

DIRECT ATS APPLY

Spring 2018



#TeamHandshake

Employer pain-points

- Employers are extremely concerned with the **drop-off between Handshake and their applicant tracking system**
- Many employers **miss out on students** who don't realize they need to apply in both places.
- Others feel **legally obligated to spend hours reconciling** between Handshake applications, and applications in their ATS.

Student pain-points

- Today, students have to **apply twice to many jobs**. First they submit an application in Handshake, then they apply in the company's applicant tracking system.
- This is a **top 3 area of unhappiness** for students. It is confusing, and makes them extremely frustrated with Handshake / the application process.
- Many students **think they have applied but they haven't** causing them to miss out on jobs.

Students Hate Applying Twice



“Most job applications require me to apply twice. Once on handshake and once on the company website. This repetitive action takes up a lot of time especially when you are applying for a lot of jobs.”

Junior, UVA



Students Hate Applying Twice



“Having to constantly apply twice is more difficult that spending five years on your mechanical engineering degree.”

Senior, University of Kentucky

Solution

- Allow employers to choose whether students apply in Handshake, or in their ATS
- Track any student who clicks to apply externally for reporting purposes
- Any employer with on-campus interviews will still have “resume” required by default on all jobs

Employers & schools: choose where students should submit their application

*** Job title**

Account Executive - Direct ATS Demo

+ [add an ATS / job code](#) to match against your applicant tracking system (this will not sync applications)

*** Where should students submit their application?**

- Apply in Handshake
- Apply through external system

Website or Applicant Tracking System URL

<https://grnh.se/m6x3q0ei1>

+ [add instructions for external applications](#)

Employers & schools: documents will still show resume checked by default for any employer with interviews

Required documents

- Resume
- Cover Letter
- Transcript
- Other Document (e.g. work sample, course schedule, or other misc documents)

Employers & schools: see list of students who clicked to apply externally (reporting will remain the same)

#1504 Account Executive - Direct ATS Demo

Job Details Edit Applicants Campaign

Filters [CLEAR](#)

Keyword

Categories [^](#)

Sourced Students

Status [^](#)

Pending (1)

Showing All Applicants at Your Schools [EDIT](#)





[Export CSV](#)

[Export Documents](#)

Exclude Students That Do Not Match

School Year or Graduation Date Minimum GPA

Major Work Authorization Status

<input type="checkbox"/>	First :	Last :	School :	Preferences :	Status :	Date :
<input type="checkbox"/>	Molly	Johnson	Cornell University	   	Pending	06/05/18

