



ClearCo

3LS[™]
SOLUTIONS

SUCCESS STORY

Streamlining Success for Community Changemakers

3LS Solutions hires, engages, and develops top talent to support life-changing social services programs



About the Customer

3LS[™]
SOLUTIONS

3LS Solutions operates a diverse portfolio of 19 companies primarily focusing on social services like therapeutic foster care and adoption, outpatient mental health, and community-based family support services. 3LS also supports these functions with business services including accounting, HR, IT, and financial solutions.

This structure empowers the changemakers they employ and serve to make a real difference for the people in their communities.

- Comprised of 19 different companies covering human services, real estate, technology, and professional services, 3LS Solutions focuses on improving the lives of others in their communities.
- With ClearCo, 3LS streamlined recruiting and onboarding, reducing the most time-consuming hiring stage from 47 days to just 21 days, and advancing candidates to the interview stage three times faster than before.
- 3LS also utilizes ClearCo's performance management and LMS modules to facilitate long-term development and career growth.
- All of these tools integrate smoothly with their payroll provider, ADP, to create a comprehensive system for managing the entire talent lifecycle.

The Challenge

A multifaceted organization with more than a dozen brands will inevitably have challenges managing the talent that powers its life-changing social services. As 3LS continued to grow, they realized they needed a platform that could be tailored to the specific requirements of each individual company rather than a “one-size-fits-all” approach.

Their HR team was burdened by manual data entry across multiple systems, which was cumbersome and increased the potential for errors. 3LS needed a way to consolidate recruiting, onboarding, performance management, and asset management into a single, integrated workflow that communicated with payroll and other HR functions.

“We evaluated several different platforms and ClearCo gave us the most flexibility and functionality for recruitment, onboarding, performance management, and even asset management. Having all of that in one system that also integrates smoothly with ADP was a huge benefit.”

Lauren Moss

Senior Director of HR and Payroll,
3LS Solutions

“We’re a very complex organization and we need something that we can tailor to each of our 19 individual companies, and their specific program needs.”

Lauren Moss

Senior Director of HR and Payroll, 3LS Solutions

The Solution

3LS chose ClearCo for its comprehensive toolset, superior flexibility, and robust, two-way data integration with ADP. ClearCo provided 3LS with a fully customizable recruitment platform where they could showcase individual company logos and design program-specific applications. 3LS utilizes calendar integration to allow recruiters to schedule interviews for hiring managers, improving efficiency. Onboarding was upgraded to an electronic, mobile-friendly format, allowing new hires to complete critical documents on their own time, from any internet-connected device.

It’s seamless for us to schedule interviews with the managers that are onsite in the field. We can utilize their integrated calendars, and schedule them as we’re completing the screening process for applicants. There are so many different areas where ClearCo has helped us improve efficiency and saved us time. - Lauren Moss, Senior Director

Beyond hiring, 3LS implemented ClearCo’s performance management module to craft position-specific evaluations that ensure that every employee is judged in a fair and objective way, and offered opportunities to grow their career. And to turbo-charge career development, 3LS recently implemented ClearCo’s Learning Management System (LMS), providing engaging, interactive training opportunities. Finally, 3LS utilizes asset management capabilities to assign and track company equipment, ensuring that employees have the tools they need to focus on their work without being slowed down by administrative tasks.

With the LMS, we’re looking forward to trainings that give our teams what they need to know, delivered in engaging ways. We can simply roll them out to different managers, segment them, and set up reoccurring annual trainings. It automates a big part of that process for us. And ClearCo gave us that in a system we were already familiar with. - Lauren Moss, Senior Director

The Results

The partnership between 3LS and ClearCo has led to tangible improvements in operational efficiency across the employee lifecycle:

- **Faster Recruiting:** With time saving features like calendar integrations, 3LS reduced the time to complete one key hiring stage by 55% and advanced candidates to the interview stage three times faster than before.
- **Streamlined Onboarding:** The transition to an electronic process has made onboarding faster and more efficient for both hiring teams and applicants.
- **Reduced Administrative Burden:** The integration between ClearCo and ADP eliminates duplicate data entry, reducing the potential for error and allowing the 3LS Solutions HR Team to manage a large, diverse organization.
- **Enhanced Customization:** 3LS can now easily tailor applications, onboarding, and evaluation processes down to the specific job level.
- **One Complete, Data-Driven Solution:** 3LS has one toolset to effectively manage the talent lifecycle, tracking and supporting employee success from hiring and onboarding to long-term career development. And it integrates tightly with other critical HR functions.

The ClearCo Difference:

“We’re proud to support the incredible work that 3LS does to assist communities in need. Providing tools that cover the complete talent lifecycle for their affiliate companies means they can spend more time and energy fulfilling their mission and providing crucial social services.”

Eric Larnard

Chief Operating Officer, ClearCo

