	 Recrutive	 Sage HR	 SAP SuccessFactors
 SmartRecruiters	 TalentLyft	 TalentReef	 Teamtailor	 Tellent	 UKG Pro Recruiting	 Workable	 Workday	 Zoho Recruit

# Questions?

Submit any questions you have for the team using the Q&A button at the bottom of your screen.

We will be answering them live!



Looking to get started with Aliro? Let's talk!



[sales@onaliro.com](mailto:sales@onaliro.com)



[onaliro.com](https://onaliro.com)