



CASE STUDY

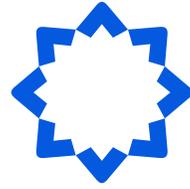


Andela

Plum helped create a **34% increase** in the likelihood of hiring a top performer

OVERVIEW

Andela extends engineering teams with world-class software developers.” Andela’s commitment is to continually produce the world’s top developers who not only code but are fast learners, team players, and future leaders for start-ups and Fortune 500’s. They integrated Plum into their application process because they knew they had to search beyond skill and instantly identify those that possessed the numerous dimensions identified as being critical to future success.



CHALLENGES

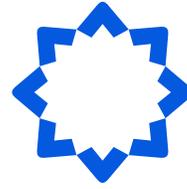
With 18,000 applicants for a coveted 120 positions, the competition to be accepted into Andela's elite program is intense. The intensity of sorting through applications not only occurs upon entry into this program but also when placing graduating fellows into jobs with industry leaders. Applicants possess remarkable skills, but a successful Andela Fellow needs more than just skills upon graduation to determine their fit within an organization and to predict success. With so many applicants and world-class companies coming to Andela for their fellows, it was imperative to be able to identify which graduates would have the strongest competencies and to match those graduates to the right organization.

“We needed to filter 18,000 applicants down to an elite 120 positions.”

Chief Success Officer
Lisbi Abraham

With a strong reputation to protect, an elite customer base, and a high standard set, time and quality were not things that Andela could waste. Andela knew that they needed to find an efficient way to sort through a vast amount of applicants and ensure that they are training only the best. Paramount was having confidence that they are producing top graduates while appropriately matching them to organizations where they will fit in more than just at a skill level.

Andela was inspired to look at options outside of their organization that would provide them with insight into their applicants in a quick and accurate manner. Saving time and having trust in their choice of applicants, their graduates, and the graduate's placement required the right tools.



SOLUTION

Andela's leadership began to investigate third party solutions that could help accomplish two things: Review and sort through a vast amount of applications narrowing down their candidate selection to only those who were considered the best according to the program's match criteria. And ensure that when placing their graduates with an organization, that they were correctly matching candidates to organizations based on the unique role and job fit.

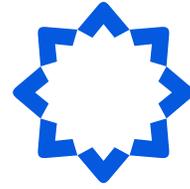
*"It's not just about a developer's experience coding. We produce the world's top developers because we've identified the key traits that will make them successful in their future roles using Plum. We ensure our developers are the **top 95th percentile for what we need** because Plum identifies them before they even begin the program. When they graduate, they can jump right in and build solutions for a variety of clients."*

Chief Success Officer
Lisbi Abraham

It came down to finding a solution that put time back into their day and provided unprecedented confidence in their decisions.

Andela chose Plum to solve their challenge.

The science of Plum combined with what Andela knows world class companies need in their developers, enabled the application process to instantly identify those applicants who will be successful. And not just strong fellows in the program, but once graduated, they will be valuable assets to the industry leaders with whom they will work.



RESULTS

The best part of Plum and Andela's relationship is the ability to adapt the selection criteria to the changing needs of the world. Through collaboration, thorough analysis of Plum's personality data is conducted to modify the match criteria to keep up with the shifting requirements of the workforce.

Plum and Andela's partnership has led to a **34% increase in the likelihood of hiring a top performer in the workplace.** Adapting to the changing workforce allows Andela the ability to develop future fellows who graduate as world class developers, problem solvers, and leaders. With a 1% acceptance rate, comprehensive training and the right personality and behaviors discovered with Plum, Andela is building the next generation of tech leaders.

ABOUT PLUM

Plum is the world's most accurate top-of-the-filter employment assessment available.

Leading businesses know the benefits of hiring great people and how expensive it is to hire poorly, but their recruiting methods are often inaccurate and slow. Plum dramatically improves the hiring process by increasing accuracy and reducing time to hire.

Our hosted product adds a simple layer to recruiting that identifies top performers for every position: saving time and reducing hiring costs.

Plum's team of scientists have automated and re-designed the same quality of psychometric testing that selects CEO's of Fortune 500 companies, making such testing capability available to be used for hiring staff at all levels within your organization. Hiring managers can be confident they are selecting from the cream of the crop and that they will reduce turnover and costs associated with bad hires.