## Signation and a second second

# Hiring Process Functional and Physical Future State

Future State Goals Summarize a Selection of Over 50 Change Options

#### Visit Consolidation

se pre-visit preparation and calibration, seamless sharing of knock-out and score results to prioritize candidates who can complete physicals during the first visit, or otherwise improve capacity for physicals to allow same-day service

#### Refresh Relevance

ild on recent gains in challenging relevance to ensure the right tests included, and irrelevant tests are not. Consider designing some anufacturing Simulation or other physical tests to match Functional

### Build Pilot Capacity

#### Digitize Processes

rove digital integration of records, authorizations, and umentation, to streamline candidate work and eliminate r

#### Use Conditioning

e reasonably expected to improve. Use this information to reater pass rate, supplemented by work hardening



