Bringing Verified Skills to Early Career Recruiting

RIPPLEMATCH   CodeSignal

Our Speakers Today

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CodeSignal

Where Skills Meet Opportunity

RIPPLEMATCH ➕ CodeSignal

One Platform That Can Run Your Full Early-Career Workflow

Skills Assessments to measure and understand real world skills

Source & Screen Job-Ready Talent, Automatically

Skills Development with hands-on practice and AI-powered feedback

Find the Best Fits Across Your Funnel with Smart Scoring & Verified Skills

Live & AI Interviews to run effective and consistent interviews

Talent Leaders Face a Perfect Storm of Higher Stakes, Tighter Budgets, and More Applicant Volume

Recent grads feel desperate, facing high unemployment and a broken career ladder

AI is changing the skills that teams need to hire for at entry level

Campus recruiting teams asked to **do more** with a smaller team and budget

The number of applications on LinkedIn has increased over 45% in the past year.
NYT, JUNE 2025

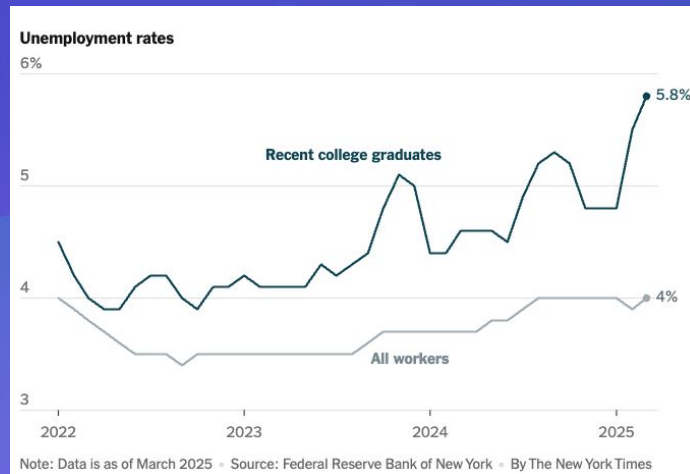*Goodbye, $165,000 Tech Jobs. Student Coders Seek Work at Chipotle.*
NYT, Aug 2025

Unemployment rates

6%

Recent college graduates

5.8%

5

4%

4

All workers

3

2022 2023 2024 2025

Note: Data is as of March 2025 · Source: Federal Reserve Bank of New York · By The New York Times

Traditional Hiring Tools Are not Working in the AI Era

- Ease of applying is making the volume of noise go up

- AI resume writing makes it harder to differentiate candidates

- ATS help filter candidates, but don't create signal

"I used ChatGPT to write 200 cover letters"

Reddit, 2025

87%
of companies can't hire enough AI talent

CIO Dive

1 in 5 Candidates Apply to 300+ Jobs

RM Survey

The Future of Hiring is Skills-Based

- ⭐⭐ Identical, AI-generated applications are stripping away **authentic signal.**

- 🏅 The skills required in this era are more important than ever **and changing fast**

- 🔍 Traditional signals like GPA and school prestige are losing their value

The Evolution of Assessments in Hiring

Employer assessment trends
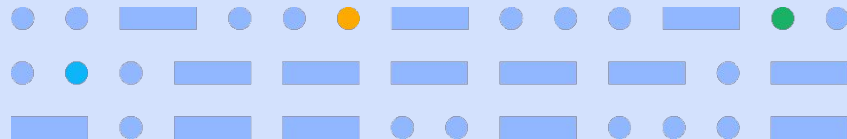
Verify skills with simulations

AI-assistants for tech roles

AI interviews for tech & non-tech

AI impact on skills assessment strategy

AI skills assessments

GenAI Literacy

Prompt Engineering

AI Researcher

Applied AI

Technical skills assessments

AI co-pilot candidate coding experience

General

Advanced

Back End

Full Stack

Durable skills assessments

Sales role–play with AI prospect

Customer support with AI writing

Top of funnel phone screen with AI interviewer

AI to improve learning outcomes

Cosmo, an AI tutor

Ensure learners never get stuck with targeted instruction and instant help

AI-driven course recommendations

Offer learners a tailored paths based on their skills and goals, driving increased engagement and effectiveness

Practice-based learning

Both tech and non-tech courses with hands-on, simulation-based learning for mastery

Learn courses for tech & non-tech

Track 2: AI Integration   Track 3: AI Creation

Track 1: AI Use

Understand and learn skills to use the latest AI tools and capabilities to be more effective at work and help drive the company forward in the AI age.

Best for
Anyone

Prerequisites
None

Key Skills
GenAI capability awareness, GenAI proficiency and use, GenAI limitation awareness

Outcomes
Participants graduating from this track should have the skills and expertise to use AI effectively and responsibly in their day-to-day to unlock new levels of productivity.