Students: will see jobs that require external applications



Account Executive - Direct ATS Demo Handshake

📍 San Francisco, California, United States

📖 Internet & Software

👤 Full-Time Job

👥 50 - 100 employees

💰 Paid

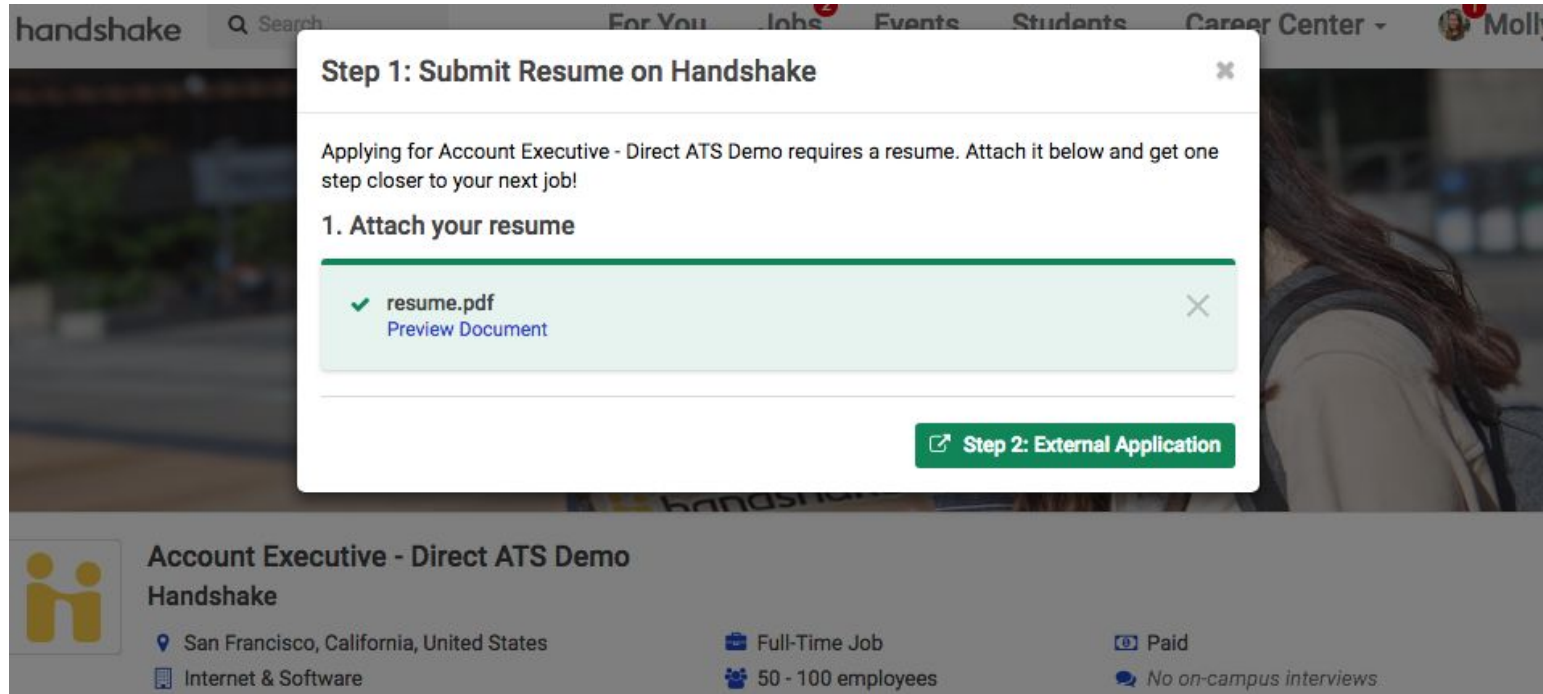
🗨️ *No on-campus interviews*

📄 Applications close on July 31st at 11:55 pm

☆ Favorite

📄 Apply Externally

Students: will still need to submit their resume for OCI employers (unless employer has unchecked that req)



The screenshot shows a Handshake job application page for 'Account Executive - Direct ATS Demo'. A modal window titled 'Step 1: Submit Resume on Handshake' is open, indicating that a resume is required for this application. The modal text states: 'Applying for Account Executive - Direct ATS Demo requires a resume. Attach it below and get one step closer to your next job!'. Below this, the instruction '1. Attach your resume' is followed by a green box showing a successful upload of 'resume.pdf' with a 'Preview Document' link. A green button labeled 'Step 2: External Application' is visible at the bottom right of the modal. The background job listing includes details such as location (San Francisco, California), job type (Full-Time Job), and other features like 'Paid' and 'No on-campus interviews'.

handshake Search For You Jobs Events Students Career Center Molly

Step 1: Submit Resume on Handshake

Applying for Account Executive - Direct ATS Demo requires a resume. Attach it below and get one step closer to your next job!

1. Attach your resume

✓ resume.pdf
[Preview Document](#)

[Step 2: External Application](#)

Account Executive - Direct ATS Demo
Handshake

San Francisco, California, United States Full-Time Job Paid
Internet & Software 50 - 100 employees No on-campus interviews

Students: will be tracked as an applicant if they click to apply externally, unless they say they did not complete the app



Account Executive - Direct ATS Demo
Handshake

📍 San Francisco, California, United States

📄 Internet & Software

👤 Full-Time Job

👥 50 - 100 employees

💰 Paid

🗨️ No on-campus interviews

Did you finish your application?

Yes

No

☆ Favorite

🔗 External Application

FAQ

- **Will I still be able to report on external apply jobs?** Yes. We will track any student who clicks to apply externally as an applicant, unless they tell us they did not finish their application.
- **Will this inflate applicant numbers for reporting?** This problem is happening today with the old system. Students *think* they have applied after just applying in Handshake, but have not actually applied (because they do not start the external application).
- **How will this affect OCI?** It should not change anything! We still require resumes by default for any employer who has on-campus interviews at any school. And we still track students as regular applications for any external apply job.

Questions?



#TeamHandshake

THANK YOU

**Thank you for your feedback and your help
improving Handshake for students and employers!**

