

Case Study: Fortune 500 Company Finds 12x as Many High-Quality Candidates with *untapt Codex*



Background:

untapt partnered with a Fortune 500 tech conglomerate -one of the 25 most profitable enterprises in the US- to see if our Deep Learning talent engine, **untapt Codex**, could find higher quality hires from the company's enormous candidate pool faster and more efficiently.

This company receives 100k+ resumes per month, nearly 5k a day. Implementing Deep Learning AI could greatly reduce recruitment expenses and wasteful hiring by focusing resources on top applicants across all their roles in a timely manner.

Results at a Glance:

untapt Codex vs. Standard Candidate-Search Methods

12x

as many **high-quality candidates** found

150,000x

faster than human experts

100%

accurate identification of relevant candidates

The Existing Approach:

The company's recruiters use Boolean searches (a.k.a. Keyword Search) to filter candidates by skills, experience, etc.

This approach fails to find up to half of the best candidates from the bunch. It also falsely identifies a high volume of low-quality candidates.

The untapt Approach:

untapt used historical data from the client to train a Deep Learning algorithm to compete with the Boolean searches.

The algorithm ingested over 51k resumes, tuning 16 million of Codex's model parameters with which to identify candidate qualifications.

The engine then graded each of the client's candidates on a scale of 1-100.

Testing and Final Results:

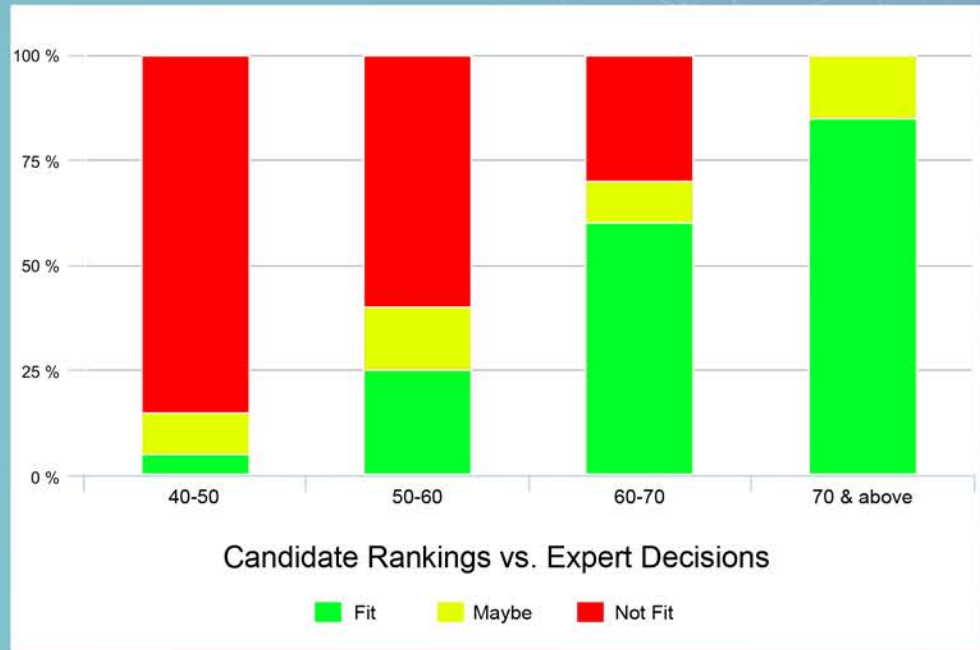
The results exceeded either party's expectations.

First, we validated the machine's grading system:

In a **blind test** with top recruiters from the Fortune 500 company's team, 80 resumes for an open job were randomly selected from the machine's ranks (20 from the 40-50th percentiles, 20 from the 50-60th percentiles, 20 from the 60-70th percentiles, and 20 from the 70th percentile or higher).

The recruiters were given these resumes in random order and were asked to identify whether the candidate was "Fit," "Maybe a Fit," or "Not Fit" for the job.

Candidates ranked 70 or above were deemed "**Fit**" by the experts in **85% of cases** (and a "Maybe" in the remaining 15% of cases), while candidates from **40-50** were identified as "Fit" in **only 5% of cases**.



Next, we compared Codex to Boolean searching:

Out of 51k candidates, the client's **Boolean search found 424 candidates**, and **only 64 were highly qualified** (i.e., only 64 out of 424 were scored above 60). **That is about 15%.**

By comparison, **untapt Codex** was able to find **764 total highly qualified candidates** above a score of 60. That's nearly **12x as many qualified candidates**, while simultaneously eliminating **~85% of the less-qualified candidates** that the Boolean search suggested.

untapt Codex

764

high-quality
candidates found

vs.

Boolean Search

64

high-quality
candidates found

Conclusion:

The Fortune 500 Company was impressed by **untapt Codex's** ability to transform their recruitment and hiring. We are currently working closely with them to implement this technology within their talent infrastructure.

To request a demo of untapt Codex for your corporation, visit **untapt.com/intelligence**

To request a demo of untapt Codex for your recruitment firm, visit **untapt.com/UNLOCKED**



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