DIRECT ATS APPLY

Spring 2018
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 than 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
- **Where should students submit their application?**
  - [ ] Apply in Handshake
  - [x] 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.
Employers & schools: see list of students who clicked to apply externally (reporting will remain the same)
Students: will see jobs that require external applications

Account Executive - Direct ATS Demo
Handshake
📍 San Francisco, California, United States

解放思想, 开放互联网

Full-Time Job
50 - 100 employees
Paid
No on-campus interviews

Applications close on July 31st at 11:55 pm
**Students** will still need to submit their resume for OCI employers (unless employer has unchecked that req)
Students: will be tracked as an applicant if they click to apply externally, unless they say they did not complete the app.
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?
THANK YOU

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