Modernizing manufacturing hiring at the speed of production

Production does not wait for a requisition to close. Neither do qualified candidates.

From the production floor to the maintenance bay to the distribution center, manufacturers manage some of the highest-volume hiring in any industry. Hundreds of hourly and skilled-trade roles may be open at once, evaluation quality can vary across shifts and sites, and demand can surge with plant expansions, new contracts, and seasonal peaks.

Eightfold and The Groove help manufacturing organizations modernize hiring at scale—combining AI-native talent intelligence with the strategy, implementation expertise, and change management needed to turn technology into measurable workforce impact.



Three hiring challenges facing manufacturers today:

Frontline hiring is a volume problem
Lean recruiting teams struggle to keep pace with hourly and skilled-trade demand, leaving qualified candidates waiting and critical roles open.

Inconsistent interviews cost qualified talent
When evaluations vary by manager, shift, or site, the strongest candidates do not always rise to the top.

Hiring surges overwhelm capacity
Plant expansions, new contracts, and seasonal peaks can quickly exceed recruiting capacity, increasing costs and driving candidates toward faster offers.

Eightfold and The Groove can help manufacturing organizations:

- Deploy AI-native talent intelligence that identifies qualified candidates beyond the résumé and moves them from application to structured interview faster.
- Deliver consistent, skills-based evaluations at scale—with multilingual, 24/7 access, auditable records, recruiter oversight, and human decision-making.
- Reduce evaluation variability across teams and locations by applying a consistent, structured interview framework to every candidate.
- Turn implementation into sustained impact through process optimization, user adoption, analytics, and ongoing advisory support.

Proven impact with Eightfold AI Interviewer:

80%
WORK AUTOMATED
Recruiter time spent on candidates, not coordination

90%
FASTER TIME TO INTERVIEW
Qualified candidates evaluated upon application

93
CANDIDATE NPS
An interview experience candidates enjoy

AI-native hiring, activated for manufacturing

Eightfold AI Interviewer brings intelligent, structured interviewing to the hiring process. The autonomous talent agent conducts screening, functional, coding, and 360° interviews; evaluates responses; and delivers immediate, skills-based summaries to recruiters.

Powered by Eightfold Talent Intelligence, AI Interviewer evaluates skills, experience, potential, and career trajectory beyond the résumé. Interviews are available anytime in 22+ languages via web, SMS, and WhatsApp—with recruiter oversight and human final decision-making built in.

Together, Eightfold and The Groove help manufacturers move beyond isolated automation to create a faster, more consistent, and more scalable hiring model. Try AI Interviewer now.

Built for responsible AI adoption:

- FedRAMP Moderate authorization includes assessment against more than 325 NIST 800-53 controls and continuous monitoring.
- SOC 2 Type II and ISO 27001, 27017, 27701, and 42001 provide independently audited security, privacy, cloud, and AI governance assurance.
- Customer data is encrypted in transit and at rest, with identity controls, least-privilege access, and tenant-level isolation.
- Eightfold does not train its models on identifiable customer data, and agencies control data residency, retention, and deletion.
- AI supports structured evaluation but does not make hiring decisions; human oversight and published independent bias audits promote accountability.

Security documentation, audit reports, and testing summaries are available through the Eightfold Trust Center.

The impact for manufacturers:

Give lean teams production-scale capacity: Run a structured interview for every hourly and skilled-trade applicant when they apply, at virtually any volume, without adding recruiting headcount.

Standardize evaluation across shifts and sites: Assess every candidate against the same job-relevant framework so hiring quality does not depend on who conducts the interview.

Make surge hiring easier to manage: Scale interview capacity quickly when plant expansions, new contracts, or seasonal peaks create sudden demand.

Reach candidates on their schedules: Let candidates interview between shifts using mobile, web, SMS, or WhatsApp instead of waiting for a recruiter callback.

The Groove: From technology deployment to workforce impact

As an Eightfold consulting partner, The Groove helps manufacturers translate Eightfold's capabilities into sustainable business and workforce outcomes.

Certified Eightfold expertise: Deep platform knowledge helps organizations deploy successfully and realize value faster.

Tailored, lower-risk transformation: Strategy, integration, governance, and change support are aligned to each organization's unique environment.

Proven human capital experience: More than 30 years of expertise and 2,000+ client engagements inform stronger workforce outcomes.

Ready to modernize manufacturing hiring? See how Eightfold and The Groove can help you hire critical talent faster, build a future-ready workforce, and introduce AI with the governance and support manufacturing demands. **Visit thegroove.io/partners-eightfold.**

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