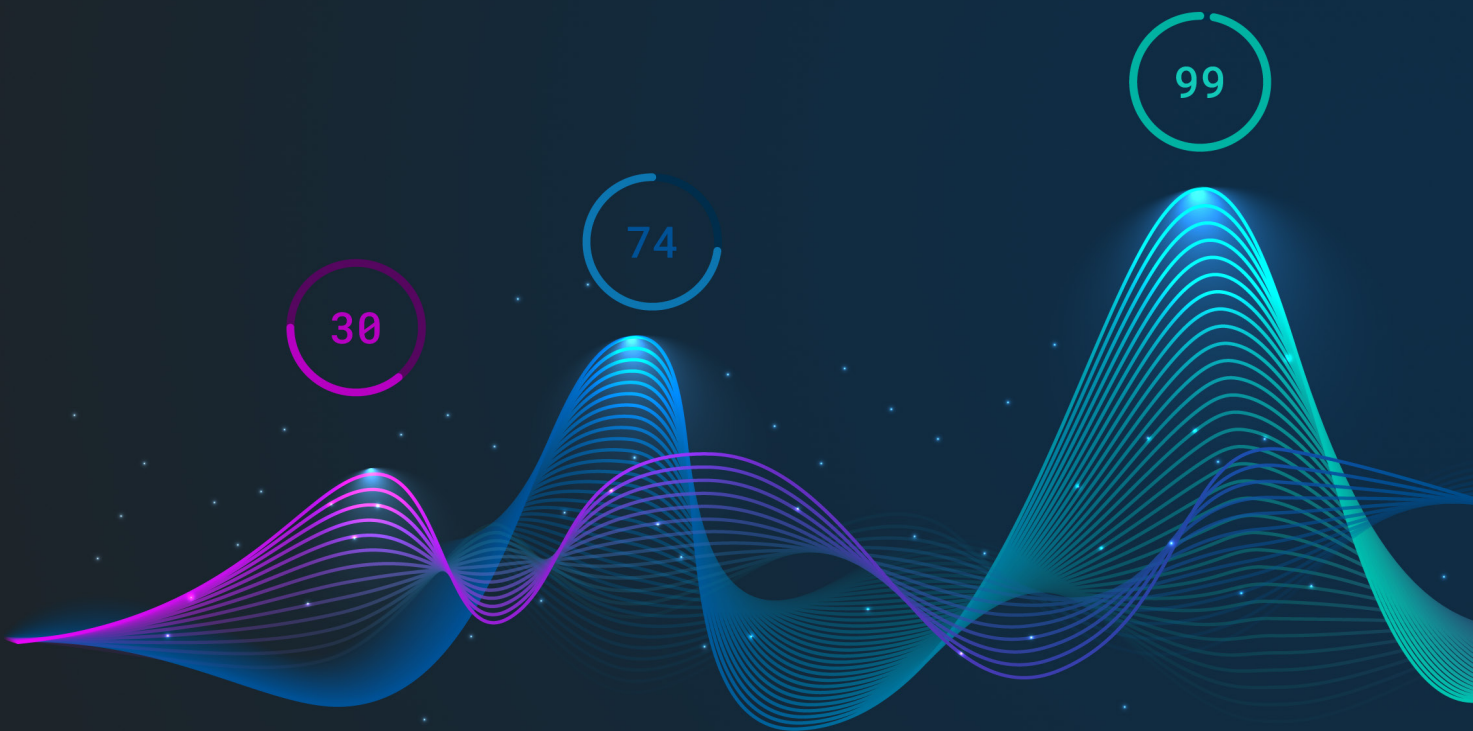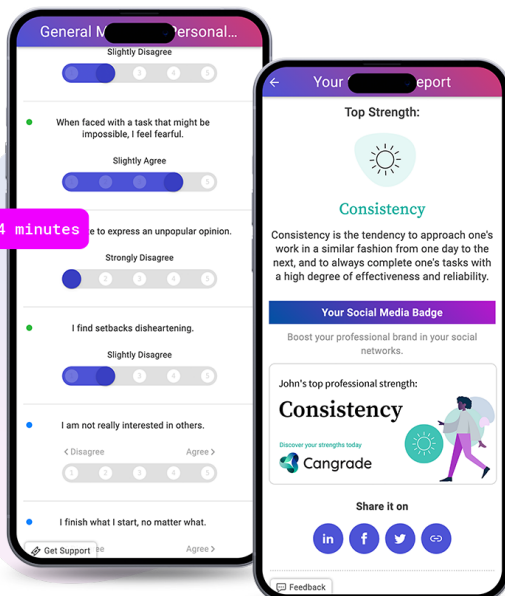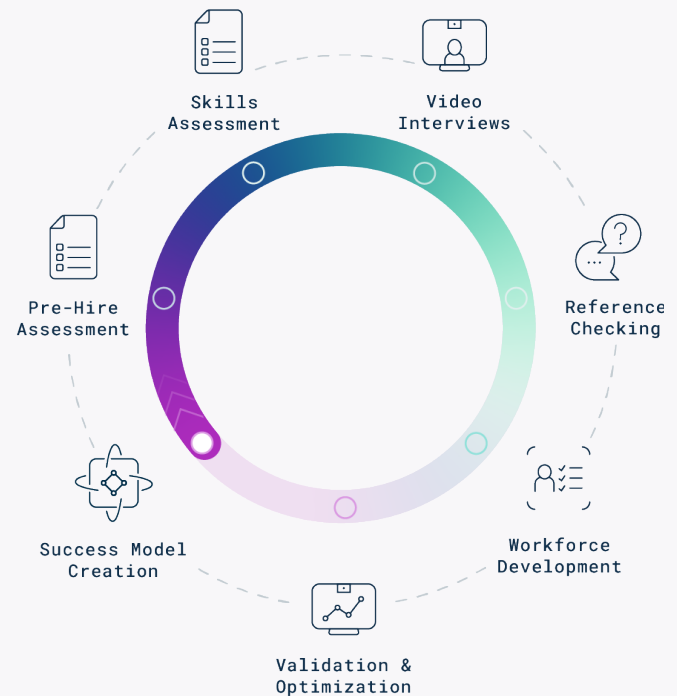# How Cangrade Works

