Employ's AI Screening Companion Drives Improved Recruiting Outcomes

By Matthew Merker, Senior Research Director, HCM Market Intelligence

In November 2025, Employ introduced a new AI solution designed to speed candidate screening. The AI Screening Companion is one of several new AI-enabled solutions that Employ is bringing to the talent acquisition market, designed to bring responsible AI enhancements that improve recruiter, hiring manager and candidate experience.

AT A GLANCE

- **In November 2025, Employ's AI Screening Companion became available to its Lever customer base.**

- **The AI Screening Companion is designed to speed candidate matching, reducing recruiter workload and improving qualified applicant outcomes.**

- **The recruiting technology provider sees this as an opportunity to apply their solutions to meet the moment – infusing AI in a thoughtful way that enables recruiters, minimizes risk and improves the candidate experience.**

- **Three major components comprise the AI Screening Companion: Talent Fit, Candidate Transparency, and Candidate Loss Risk, with Candidate Insights available as an add-on option.**

- **The AI Screening Companion is the second in a planned lineup of AI solutions, preceded by an AI Interview Companion and followed by a Candidate Fraud Companion due to release in 2026.**

- **Employ plans to go to market with its AI Screening Companion as a standalone solution by mid-2026, greatly increasing opportunities for market expansion.**

The tumult of the hiring market continues as 2025 draws to a close. Economic uncertainty, organizational changes, layoffs and a push for skills agility are changing the hiring environment for many organizations. For Employ, the recruiting technology provider sees this as an opportunity to apply their solutions to meet the moment – infusing AI in a thoughtful way that enables recruiters, minimizes risk and improves the candidate experience.

THE BUSINESS CASE FOR ADVANCED SCREENING CAPABILITIES

With advanced automation and candidate technological empowerment in applying for roles, candidate volume has increased dramatically, overwhelming recruiters who are increasingly pressured to find top-quality talent in a speedy way while navigating risks such as candidate fraud. This has created a major bottleneck to hiring lifecycles in the screening process, where the risk of losing quality candidates due to excessive recruiter workload and subsequently delayed communication to those candidates increases exponentially. Delays in response to candidates lead to a poor hiring process, which in turn reflects negatively on the hiring company and its brand. It also diminishes the likelihood of retaining top talent to drive their businesses forward.

Organizations in today's business environment need to be highly agile, and that also applies to the recruiting process. The ripple effect of poor hiring practices can spread across an organization, leading to a workforce that is unable to meet the moment from a skills and delivery perspective. As such, the business case for the AI Screening Companion is clear – by utilizing advanced capabilities to bring top talent on board at faster rates, organizations can adapt quickly to changing market conditions, remaining competitive in their respective spaces while enhancing their brand's reputation through positive candidate experiences.

EMPLOY'S AI SCREENING COMPANION

Employ launched its AI Screening Companion for general availability in mid-November 2025 It is currently available in its entirety on the Lever platform. The solution's pillars of delivery include Talent Fit (also available to Jobvite and JazzHR customers), Candidate Transparency, and Candidate Loss Risk, with Candidate Insights available as an add-on option. Each of these features can be enabled or disabled by the end user, leading to personalization of the recruiting process that can easily align to company policy. AI Screening Companion features are readily accessed directly in the recruiting dashboard either within the candidate pipeline view or as a sidebar widget that summarizes recommendations for recruiter actions across different candidates and open requisitions.

Talent Fit automatically flags strong matches by aligning experience of candidates, nudging the recruiter to take a closer look at those matches. This reduces the risk of promoting weak candidates to the interview stage, saving recruiters and hiring managers valuable time. Additionally, Talent Fit is constantly working in the background, assisting recruiters by matching candidates to jobs that have been open for more than 30 days. Employ ensures selected candidates for Talent Fit are established strictly on experience, anonymizing personal information that could create bias in candidate selection. Once candidates are matched, the AI Screening Companion provides recruiters detailed insights into the reasons behind the match, equipping recruiters with the right background information to make selections for next steps in the hiring process, including recommendations for interview questions tailored to each selected candidate.
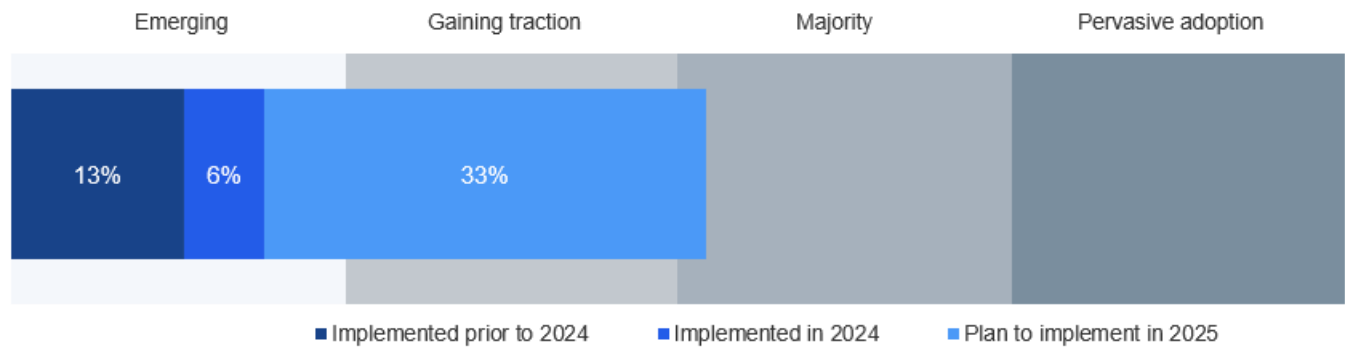
Candidate Transparency is designed to improve candidate experience for those who are not a fit for the applied role by providing meaningful and personalized feedback on the hiring decision. Employ seeks to remove the generic rejection responses of the past that leave candidates unclear as to why they were not selected, providing no rationale or feedback for improvement going forward. This ultimately leaves candidates with a negative experience that can impact the company brand in the long run. Once hiring decisions are made, recruiters can select reasons for rejection, such as compensation or experience level. Automatically generated text then provides transparency to candidates by including useful feedback designed to help them understand the decision and improve their job application process going forward, regardless of where they may apply. Currently, these highly personalized responses are done at the individual level to ensure the right feedback is given to each candidate, though the process is highly automated to reduce recruiter workload while still giving recruiters total control over the process.

