



Indeed Smart Screening

Take control of your hiring pipeline

Get quality candidates right from the start



Spending time on the wrong candidates?

Today's recruiters are continually being asked to do more with less, including making more hires with less resources and smaller teams. And not only that, technology has made it really easy for job seekers to cast a wide net when looking for work. That results in recruiting teams being inundated with applications, often from candidates who aren't even a good fit. If this sounds familiar, you're not alone.

Too many unqualified applications in an employers' ATS creates extra work for TA staff to screen and review to find the high quality candidates. If manually screening and verifying candidates is a drain on your time and your teams, we hear you. And that's where Smart Screening comes in.

2.7X

Recruiters are receiving 2.7 times more applications per recruiter than 3 years ago¹

Let the strongest candidates rise to the top

Smart Screening screens candidates based on your job criteria, then delivers them right to your ATS. Built on Indeed's Responsible AI principles, you gain the power to build a better, more predictable candidate pipeline within your existing workflows.



“Having screened and scored applicants delivered directly into my ATS, HiringThing, makes our workflow so much smoother. We don't have to change anything about how we work.”

Brandi Acheson, Recruiter, Principal Senior Living

Here’s how Smart Screening works:

Get the Smart Fit Score™ and summary

This is an overview of how closely a candidate matches the criteria in your job description and screening questions.

Adjust your screening criteria

Click on Customize score and you’ll be able to get an updated Smart Fit Score™ and summary plus reasons for the change.

Where candidates shine

Highlights show candidate skills and experiences that match the requirements outlined in your latest job description.

Things to watch out for

Parts of your job description that the candidate did not provide any information on.

Answers to follow-up questions

Read transcripts, listen to phone calls, or watch videos to get the candidate responses to your AI follow up questions.

 Smart Screening

85

Maria Stites

Certified Nursing Assistant (CNA) at Regency Park Nursing in Redmond

Customize score

Based on your criteria, this applicant meets most requirements and brings strong experience in personal care, restorative services, and adherence to safety and HIPAA protocols. While proficient in core CNA duties, they have limited exposure to QAPI programs and specialized equipment.

Recent experience

- Certified Nursing Assistant • Sunnybrooke Rehabilitation Center • 3 yrs (2022-present)
- Certified Nursing Assistant • Riverbend Assisted Living • 2 yrs (2020-2022)
- Certified Nursing Assistant • Meadowview Medical Center • 2 yrs (2018-2020)

Highlights

- Completed a state-approved CNA program and holds an active certification.
- Experienced providing personal care and restorative services per plan of care.
- Proficient in English for documentation and communication with patients and staff.
- Adheres to infection control, safety, and HIPAA protocols in daily work.
- Skilled in assisting residents with mobility and basic restorative exercises.

Flagged for review

- Limited experience in restorative care programs beyond basic activities of daily living.
- Has not previously worked in a facility with a formal QAPI (Quality Assurance and Performance Improvement) program.
- No prior experience assisting with prosthetic or orthotic devices.

AI Recruiter

Chat • [View responses](#)

A photograph showing two people, a woman with curly hair and glasses wearing a green shirt, and a man with glasses wearing a yellow sweater, sitting at a desk. They are looking at two large computer monitors displaying data and charts. The woman is pointing at the screen. The desk has a keyboard, a mouse, a mug, and some papers. There is a potted plant in the background.

Smart Screening benefits



Klea O'Neil

Klea has current CNA certification and proven nursing care skills. She meets all physical requirements and follows proper infection control protocols. Her experience with specialized equipment and patient mobility makes her ready to start immediately.

Elevate your hiring quality from the start

Receive quality applications that are based on your job requirements and screener questions at the top of your hiring funnel. When a candidate applies, Smart Screening begins reviewing the application right away.

★ AI Recruiter

Thanks for telling us about your work experience.

Next, could you describe a time when you managed the direct care of a patient with a complex condition?

Tap into AI-powered automation grounded in human oversight

Smart Screening helps you move through the hiring pipeline faster. It can evaluate resume information and guide candidates through a conversational question-and-answer experience using an intelligent system. Plus, you can automate next steps, like outreach messages or interview invites.

Maximize value with your existing hiring tools

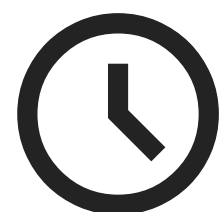
Smart Screening integrates with most leading ATS platforms. It fits into existing workflows without adding extra steps or systems for recruiting teams to manage. You can seamlessly add screening to your current hiring processes. Plus, you're always in control - you can define criteria and screening rules using default settings or customize to suit your evolving needs.

Screen earlier. Strengthen pipelines. Evaluate with confidence.