Make your talent acquisition and management decisions with predictive, bias-free science.

99

74

30

Success Model Creation

Tailor our assessment to your needs

Find the best candidate for the role every time with our cutting-edge science. Each Cangrade Success Model is unique to your specific role and organization. Partner with our team to generate your profile with AI technology that leverages quantitative KPIs or your own workplace experts who leverage qualitative insights.

Skills Assessment

Video Interviews

Pre-Hire Assessment

Reference Checking

Success Model Creation

Workforce Development

Validation & Optimization
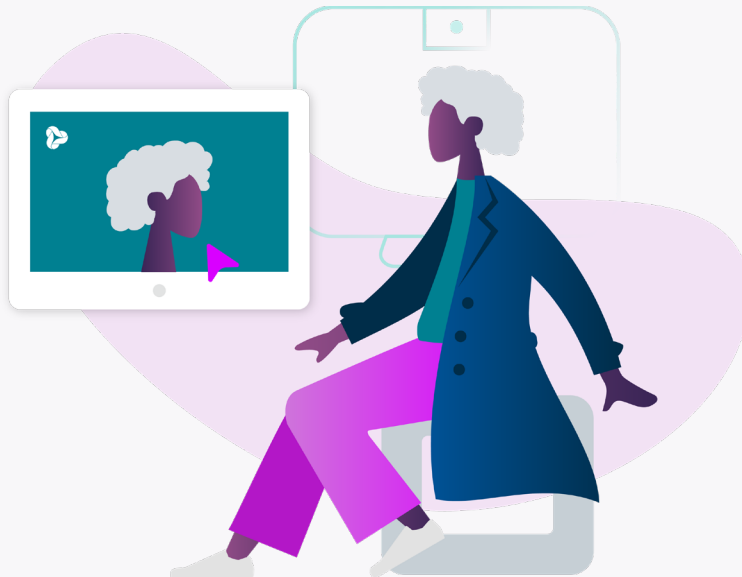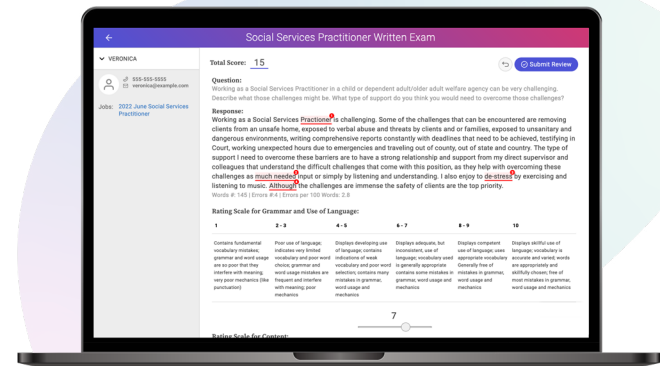
14 minutes

