



A RECRUITING CURE FOR
WHAT AILS YOU



Post-Acute Care

17,000+ Employees

135 Locations/10 States

Home Health and Hospice

Founded 1999

BACKGROUND

One of the largest companies of its kind in the US, this client provides compassionate, quality care in the areas of post-acute healthcare, skilled nursing, hospice care, rehabilitation and non-medical personal care services.

AgileOne was named Recruitment Team of the Year by a third-party recruiters' network as a result of the outstanding achievements of this program.

WORKFORCE CHALLENGES

With no existing recruitment infrastructure, this client was completely reliant on external sources to provide hard-to-find, high-demand talent. In addition to the shortage of nursing, occupational therapy and physical therapy professionals, the competition for talent in the home healthcare industry has dramatically increased, making operational growth nearly impossible for an organization without a stable recruitment infrastructure.

In addition, the client was experiencing a growth period marked by a series of acquisitions and needed a strong business partner that could collaborate with executive leadership to implement, standardize, and execute new recruitment processes to meet their expansion goals. Their focus was on building a highly respected employer brand with exceptional candidate experience that would fuel their talent pipeline.

SOLUTION

AgileOne partnered with the executive leadership to implement an end-to-end recruitment process outsourcing (RPO) solution that would meet their complex workforce needs. Over a three-year period AgileOne centralized and standardized the company's recruitment processes, introduced a new employee referral program and launched a comprehensive, recruitment-marketing strategy.

CASE STUDY

The AgileOne RPO team implemented, designed and configured a new ATS to align with the client's desired recruitment practices. Robust reporting from the ATS provides meaningful, real-time data to support informed, proactive decisions. To further enhance visibility, the AgileOne RPO team deployed a new, interactive dashboard to quickly identify trends, consult with leadership, and drive focused recruitment strategies.

Throughout the process, AgileOne has served as a consultant to the client, participating in internal meetings and providing best practices on change management. The AgileOne RPO team offers regular guidance in areas such as compensation equity to ensure the client remains a desired choice for candidates in home healthcare.

RESULTS

The client engaged AgileOne at an executive level, supporting change management from the top down. This level of collaboration has resulted in a highly successful business partnership. AgileOne has achieved over 1500 new hires, which represents 23 percent year over year growth. The team reduced time to fill by 14 days, increased employee referrals by 43 percent and successfully executed 24 live job fairs. Candidate satisfaction is above 95 percent, hiring manager satisfaction rose from 76 percent to 96 percent, and the client has renewed their RPO contract with AgileOne for another three years.

About AgileOne

AgileOne's consultative approach solves workforce challenges by combining innovative talent procurement technologies and programs, with experienced industry professionals to deliver a suite of total workforce solutions. We maximize the value of our customers' workforce, decreasing liability and overhead associated with human capital management.