54%

It takes 54% fewer applications to make a hire with Indeed Smart Screening²



20%

Indeed Smart Screening users reduced the time-to-hire by 20%, on average³



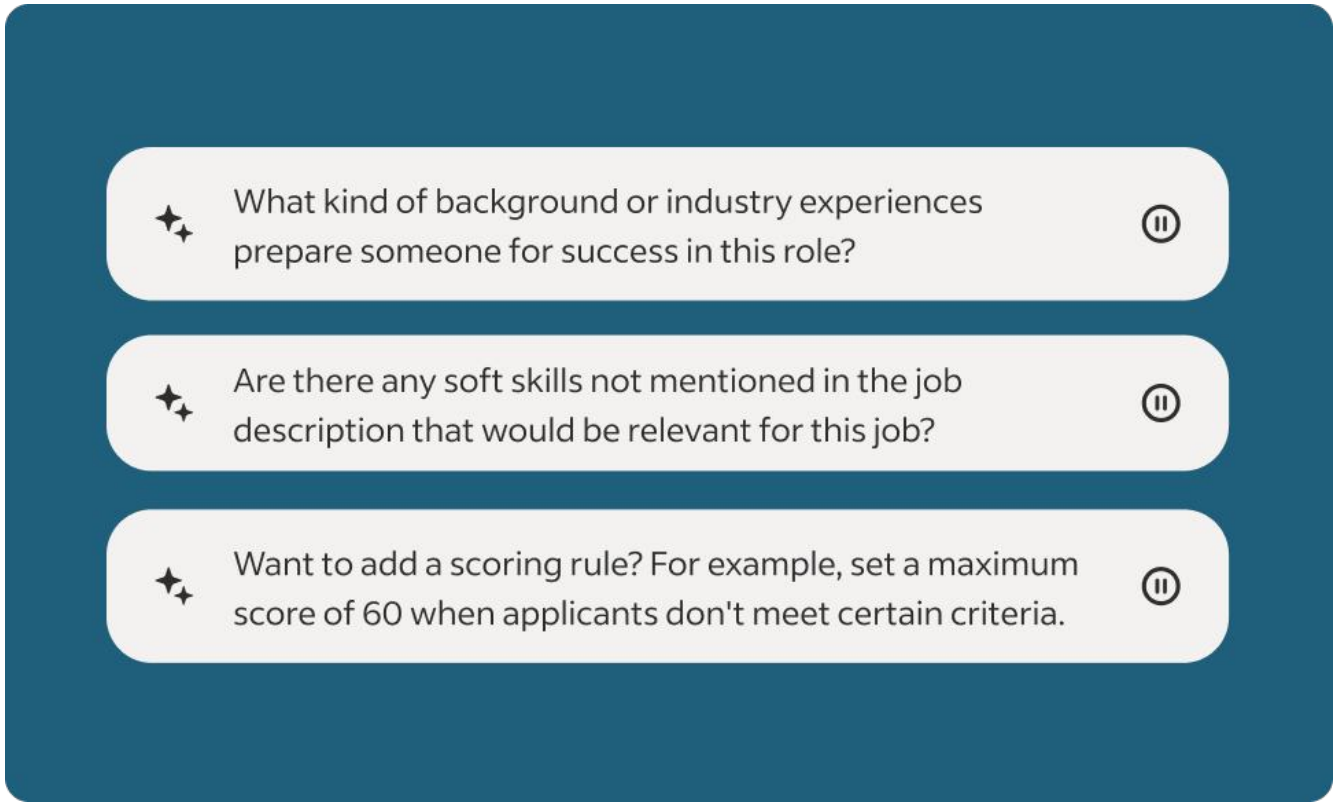
91%

of recruiters surveyed were satisfied with the candidate summaries generated by Indeed Smart Screening⁴

² Indeed data (US). Based on 1,095 jobs with the Smart Screening feature enabled

³ Indeed data (US). Based on 1,095 jobs with the Smart Screening feature enabled

⁴ Indeed survey (US), n = 446, based on Agree and Strongly Agree sentiment of the model satisfaction



Prompting tips for employers

When updating screening criteria on Indeed Talent Scout, be conversational and it will do the rest. For example, you might say ‘I want to update the experience to 10 years and would prefer candidates who are bilingual in Spanish and English’,

When customizing AI Recruiter questions for candidates, instead of asking yes or no questions, ask open-ended questions to get a more robust response.

The more experience a candidate has, the higher their score should be.

Screening criteria tips for employers

Getting too many applications? Try adding more specific preferences or skills requirements. For example, in a nursing role, you may be looking for candidates who have experience working with dementia patients.

Want more applications? On the flip side, keep the required skills to a minimum and look for transferable skills or adaptable applicants who are likely to learn on the job.

Customize screening criteria

B

Required:

- Completion of a state-approved Nursing Assistant Program and current CNA certification, listed on the state registry.
- Ability to lift or exert force up to 50 lbs frequently and up to 100 lbs occasionally.
- Demonstrated ability to perform basic nursing care, personal care, experience with dementia patients
- Consistent adherence to infection control, safety, and HIPAA guidelines.

Preferred

- Familiarity with QAPI (Quality Assurance and Performance Improvement) programs.
- Experience assisting residents with specialized equipment (e.g., mechanical lifts, prosthetic/orthotic devices).
- Knowledge of restorative services such as range of motion exercises, self-care training, and mobility assistance.
- Bilingual in English and Spanish

“My workload has picked up, and piloting this at the same time has actually made things more efficient. It really does the heavy lifting when it comes to screening high-volume applicants – definitely loving it.”

Megan, TA Leader and Smart Screening User

Ready to cut through the candidate clutter?

Connect with us to learn how Smart Screening can help your teams focus on the right candidates to reach their hiring goals faster.

[Connect with us](#)