Pre-Hire Assessments

Identify top talent accurately and efficiently

Predict candidates' likelihood to succeed and stay in less than 14 minutes on desktop or mobile. Our easy-to-use recruiter dashboard and insightful candidate and pipeline reports help you focus on your most promising candidates so you make the right hire the first time.

Cangrade

Skills Assessments

Measure on-the-job knowledge

Assess candidates' knowledge of required hard skills objectively. Cangrade's hard skills test library assesses over 100 job-specific skills, proficiency in 30 languages, computer skills, reasoning, and more.
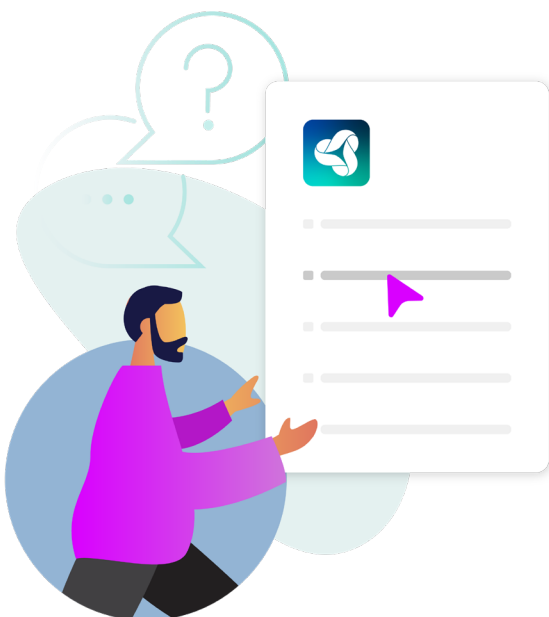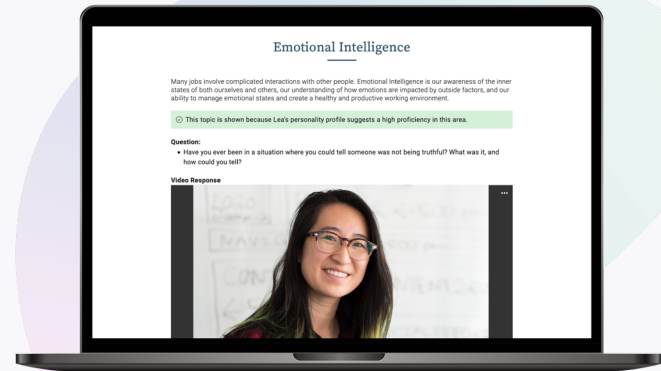
Structured Interview Guides

Screen potential hires objectively

Set your team up for objective hiring decisions and save them time. Cangrade automatically generates bias-free, personalized structured interview questions tailored to candidates' Pre-Hire Assessment results.

Cangrade

Video Interviews

Keep your pipeline moving

Invite your top candidates to pre-record video responses to your Structured Interview Guide automatically. Then let your hiring teams review, collaborate, and comment when it works for their schedules.

