When candidates for industrial and logistics roles are hard to find, it’s more important than ever to identify candidate fit and turnover risk. Modern Hire’s focus on performance prediction helps recruiting teams do both efficiently and effectively.

Modern Hire is transforming industrial and logistics hiring with trusted science and proven technology. With Modern Hire, recruiters engage candidates’ interests and identify fit and hire faster than ever, for single positions and at scale. Our intelligent hiring platform can meet the needs of every step of your hiring process.
WHY INDUSTRIAL AND LOGISTICS RECRUITERS PARTNER WITH MODERN HIRE

AUTOMATION
Modern Hire’s automated workflows drive speed and efficiency without yielding on quality of hire or candidate experience. Recruiting teams that need to make thousands of hires can reach deeper into their talent pool to quickly engage hundreds of thousands of candidates with less effort and time.

CANDIDATE ENGAGEMENT
Industrial and logistics recruiters will never give up on the personal touch in hiring. With Modern Hire, you create branded, personal hiring experiences for every candidate, every role, with every workflow. Use Modern Hire’s advanced technology to handle the routine while you handle the relationships.

ADVANCED SELECTION SCIENCE
Modern Hire’s science-based hiring platform offers the deepest and broadest talent intelligence available, developed for fair, ethical hiring. Our advanced hiring tools are the best in the business at predicting performance and job fit for external and internal candidates. Use Modern Hire to build your most diverse, engaged, and qualified workforce.

ALL-IN-ONE HIRING SOLUTION
Our platform is made for configurable, seamless, end-to-end workflows across all positions in all industries. Modern Hire’s Hiring Blueprints can be your starting point. Hiring Blueprints are recommended, ready-to-go hiring templates built around scientifically validated, job-specific assessment and interview content to engage and screen, assess and interview, and evaluate and hire your top talent faster.

Industrial and Logistics Hiring Blueprints offer a combined assessment and interview experience that measures the competencies we have identified as predictive of success in the following roles:
- Operation Supervisor
- Laborer
- Machine Operator
- Maintenance Technician
- Warehouse Associate

SEE WHAT INDUSTRIAL AND LOGISTICS RECRUITING LEADERS SAY ABOUT MODERN HIRE
Leading national and global industrial and logistics operations have partnered with Modern Hire to transform hiring. Hear from practitioners like you - the challenges they face and the innovative solutions they’ve found in these client stories.

PERFORMANCE STARTS WITH SERIOUSLY BETTER HIRING

MULTINATIONAL RETAIL CORPORATION
$5.5M saved through retention

AMERICAN PAINT MANUFACTURER
Measurably improved quality of hire

COFFEE MACHINE MANUFACTURER
Efficiently identifying best-fit candidates at scale

GLOBAL COURIER DELIVERY
Reducing candidate wait for interview scheduling from 6 DAYS TO 1

SNACK PRODUCTS MANUFACTURER
Improving quality of hire and new-hire retention in warehouse roles
MULTINATIONAL RETAIL CORPORATION

HIRING 2,000 FREIGHT HANDLERS PER MONTH AND REDUCING TURNOVER

For a multinational corporation that hires 2,000 freight handlers per month, finding a better way to reduce early turnover and retain the best-qualified associates for the position was the key to improving business performance. Leadership chose Modern Hire’s advanced selection science and technology to efficiently bring data-driven selection and great candidate experiences to its high-volume hiring.

Modern Hire built a custom Virtual Job Tryout® that engaged candidates in freight loading, math, order filling, situational judgment, work history, and work style exercises at scale. Candidates performed job simulation exercises, and 99% agreed that the assessment gave them a better understanding of the role.

BY IDENTIFYING AND HIRING TOP-SCORING CANDIDATES, THE CORPORATION:

$5.5M
saved through retention

17%
nincrease in productivity

99%
of candidates agreed the Virtual Job Tryout gave them a better understanding of the role.

Top-scoring candidates were 2X as likely to be identified as effective overall in the position.
IDENTIFYING TOP PERFORMERS FOR A CHEMICAL MANUFACTURING ASSOCIATE ROLE

This Fortune 500 company wanted its recruiters to have a more accurate method of identifying candidates capable of teamwork, machine operation, and manufacturing efficiency. It turned to Modern Hire’s advanced science and technology to implement data-driven candidate selection.

