

Welcome to

Advanced Textiles

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The Fabric of a Great Candidate Experience

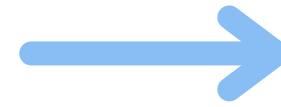
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Radar



What is Candidate Experience?

It isn't a "nice to have".



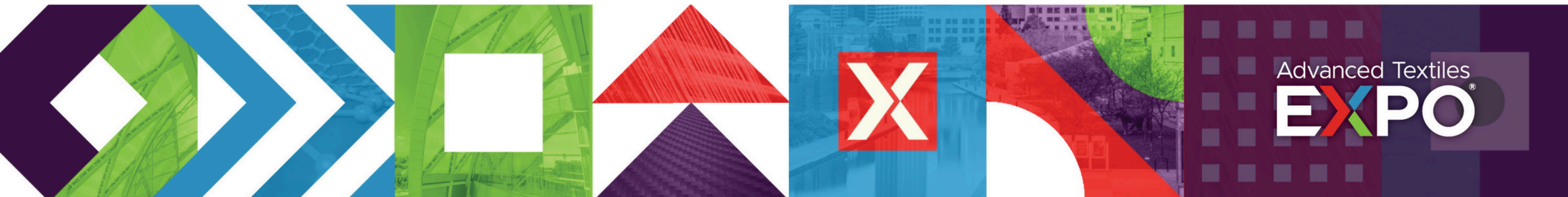
It is a requirement

Labor shortages persist across advanced manufacturing

Many roles require specialized skills that cannot be replaced or automated

Pay alone will not win the talent war – experience and culture will

Candidate experience is the first touchpoint for any potential employee



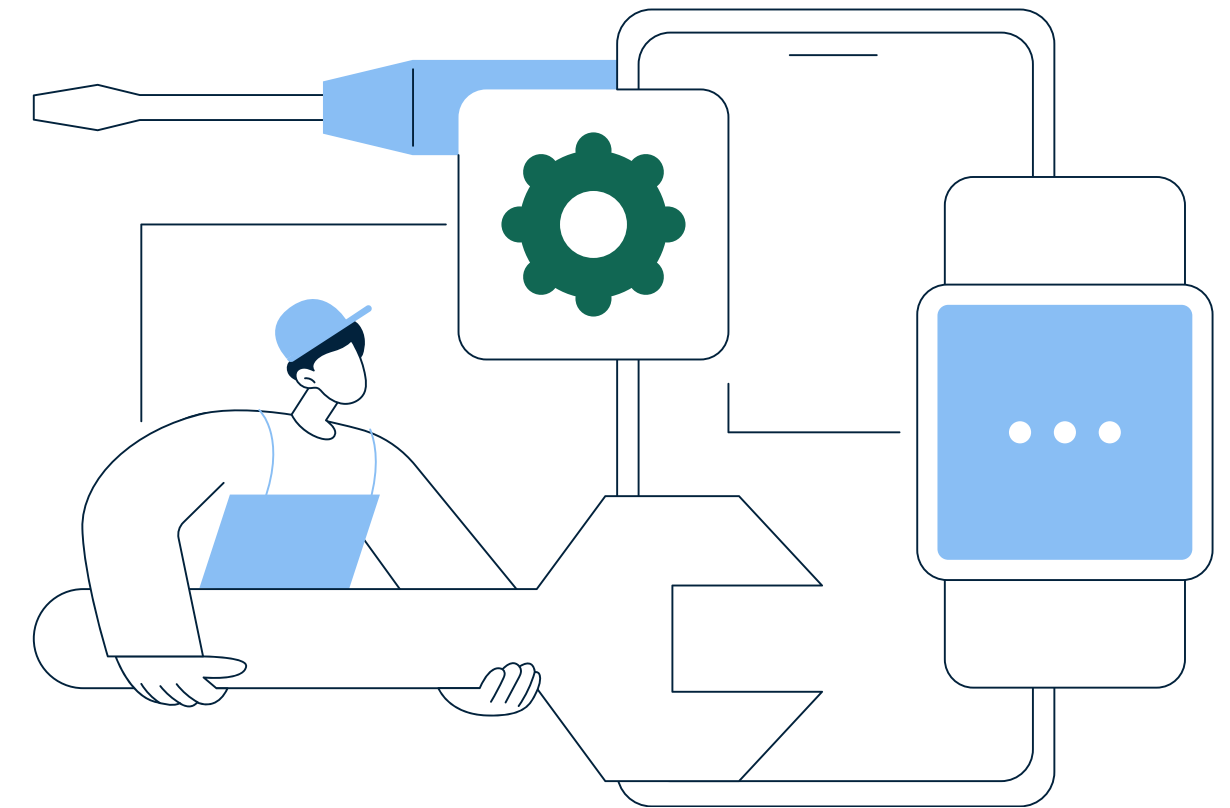
What 's Broken

Job seekers apply to dozens of roles; hiring managers get overwhelmed

Both sides “ghost” each other in frustration

Candidate can't find open roles that actually exist

This results in missed connections, wasted time and damaged reputations



What Great Candidate Experience Looks Like

DO	DON'T
Invite people in and make it easy to apply	Assume candidates will find you
Write clear, human job descriptions	Use internal jargon or HR-speak
Communicate at every stage	Leave people guessing
Use a structured interview process	Hire by gut feeling
Measure every step of the process	Ghost candidates

Why It Matters for the Textile Industry

Every vacancy impacts output

Word of mouth in small industry circles can make or break your reputation

Positive experiences = stronger referrals and better retention



The Way Forward

Walk through your process like a candidate

Simplify applications, clarify communication,
and close every loop

Small changes lead to big perception shifts



Quick Wins to Improve Candidate Experience

- ✓ **Respond to every applicant within 5 days**
- ✓ **Simplify job postings (no internal codes)**
- ✓ **Provide interview prep tips**
- ✓ **Send a “what to expect” email before interviews**
- ✓ **Follow up post-interview — even if it’s a “no.”**

Questions?



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See You Next Year



 **ORLANDO, FL**
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