Candidate Loss Risk is designed to assist overworked recruiters by ensuring that strong candidates are not lost through slow or no communication over extended periods of time. This is delivered in the form of nudges to the recruiter, identifying strong candidates, their current position in the pipeline and when they were last contacted. Recommended actions for each candidate are provided to the recruiter, who can click directly on those recommendations and view the relevant panel to quickly complete those actions and keep candidates warm.

Candidate Insights, provided in partnership with ProboTalent and offered as an add-on option to the AI Screening Companion, features in-depth candidate assessments derived from analysis of job descriptions. These assessments are sent directly to applicants at pre-selected times within the hiring lifecycle and feed directly into the candidate profile in the ATS. Assessments provide quick visual analysis of best fits or potential weaknesses of candidate matches, speeding recruiter and hiring manager decision making. Additionally, an indirect effect of the assessment process is creating candidate drop-off that can eliminate low-intent candidates, ensuring that the already large applicant pool comprises individuals who show strong interest in the open role by completing the assessment. As candidate fraud becomes an increasing concern for recruiters, Candidate Insights can also help to mitigate that risk through assessments that reduce the likelihood of "bot" applicants.

Employ's launch of its AI Screening Companion comes at a time when a majority of organizations have implemented or plan to implement tools to assist recruiters in managing candidate pipelines and to reduce workloads **(Fig. 1)**. Acceptance of AI solutions into daily HR tasks is growing rapidly, positioning the vendor's latest solution well for strong adoption.

**FIG. 1   CANDIDATE SCREENING TOOLS ADOPTION TRENDS**

Emerging	Gaining traction	Majority	Pervasive adoption

13%   6%   33%

■ Implemented prior to 2024   ■ Implemented in 2024   ■ Plan to implement in 2025

Source: The Hackett Group® 2025 HR Key Issues Study

WHAT'S NEXT?

Employ has been measured in its release of AI applications, providing a high degree of polish to their solutions before bringing them to market. Additionally, the vendor's partnership with IBM watsonx.governance provides assurance to end users that Employ is committed to responsible AI that reduces risk in usage. Both of these factors are positively received by customers who are frequently overwhelmed with fast and furious releases of new solutions that lack assurance of effectiveness and risk mitigation.

Employ plans to continue its enhancement of the AI Screening Companion through improved pipeline visuals that will speed candidate matching even further. In 2026, Employ plans to bring the AI Screening Companion to market as a standalone solution similar to their previously released AI Interview Companion. Both solutions can integrate with other talent acquisition platforms even if the user is not an existing Employ customer (Jobvite and JazzHR customers will have access at this point as well). This provides the vendor with an opportunity to demonstrate their value to a wider market and ultimately expand market presence. Also in 2026, Employ will launch its next AI Companion designed to detect candidate fraud – an increasingly hot topic in talent acquisition as recruiters are facing more challenges with this issue than ever before.

ABOUT THE AUTHOR
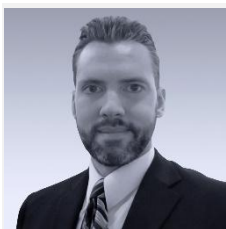
Matthew Merker
Senior Research Director, HCM Market Intelligence

Matthew Merker is a Senior Research Director within The Hackett Group's Market Intelligence Division. Mr. Merker leads the Human Capital Management (HCM) research line for Market Intelligence, providing technology vendors with critical insights into areas such as capability evolution, go-to-market strategies and broader trends impacting the HR space. Mr. Merker focuses on the evolution and elevation of the HR function and how technology is rapidly impacting how it operates.

The Hackett Group®
1000 Abernathy Road NE
Suite 1400
Atlanta, GA 30328
T. +1 770 225 3600
T. 1 888 842 2538 (toll-free)
W. www.thehackettgroup.com

London
20 St Dunstan's Hill
London, EC3R 8HL
United Kingdom
T. +44 20 7398 9100

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