Reference Checking

Streamline and optimize reference checking

Get insights into job-critical skills and past performance to prevent mis-hires. Automatically ask candidates for their references, contact references, collect structured responses, and get notified that candidates' reference reports are ready to review.

Cangrade

Onboarding

Turn new hires into top performers

Leverage insights from candidates' Pre-Hire Assessment results to tailor new hire onboarding. Our software delivers personalized coaching tips, suggested training activities, and development content to help new employees thrive.
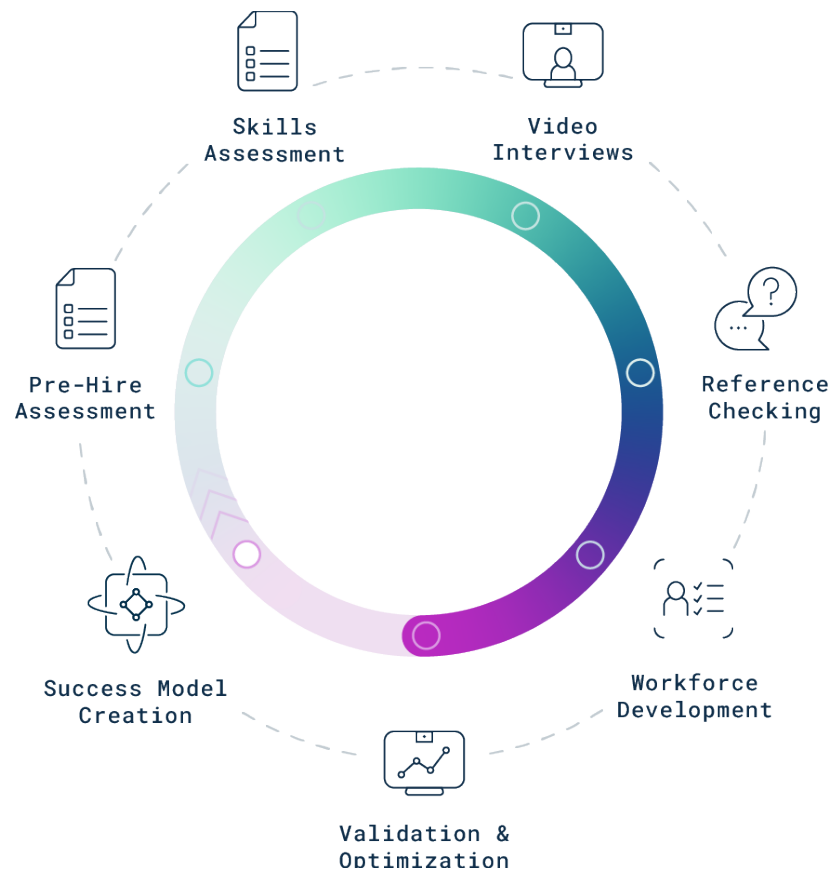
Upskilling

Strengthen and engage your workforce

Identify the strengths and development priorities of your workforce. Then leverage our personalized, ongoing development recommendations, activities, and coursework to upskill your workforce and track the results.

Employee Mobility

Make smart moves

Identify the right fit for lateral moves and promotions using assessments. Assess potential fits, identify training needs, and leverage coaching tips to set employees up for success in their new roles.

Cangrade

Skills
Assessment

Video
Interviews

Pre-Hire
Assessment

Reference
Checking

Success Model
Creation

Workforce
Development

Validation &
Optimization

Success Model Optimization

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Continuously improve the quality of your hires

Measure the ROI and impact of your Pre-Hire Assessment against your workforce's KPIs.
Then, update your Success Model's predictions with your latest data on employee and new
hire success to make your predictions smarter and stronger every year.

Cangrade

Ready to see how Cangrade can optimize your talent acquisition and management?

Call us

1-888-254-8394

Email us

sales@cangrade.com

Facebook
Twitter
LinkedIn
Youtube

@cangrade

"Cangrade helps us make the right decisions on the right people."

Jonathan VanHoose

Recruiting Specialist, Big Sandy Superstores

Cangrade

Results-driven, bias-free hiring