Content	Primary Target Skills	Category	Period
Generative AI in 2025 – Overview and Practice	GenAI capability awareness	*Knowledge, practice*	WEEK 1
Mastering Communication with AI Language Models	GenAI proficiency and use	*Knowledge, practice*	WEEK 2
Applying Generative AI in Everyday Professional Tasks	GenAI proficiency and use	*Knowledge, practice*	WEEK 3
Making Things Shine – Practice and Learn Image Generation with AI	GenAI capability awareness	*Knowledge, practice*	WEEK 4
Generative AI – The Next Frontier: Voice, Video, and More	GenAI limitation awareness	*Knowledge, practice*	WEEK 5
AI Literacy Assessment	GenAI capability awareness, GenAI proficiency and use	*Certification*	WEEK 6
Understanding LLMs and Basic Prompting Techniques	Prompt design and development	*Knowledge, practice*	WEEK 7
Engineering Output Size with LLMs	Prompt design and development	*Knowledge, practice*	WEEK 8
Journey into Format Control in Prompt Engineering	Task analysis and outcome definition	*Knowledge, practice*	WEEK 9
Prompt Engineering for Precise Text Modification	Prompt testing and iteration	*Knowledge, practice*	WEEK 10
Advanced Techniques in Prompt Engineering	Advanced prompting techniques	*Knowledge, practice*	WEEK 11
Prompt Engineering Assessment	Prompt design and development, prompt testing and iteration, advanced prompting techniques	*Certification*	WEEK 12

Integration Deep Dive

CodeSignal + RippleMatch

Candidates take assessments in app based on background, interests and jobs they apply to

Candidates control if their assessment results are ready to share with customers

Instant profile boost as Verified Skill Badges appear through our integration

RIPPLEMATCH

eBay

eBay

Full-Time · Hybrid
Junior Front End Developer

Detroit, MI · Los Angeles, CA
Automotive
Software Development
$95,000 / year max

Software Developmer

You've got role matches!

Full-Time · Hybrid
Accounting Intern

Detroit, MI · Los Angeles, CA
Automotive
Software Development
$104,000 / year max

RM

Source and filter candidates based on a wide range of **AI, hard skills and soft skills**

AI Skills

Prompt Engineering

Gen AI

Function-Specific AI Tools

Technical skills

Coding

Data Science

Web Development

Business & Leadership

Sales Negotiation

Leadership & Management

Public Speaking

Power Skills

Problem Solving

Communication

Collaboration & Influence

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Using Matching & Verified Skills to Narrow Down Your Top of Funnel Based on True Signal & Quality

Hiring Channels:

Job Boards

Events

Careers Page

**RIPPLEMATCH
Applicant Sorting**

Our Platform identifies qualified applicants **based on education, experience, work auth, skills, custom questions,** and more.

**RIPPLEMATCH
Automated Sourcing**

Our platform **automatically sources Qualified Candidates** for your roles

CodeSignal

Candidates with **verified skills → to qualified pool**

Candidates **without verified skills → optional assessment**

RippleMatch candidates can **take learning paths & assessments proactively**

RIPPLEMATCH

Disqualify unqualified candidates.

Get a feed of **Only Qualified Candidates**, ordered by fit, **with Verified Skills**

4 candidates are ready to interview

CodeSignal

Interview Process: Custom Assessments, AI Interviews, or Live Tech interviews

Hires

ANALYTICS ON SKILLS AND FUNNEL PERFORMANCE

Game-Changing Outcomes
for Fast-Moving Teams

Save Time & Effort.
Filter Your Funnel.

Spend 70% less time on unqualified applicants by filtering your top of funnel to qualified, top talent.

Hire with Confidence.
Cut Through the Noise.

As AI-generated and copycat applications flood job boards, focus on real candidates with verified skills and genuine intent.

Source Top Talent.
Zero Effort required.

Add top talent to your hiring funnel by automatically sourcing qualified candidates who are great fits for your team.

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Demo

Bring Skills-Based Hiring to Life in Your Funnel Today

For RM & CodeSignal Customers

Ask your CSM about adding assessments to your application process.

Start sourcing based on verified skills today!

For Universities

You can now use CodeSignal + RippleMatch for learning, development and job placement.

Contact us to learn more!

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Q&A

The Verified Skills Workflow

1

Candidate Takes Assessment

Candidates proactively take assessments as recommended by our AI

You'll earn this verified skill badge
✨ Excel & Data Analysis - Certified

Maybe Later | ⚡ Let's Go!

2

Results Sync to Candidate Profile

Results sync automatically from Codesignal to their RM profile

Python
Codesignal
🏆 Strong

</> Python

⚲ Assesment
📅 Sep 15

3

Recruiters Review Candidates

Recruiters tell our AI what skills to source for, and can see verified skills on candidate profiles

Certifications

⬦ AI Literacy: Advanced ⌄   ⬦ General Coding Assessm

⬦ Behavioral Profile

Matching Skills From Lucia's Resume

⬦ DevOps   ⬦ Cloud   ⬦ Azure   ⬦ Kubernetes

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