



“engin is easy,  
fast, and efficient”

— Skymint HR

**SKYMINT**  
BRANDS

+

**engin**

## Increasing quality applicants and speeding up the hiring process

Skymint finds the balance between creating a world-class, household brand and scalable business with providing high-quality, artisan cannabis products. Their clear processes enable Skymint to develop their people and streamline their systems to effectively grow fast. With an executive team composed of members from companies like Nabisco, Chrysler, and Good Year, Skymint is designed to thrive. Their customer-facing storefronts give a warm and comfortable feeling that attracts the best people to their workplace.

All the departments are stacked with highly talented, kind individuals. There’s a massive opportunity for career growth and mentorship for everyone who joins the team. Skymint encourages both team collaboration and interdepartmental collaboration – this provides so many learning opportunities and is simply fun. The benefits are some of the best in the industry.

Despite Skymint's focus on their people, hiring hourly employees was a challenge. In such a rapidly growing company, Skymint needed to hire employees more quickly, the HR team needed to save time, and the number of quality applicants needed to increase.

## SPEED

### CHALLENGES

Skymint is growing rapidly in the fast-growing industry. Challenges included:

- Finding hourly employees wanting to grow with Skymint + keep up with industry pace
- Implementing hiring processes to meet rapidly-growing company + industry needs

The previous primary applicant tracking system (ATS) that Skymint used was very manual, cumbersome, time-consuming. Challenges included:

- Getting jobs quickly posted to well-trafficked job platforms like Indeed™
- Filtering through applicants quickly + efficiently

These simple tasks were taking up HR professional's time and costing money.

### SOLUTIONS

engin features save time:

- Speeds up the hiring process + fills roles faster
- Saves HR professional's time – saving money

With engin, the Skymint HR team can:

- See all applicants on one screen
- Toggle between different filter settings
- Click through applicants' stages of progress
- Accomplish all tasks from one page
- Download all qualified resumes in seconds

Convenient, time-saving features allow hiring managers to compile a stack of resumes into a zip file in just a few clicks. Skymint can quickly find qualified candidates and send them to the hiring manager in seconds – speeding up the hiring process.

# APPLICANTS

## CHALLENGES

Finding applicants who have both cannabis experience and align with the employer brand was a challenge. Cannabis industry experience is rare in Michigan, so a way was needed to:

- Increase the number of quality applicants engaging with the hiring processes to meet rapidly-growing company + industry needs
- Quickly + easily sort through resumes for both skills + keywords that show an applicant is a good fit

## SOLUTIONS

With *engin*, Skymint gets jobs posted to platforms previously a challenge to get on. Open roles automatically go to free job boards that previous applicant tracking systems (ATS) did not reach. This saves time and increases the number of applicants. Because of that, Skymint is getting more quality job applicants.

The *engin* features help Skymint efficiently sort through resumes and applications by filtering for specific candidate qualities. With *engin*, Skymint easily searches for other candidate qualities, and quickly finds people who:

- Have a stable job history
- Have agriculture, horticulture, and/or customer service experience
- Work in a specific geographic location
- Gave the desired response to any questions

*engin* sorts applicants and ranks them for best-to-least fit, via our proprietary **FitScore™**.



# THE RESULTS

## SPEED

The time it takes to hire has gone down. What was taking us about 60 days to fill an hourly position, now takes Skymint about 30-35 days. Features like automatic job board posting, user-friendly views, and easy resume download have contributed to the saving of time.

## APPLICANTS

The number of quality applicants has gone up. In just 3 weeks, we received about 80 applicants for an open role using **engin**. Our other applicant tracking system (ATS) brought in about 45 applicants. **engin** brought us almost double the number of quality applicants in the same amount of time.

## ROI

Time IS money.

**“The amount of time that **engin** has saved the HR department has increased our ROI.”**

– Jason Desentz, Skymint Chief People Officer



Partner with **engin sciences** to help you build a world-class, industry leading team. Staff your team with the right people and at the speed needed to stay ahead and reach new heights in the cannabis industry.

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