Leoforce

How a Federal Law Enforcement Agency Streamlined Hiring with Applicants on Demand

The Challenge

Recruiting uniformed federal agents comes with unique hurdles—rigorous qualifications, strict clearance requirements, and an urgent need for speed. This federal law enforcement agency needed a way to source mission-ready talent at scale without overwhelming its team or wasting budget on unqualified applicants.

The Solution: Applicants on Demand (AOD)

Leoforce deployed Applicants on Demand to deliver interview-ready applicants, sourced from internal and external channels and filtered through a combination of AI and human review to deliver federal eligibility. Every candidate was pre-screened for must-have qualifications like a valid driver's license, a clean criminal record, and the ability to obtain security clearance before reaching the agency's team.

The Results

6,400+	33%	#1
applicants delivered since the launch	qualified rate— 1 in 3 met federal hiring standards	applicant source for this agency

Why It Worked

- Front-End Screening Questions: Better aligned applicants met federal prerequisites before entering the pipeline, saving countless recruiter hours.
- Mitigated Wasted Spend: The agency only paid for applicants who delivered on a pay-for-performance basis with an integrated quality feedback loop.
- AI Speed, Human Oversight: AOD blended automation with human vetting to ensure precision and compliance.
- Expanded Reach: Sourced beyond standard channels to meet volume and diversity goals.
- Reduced Hire Time to Hire and Recruiter Workflow: Significantly shortened the hiring process by filtering out unqualified applicants upfront

Key Takeaway

Applicants on Demand didn't just fill the top of the funnel—it filtered through the noise, delivering qualified, federally compliant candidates ready to move forward.

Learn More About Applicants on Demand