

SUCCESS STORY

A Talent Acquisition Treatment Plan

ClearCompany helps Rendevor Dialysis deliver excellent care to under-serviced populations across the U.S.



About the Customer



Serving 70 facilities in 25 states, Rendevor Dialysis can proudly boast 30 years of experience adapting to highly-restrictive treatment settings, providing reliable solutions that improve patient outcomes, and eliminate operational and service quality woes. With about 350 employees, Rendevor is the only B2B provider that offers scalable dialysis solutions in every treatment setting, from corrections facilities to hospitals and post-acute care facilities. Rendevor is always looking for highly skilled candidates to drive its mission of providing consistent and reliable dialysis solutions that improve patient outcomes and eliminate operational and service quality woes.

- Rendevor Dialysis needs highly-skilled clinical and support staff for more than 70 locations across the U.S.
- Rendevor uses ClearText to stay in touch with busy candidates. Rendevor's HR team typically receives responses to texts within 20 minutes.
- Paperless onboarding packets help new hires complete required forms within 24 hours. In one click, that information syncs with their payroll provider, ADP.
- ClearCo's industry-leading ADP integration ensures accurate, up-to-date candidate and employee records in both systems.

The Challenge

Rendevor Dialysis needed to hire candidates with highly-specialized skill sets and certifications to provide dialysis care and support clinical operations at locations across the U.S. However, their paper-based recruiting and onboarding processes were inefficient and tedious and required extensive filing, faxing, and emailing. The manual process made it even more difficult to find the right candidates and hindered hiring speed.

"Prior to ClearCo, we used all paper. So it was lots of filing, lots of written applications, lots of faxing and scanning and emailing from all of our 70 locations to the corporate office. Then, everything was manually transitioned to the other teams from there."

- Allison Green, Talent Partner

I receive a very fast turnaround when I use the text feature in ClearCo. If I send a text and say who I am and why I'm texting them, [candidates] will typically respond within 20 minutes.

Allison Green

Talent Partner, Rendevor Dialysis



[ClearCo] is worth every penny because your options are almost unlimited. You have anything somebody would need to make [recruiting and onboarding] streamlined and smooth not only for your employees but also for candidates. From start to finish, ClearCo provides everything you would need to make that a positive experience for everyone.

Allison Green

Talent Partner, Rendeavor Dialysis

"The ease-of-use of the entire platform is fantastic."

- Allison Green, Talent Partner

The Solution

Luckily, ClearCo Talent Acquisition quickly solved many of Rendeavor's hiring challenges. They were able to post open roles to a variety of job boards simultaneously and source skilled candidates from the robust passive talent pipeline built within ClearCo. With these tools, Rendeavor was able to reach far more qualified candidates than before and greatly reduced the time spent sourcing candidates. Additionally, a recent merger with a partner brand led to a major website redesign for Rendeavor. Fortunately, the advanced features in ClearCo's Career Site widget helped them integrate job postings across all departments in a snap, while seamlessly matching their new site design. ClearCo's recruiting and onboarding systems integrate with ADP, which simplifies hiring for new locations. When they're created in ADP, the new locations are also automatically created in ClearCo. Rendeavor's HR team can post open requisitions and start the hiring process right away.

After a new employee is hired, ClearCompany's paperless online onboarding packets relieve Rendeavor's HR team of the burden of preparing paperwork. They can quickly generate and send onboarding packets and set a due date — although now, most new hires complete their onboarding packets within 24 hours. Once packets are submitted, Rendeavor automatically syncs the new hire's ClearCompany record with their employee record in ADP, effortlessly maintaining up-to-date, accurate information.

"When the candidate completes their onboarding packet and they're ready to start on their first day, we can just click one button and it pushes it all to ADP. It really is a beautiful setup of ease and one-click wonders." - Allison Green, Talent Partner

The Results

ClearCo Talent Acquisition had a dramatic impact on Rendeavor's hiring success. Thanks to ClearCo's job board management tools, Rendeavor was able to reach a wider audience of qualified job seekers. Candidate texting tools enabled them to nurture their passive talent pipeline and source top candidates faster than ever. Rendeavor significantly reduced time-to-hire, the quality of candidates improved, and the entire recruiting process became more efficient with ClearCo. ClearCo also solved Rendeavor Dialysis' onboarding issues, turning it into a streamlined, efficient process with automatic onboarding packets and integration with ADP. It's never been easier for Rendeavor to hire skilled employees and onboard them quickly so they can begin delivering positive and uplifting care to patients.

"ClearCompany provides everything you would need to make the hiring process a positive experience for everyone."

- Allison Green, Talent Partner

The ClearCo Difference:

"Providing dialysis care to overlooked and underserved communities and in restrictive treatment settings is a critical mission. ClearCo is proud to support Rendeavor Dialysis in hiring specialized employees to provide this essential service."

Christine Rose

Chief Customer Officer,
ClearCo