Modern Hire built a Virtual Job Tryout that identified candidates capable of being strong performers in the chemical manufacturing associate position. The assessment engaged candidates in troubleshooting, multitasking, machine operation, and logical reasoning exercises. Based on their experience with the Tryout, 97% of candidates said they would gladly tell their friends about employment opportunities at the organization.

With Modern Hire, recruiters could efficiently give candidates insight into the role and accurately predict future job performance at scale. By partnering with Modern Hire, the manufacturer was able to improve the quality of hire as measured by a range of objective metrics and supervisor ratings of performance.

97% of candidates would gladly tell their friends about employment opportunities at the organization based on their Virtual Job Tryout experience.
COFFEE AND BREWING MACHINE MANUFACTURER

TRANSFORMING HIGH-VOLUME HIRING OF MACHINE OPERATORS

Recruiters for a leading coffee machine manufacturer faced a constant challenge in hiring at scale for the machine operator role. The team wanted to improve its ability to evaluate candidates while engaging them in an interactive hiring experience. They chose Modern Hire’s advanced selection science and technology to help predict the candidates’ future job performance.

Modern Hire built a Virtual Job Tryout that assessed candidates on problem-solving, work style, logical reasoning, prioritization and delegation, and leadership characteristics. The assessment provided significant insight into the role for candidates and enabled them to demonstrate critical job-related competencies.

With Modern Hire, the recruiting team has efficiently and effectively identified high-potential candidates who demonstrate competencies shown to drive performance in the machine operator role.

The Virtual Job Tryout assessed candidates on core competencies that drive on-the-job success in the machine operator role, including problem-solving, work style, logical reasoning, prioritization and delegation, and leadership characteristics.
GLOBAL COURIER DELIVERY

ENGAGING 80,000 CANDIDATES FASTER AND MORE EFFICIENTLY

One of the world’s largest global logistics companies gets 200,000 annual applicants. Its recruiting team needed faster, more efficient candidate engagement to hire tens of thousands of seasonal package handlers in just four months. The company found its solution with Modern Hire’s automated interview scheduling.

Each courier location pre-set its interview availability at the beginning of the hiring process, which meant candidates could click on the date and time that worked best for them. A reminder was automatically sent after 24 hours if candidates didn’t select a time.

Immediately after applying, nearly 80,000 candidates received an email invitation to self-schedule a phone screen. Out of these candidates, 66% selected an interview time within 24 hours – a considerable improvement over the previous period of 6 days. In addition, the team was able to schedule interviews with 68% of its total applicants, an improvement of 15% over the previous year.

“We needed the technology to be easy to use and customizable as we have 600 different unique situations. What we found with Modern Hire is that we were able to do that customization.”

Manager of TA and Planning, Global Logistics Company

66% of applicants scheduled their interview the same day as applying

Recruiters scheduled interviews with 15% more candidates
SNACK PRODUCTS MANUFACTURER

IMPROVING QUALITY OF HIRE AND NEW-HIRE RETENTION IN WAREHOUSE ROLES

The leading contract manufacturer for private-label snack companies in North America, Australia, Asia, Central, and South America turned to Modern Hire to improve quality of hire in its warehouse division and increase retention after the initial 90-day probationary period.

Modern Hire built a Virtual Job Tryout for the manufacturer’s packaging role that incorporated exercises in math, situational judgment, work history, work style, and a custom simulation for pallet counting. Candidates appreciated the realistic look at what the job offered, and the feedback was overwhelmingly positive.

The recruiting team was able to expertly and efficiently identify best-fit candidates using Modern Hire’s advanced selection science and technology. Packaging team candidates who performed well on the assessment showed better performance in their new role and were less likely to leave the position after the 90-day trial period.

With Modern Hire, recruiters could identify best-fit candidates based on accurate prediction of their future job performance in packaging roles.
SERIOUSLY BETTER HIRING

In industrial and logistics hiring, continuous improvement in candidate engagement, speed, and quality of hire is essential for responding to whatever the ‘next normal’ brings. An intelligent platform like Modern Hire, backed by deep investment in the science of human performance in the workplace, enables that continuous hiring transformation. Seriously better hiring starts with Modern Hire.
Seriously better hiring through better prediction of job performance and fit.

Modern Hire’s intelligent hiring platform transforms each step of the process with screening, assessment, interview, and workflow automation tools that make hiring more effective, efficient, ethical, and engaging. Modern Hire is differentiated by its advanced selection science and is trusted by more than 700 leading global enterprises and nearly half the Fortune 100.

Find out more about Modern Hire’s commitment to seriously better hiring.

modernhire.com