



Craig Fisher

Tech, Process and People







Is working from home here to stay?



Show of hands. Can you be bought?



GEN Z

69%

said they would select an employer who offered a hybrid model over one who didn't.

Connected from birth
Born mid 1990's - 2010

BREAK

The average worker estimates that they take 42 minutes of breaks each day....when in reality they take 2.7 hours on average.



BREAK

The top ways Americans use break time:

1. Biological needs
2. Entertainment
3. Thinking about things
4. Communicating with friends, family, partner
5. Communicating with colleagues.



BREAK

The top apps people use at work:

1. Texting/messaging
2. Personal email
3. Banking
4. Instagram
5. YouTube





TALENT**NET**
media

SPEED AND FLEXIBILITY






2:24
Search

facebook

Cancel Application

 Package Handler
Ross Dress for Less
Full-time

Name
Andy Sullivan


City
Carlisle

Email
andysullivan42@gmail.com

Phone
(202) 386-2423

Work Experience Required

☒ priceline
2013 - Dec 2017

 Add Work Experience

Education History

Send

CASE STUDY



**1400% Increase
Qualified Candidates**

Applications Per Day- Ross Stores Warehouse Worker



Our Ad Formats



DIGIDAY TikTok

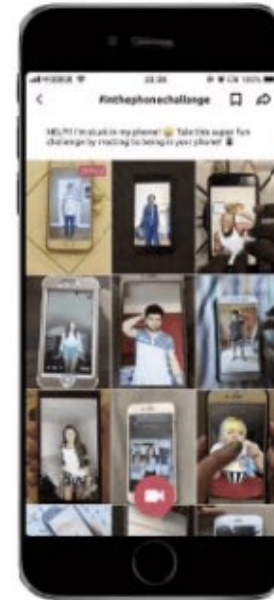
Brand Takeover



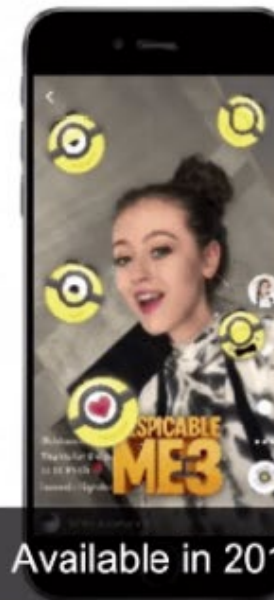
In-feed Native Video



Hashtag Challenge



Lens 2D, 3D & AR



Available in 2019

Expensive! \$1k - \$100k

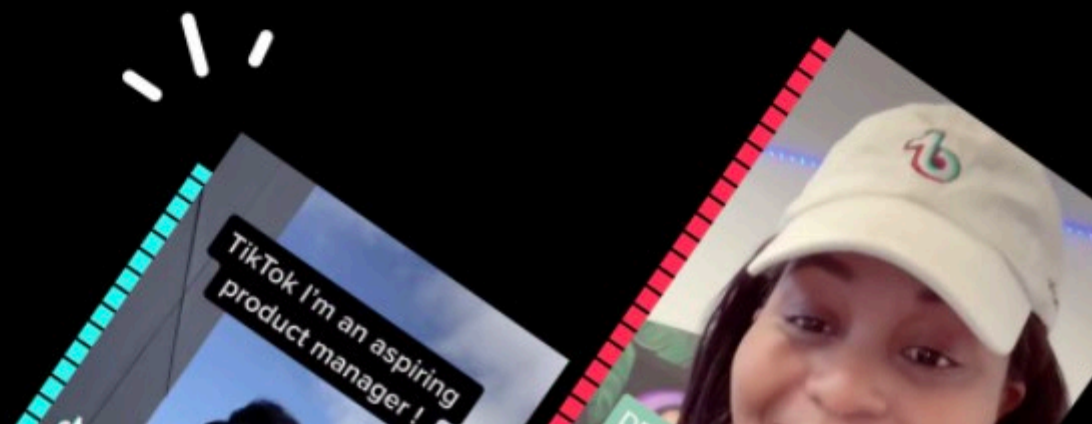


TikTok resumes

Find your next job!

Discover brands accepting TikTok Resumes

Currently only U.S. openings



DIGITAL AUGMENTATION OF THE CANDIDATE EXPERIENCE



Candidates want more communication than most organizations can provide via human means.

It's time to start exploring digital augmentation.

Top issues with job search experience according to candidates:



Getting regular communications

from employers you've applied to.



Getting interviews

from the jobs you apply to.



Getting better communications

from employers you've interviewed with.



