

Navigating the new reality of hiring in manufacturing

Production doesn't wait for your req to close. Neither do the candidates.

From the production floor to the maintenance bay to the distribution center, manufacturers run some of the highest-volume hiring in any industry: hundreds of hourly and skilled trade reqs open at once, varying evaluation quality across shifts and sites, demand surges from plant expansions and new contracts, and candidates who apply on their phones between shifts. Modernizing hiring in this environment requires AI that operates at production scale, running inside the Oracle systems manufacturers already use to run the business.

Three hiring challenges facing manufacturing organizations today:

Frontline hiring is a volume problem

Lean recruiting teams cannot keep pace with hourly and skilled trade demand, leaving qualified candidates waiting and critical roles open.

Inconsistent interviews cost qualified candidates

When evaluations vary by manager, shift and site, the best applicants do not always rise to the top.

Hiring surges overwhelm the process

Expansions, new contracts and seasonal peaks exceed recruiting capacity, increasing costs and driving candidates to faster offers.



With Eightfold AI Interviewer and Oracle Recruiting, manufacturing organizations can:

- Move candidates from application to structured interview in hours rather than weeks, with interviews available 24/7 at any volume—without changing existing Oracle HCM workflows.
- Build compliance documentation from the first interview through standardized, defensible evaluation records, recruiter oversight, and human final decision-making.
- Reduce evaluation variability across teams and locations by applying a consistent, structured interview framework to every candidate.
- Keep candidate data within approved, governed systems through an embedded integration with the Oracle environment IT and compliance teams already control.

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

Eightfold AI Interviewer



Agentic interviewing, inside Oracle Recruiting

AI Interviewer is an autonomous talent agent, embedded in Oracle Recruiting Cloud workflows. It conducts screening, functional, coding, and 360° interviews directly within Oracle Recruiting, evaluates responses, and delivers instant, skills-based summaries to recruiters, anytime, in 22+ languages, via web, SMS, and WhatsApp.

Powered by Eightfold Talent Intelligence and trained on more than 1.6 billion career trajectories and 1.6 million skills, AI Interviewer assesses skills, potential, and career trajectory beyond the résumé, always with recruiter oversight, human final decisioning, and published independent bias audits.

Built to clear your security review, not just your shortlist:

- Government-grade, extended to everyone. Independently audited and continuously renewed.
- Your data is never training data. Eightfold does not use identifiable customer data to train its models.
- Humans make the hiring decisions. AI Interviewer supports evaluation, it does not decide. Independent bias audits published under NYC Local Law 144.
- Verify before you sign. You control residency, retention, and deletion. Certifications, penetration test summaries, and pre-answered questionnaires are in the Trust Portal, no NDA required.



What it looks like in manufacturing:

Give lean teams production-scale capacity. Run a structured interview for every hourly and skilled trade applicant the day they apply, at any volume, from steady hiring to sudden surges, with no added headcount or ramp time.

Identity and skill validation in one tool. Verification through CLEAR and ID.me confirms who's interviewing.

Standardize evaluation across every shift and site. Every candidate is assessed against the same framework, so hiring quality stops depending on who conducted the interview.

Interview candidates between shifts, on their phones. With 24/7 mobile availability, candidates interview on their own schedule instead of waiting for a callback.

Activate the procurement shortcut most manufacturers haven't. Available through Oracle Cloud Marketplace with no new budget, vendor, or security review. Most organizations are live within two weeks.

How to buy: Oracle Cloud Marketplace

-  **Use existing Oracle credits.** Purchase AI Interviewer through Oracle Cloud Marketplace using eligible Oracle Cloud credits.
-  **Simplify procurement.** Buy through your existing Oracle procurement process for faster contracting and deployment.
-  **Deploy with confidence.** Extend your Oracle Recruiting environment with a secure, enterprise-ready solution.

Ready to hire faster? Request a demo at eightfold.ai/demo or purchase directly on Oracle Cloud Marketplace.