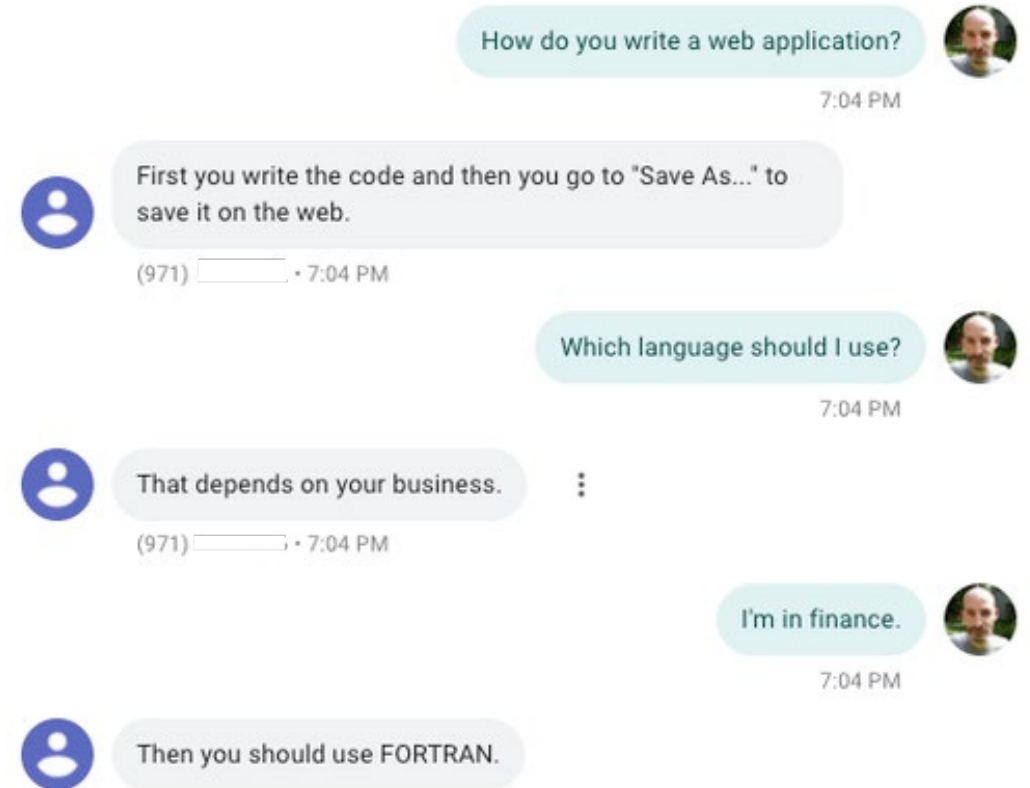
Olivia by Recruiting.AI

2017



Chatbots using GPT-3

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1 Title: Build a WhatsApp Chatbot With Python, Flask and Twilio
2 Summary: A chatbot is a software application that is able to conduct a conversation with a human
3 user through written or spoken language. The level of "intelligence" among chatbots varies greatly.
4 While some chatbots have a fairly basic understanding of language, others employ
5 sophisticated artificial intelligence (AI) and machine learning (ML) algorithms to achieve an
6 almost human conversational level. In this tutorial I'm going to show you how easy it is to build a
7 chatbot for WhatsApp using the Twilio API for WhatsApp and the Flask framework for Python.
8
9 Title: Run Your Flask Regularly Scheduled Jobs with Cron
10 Summary: A common need of web applications is to have a periodically running task in the
11 background. This could be a task that imports new data from third party sources, or maybe one
12 that removes revoked tokens from your database once they have expired. In this and many other
13 situations you are faced with the challenge of implementing a task that runs in the background at
14 regular intervals. This is a pattern that many people ask me about. I've seen implementations that
15 are based on the APScheduler package, on Celery, and even homegrown solutions built inside a
16 background thread. Sadly none of these options are very good. In this article I'm going to show
17 you what I believe is a very robust implementation that is based on the Flask CLI and the cron
18 service.
19
20 Title: Building an SMS Chatbot with OpenAI's GPT-3 engine, Twilio and Python
21 Summary:
```



Building a Chatbot with OpenAI's GPT-3 engine, Twilio SMS and Python

BY [MIGUEL GRINBERG](#), Python Developer for Technical Content at Twilio

<https://www.twilio.com/blog/openai-gpt-3-chatbot-python-twilio-sms>

A GPT-3 chatbot is a software application that is able to conduct a conversation with a human user through written or spoken language. The level of "intelligence" among chatbots varies greatly. While some chatbots have a fairly basic understanding of language, others employ sophisticated artificial intelligence (AI) and machine learning (ML) algorithms to achieve an almost human conversational level.

TOOLS





Eliminate Bias, Increase Diversity



Remove Bias

Biases in the screening process can unknowingly eliminate great candidates. Make data-backed hiring decisions based on merit.

[Learn More ▸](#)

Increase Diversity

Diversity is a competitive advantage. Increase your workplace diversity and build stronger teams.

[Learn More ▸](#)

Ensure Compliance

Ideal's proprietary AI for recruiting technology is both EEOC and OFCCP compliant.

[Learn More ▸](#)



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Designed, developed and deployed specifically
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Somen Mondal

How can we help? We're here

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Top Fortune 500 and Fast-Growing Companies trust Visage for sourcing

Cognizant

Deloitte

SIEMENS

Walgreens

Quest
Diagnostics

Walmart

CIELO

IMAGINE IF JOB DESCRIPTIONS



Could be personalized on the
fly....

@FISHDOGS

BE

HUMAN

Thank You!

CONTACT INFORMATION:

Craig Fisher

Founder of TalentNet Media

Mobile: +1 214-394-0909

Craig@TalentNetMedia.com

